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TOP AWARDS FOR TWO WARWICKSHIRE OFFICERS





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The Federation Health & Safety Rep



Gav Parrott
Federation Health & Safety Rep

Gav Parrott is our H&S rep.

He is based in the Youth Offending Team.

As the H&S rep, Gav regularly liaises with management teams, the force H&S team and the facilities manager where he becomes aware of issues around the estate. He also monitors all near miss and accident reports to identify themes, potential risks and future risks, what has been done to remove or mitigate risks and to ensure the officers are getting the right response from the organisation.

The type of issues that come to the attention of the H&S rep can vary greatly. Recently Gav became aware of an outbreak of TB amongst the homeless in Nuneaton. Gav linked in with the force to raise awareness with officers who may be dealing with the infected people so they can keep themselves safe. He also was heavily involved with the estates team when there was a trace of suspected legionella found in the water system at a station.

He liaised with estates to make sure what safeguards and investigations had taken place and that the water safety policy was up to date with regular testing to ensure preventative measures were put in place so that it would not happen again in the future.

Injury on duty reports and Near miss reports are really critical to help people keep safe. The investigations into the injury on duty reports help identify what happens to prevent future injuries to staff.

A near miss is an unplanned event that did not result in injury, illness or damage but had the potential to do so. People often forget to submit these because they haven't been injured but they are critical to prevent officers and staff getting injured in the future.

Gav thinks that his biggest success story is the working relationship that he has developed with key teams and people across the force. This enables him to deal with concerns quickly and effectively.

So how can you help Gav with his H&S work?

All staff should continue to report assaults and near misses through the H&S app no matter how small they seem to them. If you have anything that you feel should be looked at please remember to raise it with the force and let Gav know so that he can ensure the force responds appropriately.

Gav's contact details are:

gavin.parrott@warwickshire.police.uk or

gavin.parrott@polfed.org

www.warkspolfed.org

Chairs Foreword



The Government's decision to ignore the recommendation of the independent police pay review body is another backward step for demoralised officers across England and Wales.

I have spoken out after the Government recently announced officers would get a 3.5% pay rise from 1 September this year despite the fact the Police Remuneration Review Body (PRRB)

recommended an increase of 3.9 per cent.

PRRB considers evidence from a number of sources before making its recommendations on police pay. While the Federation has been calling for a review of the entire pay review process, all parties should honour the system that is currently in place.

To ignore the clear PRRB's findings undermines that process and makes everyone question why it is worth jumping through the hoops of having a body in place to consider all the evidence if it is just going to ignore the recommendations and come up with a figure plucked out of thin air.

A 3.5% pay rise will make little difference to Warwickshire officers' pay when you consider inflation, higher pension payments and the freeze on tax thresholds. This is going to do nothing to reverse the current officer retention crisis that is impacting policing, at a time when the demands and challenges officers face increases daily.

In July we celebrated the Police Bravery Awards in London, an event that throws a spotlight on the brave acts carried out by officers across the country as they go about their duties serving and protecting the public. We hear warm phrases of supporting the rank and file from the Government, praising officers for their courage but these words seem not to apply when it comes to a pay review process that is supposed to deliver a fair deal on police pay.

In its submission to PRRB, the Police Federation of England and Wales had set out its case for a multi-year settlement, saying a single year award would not repair the damage of real-terms pay cuts.

It called for a minimum seven per cent consolidated pay award for 2026/2027, followed by seven per cent in each of the following two years. This was based on the fact that there are rising number of assaults and the recorded daily trauma and risks to officers is increasing. The submission covered the fact that despite officers running towards danger often their take home pay does not cover household bills.

I would like to make you aware about a campaign that has been launched by PFEW.

Copped Enough: What the Police Take Home is Criminal campaign.

PFEW are running a digital picket line for this campaign.. As you are aware Officers do not have the right to strike, but this is a way of registering the level of feeling across the country. The campaign is based on the below facts:

The Reality Behind the Badge

- Police officers are **21% worse off** in real terms than they were in 2010.
- **A third of officers** struggle to afford food, rent, or heating.
- 31,368 assaults in a year. That's **86 officers attacked every single day**.
- **Mental health crises are soaring**, with policing now the profession with the highest mental health-related sickness rates.

Why It Matters for Everyone

When police officers are pushed out of the job by poverty pay, **public safety suffers**.

Without urgent action:

- **10,000** officers could be lost every year.
- **£9.9 billion** could be wasted just trying to maintain numbers.
- Communities will be **less safe** because fewer experienced officers are left to protect them.

You can't have safe communities without enough police — and you can't have enough police if poor pay drives them away.

What We're Fighting For

- **Fair Pay:** Urgent action on pay to recognise the unique demands of policing.
- **Support for Frontline Risks:** Including an army-style P-Factor allowance recognising the dangers officers face.
- **Retention Not Just Recruitment:** A real plan to keep experienced officers on the beat.
- **Better Protection and Mental Health Support:** So officers aren't forced to suffer in silence.

More than 50,000 police officers, staff and supporters now stand shoulder to shoulder on the Copped Enough campaign picket line, enough people to fill the House of Commons chamber 100 times over.

A massive thank you to everyone who has signed so far.

This campaign is important because Police officers cannot strike. They can't forget what they see at work. Through this campaign we can show the Government that the pay the police take home is criminal.

We need your voice to help us demand change. Officers are struggling, and they shouldn't face it alone. Stand with them today - join the growing community of supporters and add your name to the digital picket line

Thank you.

Simon Payne

Federation support for Victims and Witness within the organisation

There are occasions when officers are being supported by the Federation through either criminal or misconduct investigations and victims or witnesses to these cases are also officers within the force, sometimes on the same team. This is obviously very difficult for the officers involved. Historically we have been told that officers don't feel that they can come forward to report an incident of concern or to be witnesses in cases against other officers or team members.



We have seen situations where officers have to attend misconduct hearings or court cases and have no support from the federation. We are here to support all officers and wanted change this.

To try to make sure that all victims and witnesses are supported properly we now have two reps that provide support to officers who are witnesses or victims in officer discipline cases.

As a federation we looked at the gap in support for officers who have come forward as a victim or witness. These officers may have to provide statements or attend any proceeding that take place, we wanted to make sure that they were supported throughout the process and have a Federation representative who can support them and are independent of the investigation. The Witness and Victim Support reps will not deal with discipline cases and so there is a clear line drawn between the support for officers being investigated and those who may be witnesses.

Lucy Baum and **Thomas Neenan** are Warwickshire's victim and witness support reps. Support will be provided for the reporting of incidents, when statements are taken and if any case goes to proceedings Lucy and Thomas will be with the officers throughout the hearings.

The Federation will also be providing some further training on this towards the end of the year to further assist the support we already have in place.

If you would like any support please contact Warwickshire Police Federation office so that we can arrange the support that you need.



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Press Release

March 2026

Three in four divorcees say they are finally happier post-separation

New research suggests that many people experience greater emotional wellbeing after ending an unhappy marriage, highlighting an important truth about relationship health.

With 78% of UK divorcees saying they are much happier after their separation, divorce may be the reset button people need for their mental wellbeing and stress relief.

Separation or divorce is one of the most challenging moments someone can experience in their life. The recent research conducted by law firm Slater and Gordon aims to counter this narrative, reframing divorce as a practical and empowering solution for many couples.

The research shows that it takes an average of 14 months for people to make the first step to separate; with many delaying due to concerns such as the impact of divorce has on children (56%) or pressure from cost-of-living (35%). Before making the decision, couples are reported to spend an average of 2.4 years attempting to make the relationship work.

Whilst divorce is rarely rushed, more than half of divorcees regret delaying the process. 43% of respondents said their delay caused more stress and anxiety, 34% reported more arguments occurring and a further 30% said the divorce became more toxic with further tensions brewing with their partner.

However following the divorce process, the research highlights a clear positive outcome for divorcees moving on from their separation. Nearly 80% of respondents felt a weight lifted once their divorce was finalised, with 48% saying their mental health improved after the divorce.

Amongst improvement of their mental health and wellbeing, many respondents could achieve the independence they had ultimately been seeking. 42% of respondents reported they had more time for themselves and 30% gained financial independence.

Many respondents said their happiness could finally prioritise their own happiness (42%). While people fear divorce can harm their mental health, the research uncovered the opposite – where four in five respondents found the experience emotionally freeing once complete.

Jenniffer Brunt, Head of Family Law explains further *“Divorce is never a decision people rush into. As shown by the research, most couple find themselves trying every solution they can to repair their relationship or overcome any barriers. When all avenues are explored, divorce can be a very empowering step for all. People can focus on their wellbeing, their happiness and prioritise their family members, such as their children, even further.”*

“Our role as family lawyers is to help you navigate what your future can look like, and explore options for you. Earlier advice can further protect your wellbeing and ensure an amicable solution is met. Whilst it's a difficult decision to come towards, we can help you every step of the way.”

About The Research

The findings are based on a survey of 2,000 UK adults who are married, in a civil partnership, divorced, or currently going through a divorce. It covers reasons marriages end, the solutions couples try to save their relationship, and the emotional, financial, and practical considerations that shape the decision-making process.

Take A Breath

This year, Slater and Gordon has launched its new Take a Breath hub, designed to help you pause, understand your options, and take the first step forward with confidence. Whether you're planning ahead, navigating separation, or starting again later in life, our guides and expert advice are here to support you through every stage. Access the hub here: slatergordon.co.uk/family-law/family-support/

slatergordon.co.uk

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**Slater
Gordon**
Lawyers

Police Bravery Awards 2026

On Thursday 9th July 2026 the annual **Police Bravery Awards** were held in London. This is an annual event where officers who have demonstrated acts of bravery both on and off duty are recognised. Each year Warwickshire nominate an officer to attend.

This year Warwickshire's nomination was **Sgt 2299 Charlie Thompson**, based at Stratford.

Here are the circumstances that led to Charlie's nomination:

On Thursday 10 April 2025, just after midday, a routine shift in Stratford-upon-Avon was shattered by a call no officer ever wants to receive. A man in acute crisis had entered the Tesco petrol station, doused himself in petrol, and threatened to set himself alight. As the fumes spread and staff fled in fear, the man remained alone on the forecourt, holding a lighter in one hand and a petrol container in the other.

PS 2299 Charlie Thompson was among the first officers to arrive. The scene he stepped into was volatile, unpredictable, and carried the potential for catastrophic loss of life. With the male standing beside active fuel pumps, soaked in petrol, and holding an ignition source, the risk to the public, emergency services, and surrounding homes and businesses was extreme.

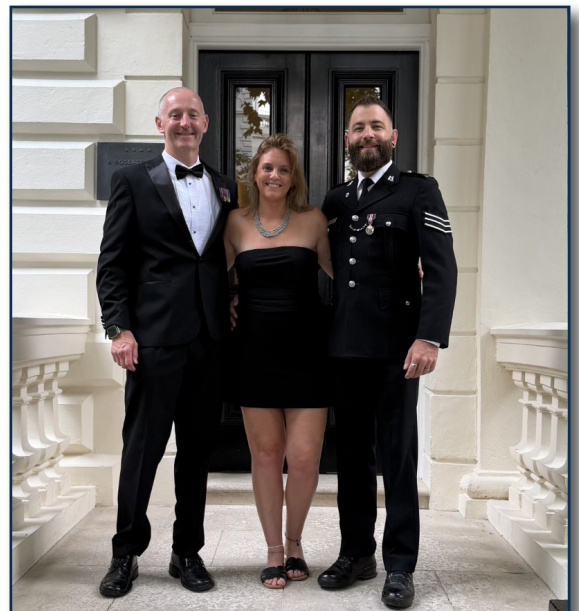
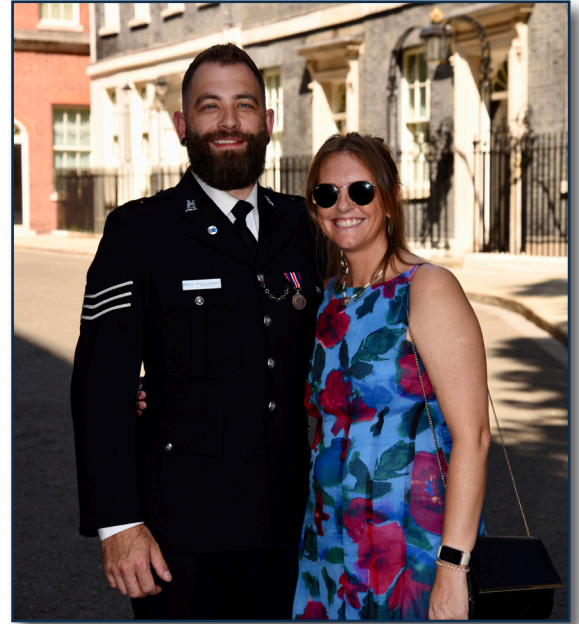
While another officer relayed vital information to the control room, PS Thompson immediately engaged the man. He attempted to build rapport, encouraging him to move away from the pumps and towards safety. But the situation escalated sharply. During this initial contact, the man poured petrol over his own head and coated the fuel pump beside him in BBQ lighting gel.

This act transformed an already dangerous incident into a potential mass-casualty event. Officers arriving established a cordon, but a further complication emerged: in the rush to evacuate, staff had been unable to confirm whether the fuel pumps had been isolated. The entire station remained active. Any spark could have ignited the petrol-soaked forecourt, spreading rapidly across the pumps and beyond.

Despite the overwhelming smell of fuel and the knowledge that a single flick of the lighter could trigger a devastating fire, PS Thompson remained on the forecourt. He stayed close enough to maintain the fragile rapport he had built, yet far enough to protect his colleagues and the public.

A JESIP structure was quickly established with Fire and Ambulance services. Fire crews stood ready with specialist equipment, preparing for the worst-case scenario. Police negotiators arrived and attempted to de-escalate the situation, but the man's demands became increasingly erratic and unreasonable. It grew clear that negotiation alone would not bring the incident to a safe conclusion.

Throughout this tense stand-off, PS Thompson's calm, steady presence was the anchor point. His professionalism allowed him to remain within a short distance of the man, even as the risk intensified.





After a final unsuccessful attempt by negotiators to resolve the crisis peacefully, a pre-arranged plan was put into action. Having removed his heavy PPE to allow greater mobility, PS Thompson waited for the signal. When it came, he seized a moment of distraction and sprinted forward.

He tackled the man to the ground, immediately becoming drenched in petrol from the container still in the man's hand. A desperate struggle followed as he fought to gain control of the lighter before it could be ignited. Fire extinguishers were deployed over him as he wrestled on the petrol-soaked ground.

Despite the extreme risk to his own life, PS Thompson succeeded. He prised the lighter from the man's hand, eliminating the immediate threat of ignition. His team moved in to restrain and arrest the man, and the 200 metre cordon was gradually lifted, allowing residents and workers to return safely.

Throughout the incident, PS Thompson demonstrated exceptional bravery, calm leadership, and a selfless disregard for his own safety. His actions protected his officers, safeguarded the public, and prevented what could have been a major incident in the heart of Warwickshire.

His colleagues have been unequivocal in their praise:

"PS Thompson showed all the skills of policing in one job. As a supervisor he took charge, yet still put himself forward and in harm's way. Despite being aware of the risk, the petrol, the lighter, and the fact the forecourt had not been isolated, he took on great personal risk to stop a very dangerous situation turning into a catastrophe. This showed bravery, leadership, and the human nature to speak to a person in dangerous crisis."

Andy Morrissey, Vice Chair, Warwickshire Police Federation

Chief Inspector Steve Radford echoed this sentiment:

"The actions of PS Thompson represent the highest standards of policing. He demonstrated bravery in bringing this matter to a safe conclusion for everyone concerned. It is testimony to Charlie that he sought to recognise and reward the actions of his colleagues rather than take any plaudits himself."

On a day when the margin between life and death was measured in seconds, PS Charlie Thompson chose to step forward. He placed himself between danger and the public, acted with courage under extreme pressure, and brought a volatile, high risk incident to a safe conclusion.

His actions embody the very essence of the **Excellence in Bravery Award**.

Charlie and his wife were invited by the Federation to spend two nights in London, visiting the House of Commons and the evening event.

Although he did not win the overall national award, Charlie did win the Regional award, which is an incredible achievement and just shows the bravery and dedication that Charlie demonstrated during that incident.

Congratulations Charlie, a well deserved win.





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Police Federation - Member Support Document

With members every step of the way

The Police Federation is here to support members at every stage of their career, from everyday workplace advice on pay, pensions, welfare, health and safety, and conditions of service, through to representation and legal assistance in more serious matters such as misconduct investigations, criminal proceedings arising from operational duties, inquests and other formal processes.

How do I apply for legal assistance?

If you need legal support, your first step is to contact your local Federation office or representative. They will assess whether your case meets the funding criteria and, if appropriate, help you complete an application and gather any supporting information.

Your application is then reviewed by your local Branch and the Police Federation Claims Department at Federation Headquarters. If funding is approved, independent solicitors will be instructed to assess the case and provide advice or representation where appropriate.

Throughout the process, your case is kept under review to ensure it continues to meet the funding criteria. As every case is different, funding decisions are made on an individual basis and the Police Federation retains discretion over whether legal assistance is provided.

How do I get support on other matters?

If you need support or advice on any issue, please contact your local Federation branch. A Federation representative will be able to assist you and guide you through the support available.

You can find your local branch contact details on our website: <https://polfed.org/about-us/contact-us/>

Areas where you may be eligible to apply for support

EMPLOYMENT

Pay, allowances, expenses or pensions

- For example, if you believe you have been underpaid, have not received the correct allowance for a specialist role, are disputing travel expenses, or have questions about your pension benefits.

Terms and conditions of service

- For example, concerns about being repeatedly rostered onto cancelled rest days, changes to shift patterns without proper notice, being denied annual leave, or being directed to carry out duties you believe are outside your role or contrary to regulations.

Discrimination, whistleblowing or victimisation

- For example, if you feel you have been treated unfairly because of a protected characteristic, have experienced bullying or harassment at work, or believe you have been disadvantaged after raising concerns about wrongdoing or misconduct.

Pension or medical appeals, including injury benefits

- For example, appealing a decision relating to medical retirement, challenging the level of an injury award, or disputing a decision about your eligibility for an injury benefit or pension entitlement.

PERSONAL INJURY

Claims for injuries sustained on or off duty

- For example, an officer injured while making an arrest, involved in a road traffic collision in a police vehicle, bitten by a police dog during training, or injured in a non-work-related accident caused by someone else's negligence.

Claims involving a member's family member

- For example, a spouse or child injured in a road traffic collision, an accident in a public place, or a claim brought on behalf of a family member who has died as a result of another person's negligence.

Clinical negligence claims

- For example, where a member or family member has suffered harm due to a delayed diagnosis, surgical error, incorrect treatment, medication error, or poor medical care provided by a healthcare professional or organisation.

CRIME AND MISCONDUCT

Criminal proceedings arising from policing duties

- For example, following an arrest where a complaint of assault is made against an officer, a police pursuit that results in a serious collision, or an allegation that an officer used excessive force while carrying out their duties.

Criminal proceedings arising while off duty

- For example, where an officer intervenes in an incident while off duty, identifies themselves as a police officer and is subsequently accused of an offence, or where an allegation is made solely because of the individual's status as a police officer.

Misconduct, performance or attendance proceedings

- For example, being investigated for an alleged breach of the Standards of Professional Behaviour, facing allegations relating to social media use, honesty and integrity, or challenging an unsatisfactory performance or attendance process linked to capability or sickness absence.

DEFAMATION AND PRIVACY

- **Pre-publication advice**
For example, if a media organisation intends to publish allegations about your conduct as a police officer and legal advice is needed before publication.
- **Defamation, privacy or breach of confidence matters**
For example, where false allegations about you are published online or in the media, private information is disclosed without your permission, or confidential information about you is improperly shared.
- **Defamation relating to your role as a police officer**
For example, if a newspaper, website or social media post falsely accuses you of misconduct, corruption, dishonesty, abuse of authority, or otherwise calls into question your integrity or fitness to serve as a police officer.

MISCELLANEOUS

- **Appeals against court or tribunal decisions**
For example, if you wish to challenge the outcome of a court case, employment tribunal, pension appeal or other legal proceeding that falls within the PFEW Fund Rules.
- **Inquests, inquiries and other proceedings**
For example, being asked to give evidence at a Coroner's Inquest following a death, appearing before a public inquiry, or participating in a hearing linked to an incident you were involved in while on duty.
- **Damage to personal property while on duty**
For example, claiming for personal items damaged in the course of your duties, such as prescription glasses-broken during an arrest, a mobile phone damaged at an incident, or personal clothing damaged while responding to an emergency.
- **Negligence claims relating to legal assistance**
For example, where it is alleged that legal advice or representation previously funded under the PFEW Rules was provided negligently and has caused loss or harm.
- **Criminal Injuries Compensation Authority (CICA) reviews and appeals**
For example, if your CICA claim has been rejected or you disagree with the level of compensation awarded following a criminal injury and wish to challenge the decision.

What support is not usually covered?

Police Federation support and legal assistance are provided in accordance with the Fund Rules and funding criteria, so not every matter will qualify for funding. Examples include:

- **Issues outside the PFEW Fund Rules**
For example, disputes with neighbours, landlord and tenant issues, consumer complaints, or private business disputes.
- **Personal legal matters unrelated to policing**
For example, divorce and child custody proceedings, property disputes, debt recovery, bankruptcy matters, or writing a will.
- **Cases where there is insufficient evidence to support the claim**
For example, alleging workplace discrimination without any supporting evidence or documentation, or making a claim where key facts cannot be substantiated.
- **Legal action with little or no reasonable prospect of success**
For example, pursuing a court claim that legal advisers consider unlikely to succeed based on the available evidence or law.
- **Matters where funding has not been approved**
For example, instructing a solicitor independently before obtaining Federation approval and then seeking reimbursement.
- **Cases that no longer meet the funding criteria**
For example, where new evidence emerges during a claim that changes the circumstances, or where a member no longer satisfies the relevant funding requirements.

As every case is different, members should speak to their local Federation representative for advice on the support available and whether their circumstances may qualify for assistance.

How can I appeal a funding decision?

If your application for legal assistance funding is declined, you can ask for the decision to be reviewed. The exact process will depend on the circumstances of your case and the reason the application was refused.

As a first step, speak to your local Federation representative or Branch office. They can explain why the application was unsuccessful, discuss whether any additional information could support your case, and advise you on the options available for requesting a review of the decision.

Recent Changes to 1987 Pension Scheme

Many of you will have had a email from PFEW recently about pension changes. We understand that this would have caused a lot of worry and upset. We were not aware that the email was going to be issued and so at the time were not able to answer many of your queries. Since then we have sought advice from a pensions expert about the implications of the changes.

The recent changes to the PPS1987 commutation factors have, understandably, caused much angst. Whilst commutation factors are reviewed every three to four years, we have got used to them being increased at every review. This is the first occasion for many years where they have actually been reduced.

Commutation is a product of an annual pension (exchanging pension for cash). The changes to the commutation factors will have no impact on an officer's annual pension (except where you are restricted by the commutation cap, in which case you will experience a slight reduction). The effect of the changes is to reduce the amount of cash returned for each £1 of pension exchanged for a cash lump sum. The reduction in the cash lump sum will not re-appear in another form elsewhere in your pension.

A typical reduction is in the region of 3.5% in cash lump sum once the impact of the change in factors is netted off against the unauthorised payment charge (i.e. the tax payable when max. cash is taken) as the excess over the HMRC limit is reduced as a consequence of the lower factors applied.

XPS have now updated the factors on their systems and will be issuing revised pension offers to reflect the changes. The members' portal has also been updated so, when members log into the account for a pension forecast, the figures shown will have been calculated using the current factors.

We have a set of FAQs that have been produced by the NPCC. This is too large to include in the magazine but is on the website and is also available on the website: policepensioninfo.co.uk. If you want a copy of the FAQs emailing to you please contact gill.burford@polfed.org.

Further reviews are anticipated in the near future in relation to some of the actuarial factors applied to PPS2006 and PPS2015. The timescales for these changes, or what they will be are not known yet, but it is likely to be the most obvious ones such as changes to the actuarial factors applied for early payment and, potentially, the % of the PPS2015 annual pension that can be commuted for a cash lump sum.

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Welcoming Andy Morrissey as the third full time Federation Representative



For a number of years Andy Morrissey has been a workplace rep, holding down the additional roles of Vice Chair, Treasurer and a discipline rep. Due to the increases in demand on Steve and Simon the force agreed that Andy could become the third full time rep based at Barford. This will allow the office to respond better to demands for support and help and will also take some of the workloads from the workplace reps.

Andy was asked a few questions about his Federation career so far:

When did you become a Fed Rep?

I first became a fed rep at the end of 2019, I had thought about it a few times before but it had not felt like the right time for me to do it, I knew when I joined I wanted to get fully involved so knew I had to commit when it was right for me.

Why did you become a Fed Rep?

I had lots of experience in different parts of policing and had seen how the complaints side of policing was changing. I had also been involved in police complaints in the past, so know the real world affect it can have on officers and how much a fed rep can make a difference to you.

I have a natural desire to help people and could see some parts that I thought were missing. I wanted to go out and speak to officers about rules and regulations, it can be a boring subject but it is so important for officers to know what they are entitled to. It was great to speak to the cops and meant I had to learn a lot myself around the different rules and regulations. Steve Martin supported me in this and came round to speak to the officers. We also put together a talk around discipline and some new parts that were affecting the officers.

What was the hardest thing about becoming a workplace rep?

The time commitment that I put in, and the time spent off duty was one of the strangest parts of the role. As time went on and I started to support more officers, I got more calls. As policing is 24/7 the calls came in across the whole week and at different times. I have no issues with this and it was so nice to help others. Due to this I knew I needed to swap to a Monday to Friday job as most of the calls were based around Monday to Friday as I had to link in with office-based departments in the force. Due to this I swapped my working role from a front facing role in policing to become a duty planner. I really enjoyed the role and got to help officers in different way around their duties, having worked front line for over 20 years I knew how important this is for them. It also allowed me to learn some more about the force and workings behind the front line. It put me in touch with so many student officers which helped with my knowledge around case conferences.

The time commitment became really high as my caseload increased until it got to the point where it felt like a was running 2 full time jobs. But I found the role so enjoyable I didn't mind.

What roles that you have had in the past in the Federation?

I started as a work based rep, I then took a role on the board as welfare lead, this came from my support of officers and workplace visits around the force. I completed this role for a year or two before taking on further roles.

What are your current roles?

I am the current Vice Chair, Treasurer and deputy CAPLO. The role gives me access to the National Council meeting the financial input and discipline support of officers. I also arrange Warwickshire's nominees for the Bravery award each year. This is where I review the nominees from our internal awards system. I then support the officer and partner around London while they visit Downing Street and attend the main event. Its a great few days, it is very busy going backwards and forwards but so rewarding to be a part of.

When did you become a full time rep?

I started the full-time role in June 2025. It was a great relief. As I have said it felt like I was running 2 full time roles, I was supporting around 20 officers for discipline cases and there was an ongoing turnover of case conferences.

Why did the force allow an additional full time rep?

This was due to an uplift in the amount of discipline work and case conferences that were taking place. Due to the uplift in work there was plenty of capacity for a third full time role. This was supported by central federation and Simon Payne and Steve Martin.

A business case was put forward to have a third full-time role in the office. This has allowed me to concentrate on my federation work and provide great support to the officers I am looking after. The force supported this to assist with officer support and progression of cases.

How have you found the move from workplace rep to full-time rep and moving away from being operational.?

The move has been really helpful, it gave me the time I needed to support officers. When I had moved to the duties role this took me closer to Barford. Stuart Ross House is only 4 miles from Barford, due to the number of cases I was regularly at Barford, the move to full time free up the time I needed to support our officers.

What does a person gain from being a rep?

Being a rep is great, it allows you to support your colleagues and have a say in what is happening around you. Being a rep has allowed me to have a louder voice in the federation and force. I am in regular contact with management, HR, duties and a number of other departments.

Going forward what are your plans to keep engaged with the officers across the force now that you are committed more with meetings, interviews and case conferences?

I visit different work sites around the force, we try to get officers that need support to come to Barford, this allows up to speak in private, we are usually speaking about very delicate matters and need privacy for this. However some officers prefer to speak at their home station and I visit different stations around the force. When I do I try to have a walkaround to speak to officers. With the modern world a lot of officers like to speak over calls text and Teams. My first contact with a lot of officers comes via my federation phone or via works Teams. This allows me to be in constant contact with officers around the force.

The contact details for the full time office staff are:

Simon Payne: Chair Spayne@polfed.org - 07812 975394

Steve Martin: Secretary steve.martin@polfed.org - 07812 975393

Andy Morrissey: Treasurer andy.morrissey@polfed.org - 07496 400908

Gill Burford: Office Manager gill.burford@polfed.org - 07496 215568

Warwickshire Police Federation

Re-Settlement Seminar Programme 2026

Who are Reflect Financial?

The police team at Reflect Financial has over 20 years experience in helping both serving and retired police officers make provision for their ongoing financial security. Our popular Re-Settlement Seminars have proven nationally to be an invaluable source of advice and guidance as officers consider a life beyond policing. Our seminars are delivered by an expert team of financial planners, all of whom specialise in the police sector.

[Click here if you are viewing this digitally to find out more about our specialist team.](#)

What will we cover?

- Managing your finances in retirement
- Developing a financial strategy
- Preparing for retirement
- CV Preparation
- Personal Taxation
- Police pension schemes and 'the remedy'
- Estate Planning and wills (inc 'power of attorney' and long-term care*)
- Group Insurance Scheme

*Will writing and Powers of Attorney involve the referral to a service that is separate and distinct to those offered by St. James's Place and are not regulated by the Financial Conduct Authority.

Where and when?

Running from 9:00am - 4:30pm, the next Re-Settlement Seminar will take place at the offices of Warwickshire Police Federation, Unit 8 Barford Exchange, Wellesbourne Rd, Bardord CV35 8AQ 7QA on the following dates:

- **Tues 3rd March**
- **Tues 13th October**

How do I register?

Our seminars are completely free to attend. To reserve your place at an upcoming session, email gill.burford@polfed.org.

Please include your full name, rank, collar number, date of intended retirement, and mobile phone number.

Retirement Seminars

Each year Warwickshire Federation hold retirement seminars to allow people to plan for their retirement, whether that be relaxing by the beach, travelling or starting a new career. We hold them twice a year at Barford. It is an all day event with a number of expert speakers. The seminar is beneficial if you have less than three years left until you can retire on a full pension or you are planning on retiring before you reach your maximum pension.

The next seminar is on **13th October 2026** - If you are interested, please contact Gill on gill.burford@polfed.org

This is the feedback from recent seminars:

'Did you find today's seminar helpful and informative?'

All of the delegates responded positively to this question. A number just put **'Yes'**.

These are the more details comments.

- **'Very helpful'**
- **'Yes, very. Extremely well presented. Clear, professional but also personal'**
- **'Yes, very informative. Lots of information'**
- **'Very informative and useful. Pitched at the right level'**
- **'Yes, very informative'**
- **'Very helpful'**

'Are there any aspects of the seminar that you suggest we change?'

Again, quite often this is either left blank or the response is **'No'**.

These are the more detailed comments.

- **'No, it was all good. Thank you'**
- **'No, all was really useful and answered things I wanted to know'**
- **'None. Absolutely spot on!'**

Warwickshire Police Federation		
Agenda		
Pre-Retirement Seminar 3rd March 2026		
Time	Topic	Speaker
09:00 - 09:05	Opening Remarks	Warwickshire PolFed
09:05 - 09:30	NARPO	NARPO Rep.
09:30 - 10:00	Welcome & Introductions	Tim Jackson
10:00 - 10:30	Managing Your Finances	Phil Pearson
10:30 - 10:45	Break	
10:45 - 11:00	Developing a Financial Strategy	Phil Pearson
11:00 - 11:30	Personal Taxation	Phil Pearson
11:30 - 12:00	Wills and Estate Planning	Harvey Howell Solicitors
12:00 - 12:30	Lunch	
12:30 - 13:00	Police Pension Schemes & PCLS	Tim Jackson
13:00 - 14:00	CV Preparation	Andy Smith
14:00 - 14:30	Break	
14:30 - 15:00	A Life Beyond Policing	Tim Jackson
15:00 - 15:30	Questions and Close	



**Policing can be a great career! It can be exhilarating, and rewarding.
But there are times when it also can be exhausting and
frustrating and frightening.**

**I was a Police Officer for 32 years, so I understand the pressures of the job.
It was that understanding that inspired me to train as a
Counsellor and Psychotherapist after retiring.**

Whatever you are carrying, you do not have to carry it alone.

**Contact ianw.counsellor@gmail.com or
mobile 07597 390433**

**Face to face or Online sessions
Concessionary Rates for Federation Members.**



bacp | professional standards authority
collective mark | accredited register
**Registered Member 418764
MBACP**

Warwickshire Officer awarded a British Empire Medal



In this year's King's birthday Honours list **PC 334 Scott Caswell** was awarded the **British Empire Medal** for his work supporting Veterans in the community and for raising awareness of veteran's needs for the Police service across the country.

The British Empire Medal is very similar to the MBE but is for

a more hands on contribution at a more local level, further fewer are issued compared to the MBE.

We invited Scott to the Federation offices to tell us about his journey that led him to receiving this honour.

In 1992 Scott joined the Royal Signals as part of the Territorial Army. Scott had always wanted to be a Police Officer, but when he applied after leaving school he was told that he needed more life experience, so in 1994 having enjoyed his time to date with the Army he decided to join the Regular Army going into the Royal Military Police. Scott was following in his family's tradition, with his dad having served and older brother also serving in the Armed Forces.

In January 2002 Scott decided to leave the Army and joined Warwickshire Police. His work with the military was still not finished though and he joined the Reserves shortly after, this time with the REME (Royal Electrical Mechanical Engineers).

After his probation Scott set his sights on joining the traffic department but after an unexpected chat with a couple of firearms officers he applied for a firearms course to which he was successful and has now been on the firearms unit for 21 years.

We asked Scott how his work supporting veterans first started. This is a very personal incident, and we are grateful that Scott was willing to share it with us and you all. Scott was only 6 months into his service when he was called to a male on the wrong side of a motorway bridge threatening to jump. As Scott approached the male, he realised that he was his older brother. Scott's brother was currently serving in the Army at that time and having just returned from operations in Sierra Leone, having had a tough time. He was talked down but unfortunately slipped through the support nets of the military, mental health teams and NHS. He then went on to continue to serve with further operational tours in Afghanistan, which again affected him mentally.

Whilst on his older brother was back on leave Scott was then first on the scene when his brother took an overdose of tablets and drove his car headfirst into a wall at speed.

Unfortunately like many veterans, Scott's brother had suffered with his mental health due to the number of Operational Tours he had deployed on. He had slipped through the gaps in both the Military and NHS and there was no real time support. Fortunately, this incident was a turning point for him, and he finally got the right support.

Scott began to realise that there was a real lack of support for Veterans when they leave the Military. Further as a Police Officer we are expected to be a Jack of all trades when it came to the variety of different incidents we attend. Officers are expected to deal with people in crisis who need help in a variety of scenarios without fully knowing their background and mental health status. Because of his history with the Armed forces, he realised that veterans were not receiving the support that they needed once they had left and returned to civilian life. There are protocols for dealing with people with Dementia and other vulnerabilities but nothing specific for veterans. As a soldier you are fully trained to a specific mindset and physical ability and could be deployed anywhere and act on instructions given. This could ultimately mean taking a life in a combat situation. When people leave the Armed forces, they are not really taught or shown how to adapt to the real world and all the complexities that comes with it. There is no proper decompression or slow time transition into civilian life.

To try to help the veterans in the community and those that come into contact with the Police, Scott started to work with various Veteran charities both on a practical level and also raising money as he had noticed that some of the smaller local ones had limited funding and this enabled them to continue their valuable work.

He also started to look at the various incidents the Police responded to when they came into contact with a veteran during the course their duty.

Scott has also been working closely with PC Stuart Henderson from the Metropolitan Police service for the last 5 years. This has taken them to then sit and research a better way forward for Officers when dealing with Veterans giving a clearer and more structured way forward to refer and support. Veterans in crisis need immediate intervention and support and after submitting numerous work and evidence the College of Policing said there was a real need to have this embedded within the mandatory yearly OST package helping raise awareness. Earlier this year their work culminated in a talk to the college and all OST instructors nationally. A proud moment as this will now be embedded nationally and further going forward there will also be an NCALT package.



In the community Scott is a familiar face often visiting the various Veteran Breakfast clubs, Army Camps, and Military Charity's both on and off duty.

Scott added that Veterans are people who have made that conscious decision to sign on the dotted line for King and Country with a very high level of training. They are very proud individuals who when having left the Military and are on hard times don't like to show signs of weakness or ask for handouts. By attending the Local Veterans Contact point whilst both on and off duty this helps Scott to break down those barriers and build up confidence in the police service. He can also get firsthand information about what the veterans feel that they need from emergency services.

Scott has also been invited as a guest keynote speaker at the National Prison Service Conference and awards in Birmingham in July. Unfortunately, many veterans who end up on the wrong side of the law and serve a prison sentence this can be daunting in so many ways. To try and help break this cycle by collaborating and working further with prison officers and probation staff this could help stop reoffending. Scott has previously given talks to Probation staff within the Warwickshire area on best practice and this is an area that he is starting to do more work in.

A large part of Scott's support for veterans is through raising vital money for Veteran charities. Many of you probably know that Scott's challenges are usually extreme and he has been doing these for over 14yrs now. His most recent one was doing 383 miles in 5 days from Derby to Portsmouth via various stops at Army units.

Each day he ran 40 miles and then cycle the remaining distance. Scott said that this was not just a physical endurance it was also a mental battle, repeating the same 40 mile run each day and then cycling was daunting to say the least.

We asked Scott what his next challenge was going to be. In 2027 Scott is planning to run non-stop covering a distance of 116 miles from Warwick castle to the Tower of London. This challenge is still in its early days but planning it like his previous challenges takes time as it's all done Soley by him. Unlike the many celebrity challenges you see on tv Scott doesn't have a huge support crew behind him. Further this will coincide with the Invictus Games Birmingham, and he is in talks to have them involved with his challenge. Scott is hoping to get some of the athletes to join him during parts of the run.

Warwickshire Police Federation will be sponsoring Scott for the challenge.

To finish we asked Scott how he felt about receiving the honour. He said that he was extremely proud and humbled, but the best part was seeing how proud his mum and dad are and knowing that his passion and drive to help veterans is making a difference.

Thank you for taking the time to come to speak to us at the Federation and congratulations on being awarded the BEM.

PSA Testing across the force

SUPPORTING OUR PEOPLE



As a Federation we are always looking at ways to help support staff across the force area. In April we arranged three days across the force where officers and staff were able to go and get their **PSA** levels tested. The Federation funded this as a way of trying to be proactive about men's health.



The event was supported by a local charity, **The Graham Fulford Charitable Trust** which is based in Warwick. They provide phlebotomists to take the blood and get it assessed at a laboratory with the results usually being received within **48hrs**.



The **PSA testing** is a blood test that can provide an overall assessment of a person's prostate gland and early signs of cancer.



The events were really well received, with over **183** officers and staff being tested. Where officers were not able to attend we were even able to send home testing kits to them.



Over the coming months we will be looking at other ways to try to help all officers and staff with **proactive health tests**. We will keep you updated about these when they are arranged.



**PROACTIVE TODAY
HEALTHIER TOMORROW**

LOOKING AFTER OUR PEOPLE, TOGETHER



No-fault divorce explained

With the introduction of no-fault divorce on 6 April 2022, Police Federation members can access a free 45-minute consultation, and benefit from an applicant fixed-fee divorce for an exclusive discounted price of only £420 (incl. VAT), plus court fee.

What is no-fault divorce?

From 6 April 2022, the introduction of no-fault divorce means that separating spouses no longer need to assign blame in order to be granted a divorce.

What are the main changes?

Under the previous divorce law, a petitioner had to rely on one of the following five facts (two of which were fault-based) to prove the irretrievable breakdown of the marriage:

- Adultery
- Unreasonable behaviour
- Two years' separation with the respondent's consent
- Five years' separation
- Desertion

Click below to watch our expert family law solicitors answer key questions surrounding no-fault divorce.

#AskTheExperts

No-fault divorce: part one



To watch part 2 of our #AskTheExperts video, [click here](#).

There was a potential for conflict from the outset of the divorce application, caused by forcing one party to blame the other if they wished to avoid waiting two years before presenting a divorce application to the court.

The no-fault divorce legislation has changed this. As of 6 April 2022, the irretrievable breakdown of marriage remains the overall ground for divorce, abolishing the five facts and simply replacing them with a statement of irretrievable breakdown. No evidence is needed to support this.

Other changes include a 20-week timescale between issue of the application and the first stage of the divorce – the conditional order – to provide a period of reflection, and a 6-week timescale from conditional order to final order. Therefore, there's a minimum timeframe of six months from the date of application to final order.

What does our research say?

UK divorce legislation has been seen by many as outdated for some time, with the process of having to assign blame being deemed as unnecessary. In fact, our research found that 65% of people took the blame in their divorce in order to start proceedings, even though it wasn't their fault.

Our research also found that the introduction of no-fault divorce could see an increasing number of people taking the next step with their partner as almost one-third (32%) of people currently in relationships said they would now get married as the divorce process was simpler.

An additional 61% of divorcees think the divorce process should be easier and almost half (48%) of those divorced, or in the process of getting divorced, say they would've opted for a no-fault divorce if the law had allowed it.

The no-fault divorce changes how couples can apply for a divorce (there is a new joint application option), and terms and phrases have also been updated and simplified, helping to alleviate some of the stress and confusion that can be involved.

Tel: 0808 175 7710

Website: [slatergordon.co.uk](https://www.slatergordon.co.uk)

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WARWICKSHIRE FEDERATION GROUP INSURANCE



Under written by Phillip Williams

As many of you know we run a group insurance scheme that covers many aspects of your life for one monthly sum that is deducted directly from your pay. These include:

-  • Life insurance
-  • Critical illness
-  • Child Critical illness
-  • Child Death grant
-  • Permanent Total Disablement
-  • Loss of limbs/hearing
-  • On duty assaults by knives, firearms, dog attacks, burns
-  • Emergency dental treatment due to accident
-  • Court compensation payment
-  • Unsociable hours payment
-  • Hospitalisation benefit
-  • Sick pay benefit
-  • A health package including access to a GP24 scheme
-  • Worldwide travel
-  • Legal expenses
-  • Motor breakdown cover
-  • Mobile phone

Some of these benefits also cover your partner and family.

The current cost is **£33 per month**. For this years renewal the price has had to increase by **50p** for serving and retired officers, but with no increase for partners.

This increase is to cover increased costs for the travel insurance. However we have managed to offset the increase by negotiating some additional cover.



TRAVEL:

Within the Travel section we have now got medical cover for travel within the UK. We have also expanded the cover to include holiday rental of electric vehicles. We have also made it clearer on how to claim if your health changes after booking a holiday and you are advised not to travel.



HEALTH:

Within the Health section there is a section for Physiotherapy. This was in last years policy but has now been refined. This will hopefully help you get some support faster than through the NHS.



LEGAL:

Within the Legal Expenses section there is a document library for easy to use pre-formatted documents to help you with some of your legal matters. This document store continues to expand and it is well worth you taking a look in case any would be useful to you.



The new booklets will be coming out over the next few weeks and as soon as we have them they will be emailed to you. Hardcopies are available on request.

We would like to take this opportunity to remind you to make sure that your beneficiary details are up to date if you are a current member. To do this please contact gill.burford@polfed.org



The Group Insurance scheme is now open to all serving officers and police staff. If you want any further details please contact gill.burford@police.org

Let's Talk

July 2026

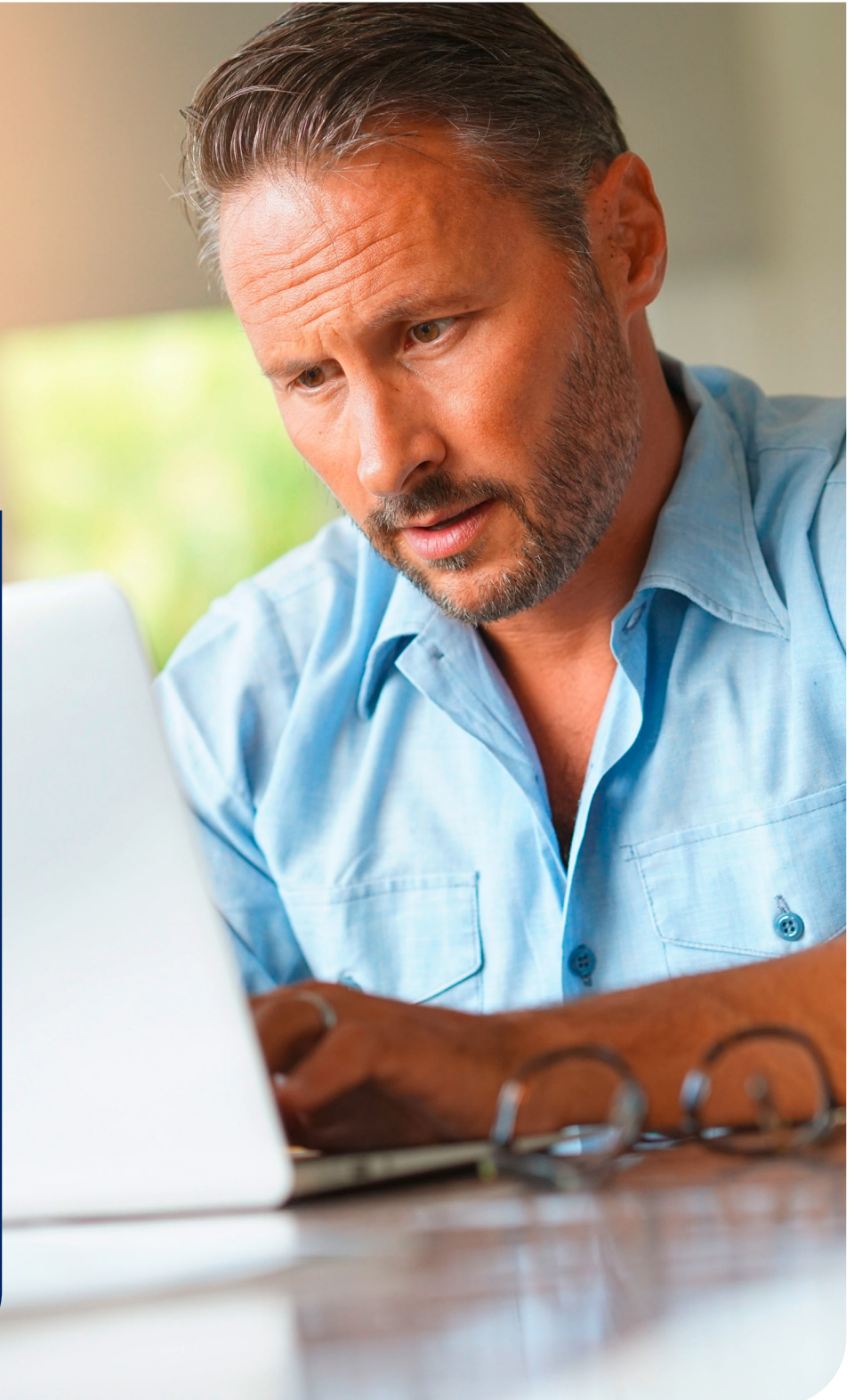
**Police
Mutual**

Understanding Your Payslip

Your payslip contains important information, including your payroll number, your gross and net pay, and usually your tax code. It's important to understand your payslip and how to make sure you're being paid the right amount. Whether it's your first payslip or if you've been working for years, it's still important to know how your pay is worked out.

Your written payslip doesn't have to be on paper, it can be sent to you by email or accessed through a website.

Remember to check your payslip regularly, including that it shows the same tax code as your latest tax code notice.



What may be shown on your payslip:

Your personal information - your name, and sometimes your home address.

Your payroll number - most organisations use payroll numbers to identify individuals.

Date - the date your pay should be credited to your bank account.

Tax period - the number represents the tax period for that payslip. For example, if you're paid monthly, 01 = April and 12 = March.

Your tax code - your tax code will be sent to you by HM Revenue & Customs (HMRC). The code tells your employer how much tax-free pay you should get before deducting tax from the rest. If the code is wrong, you could end up paying too much or too little tax. So, it's important to check this against your latest tax code notice.

Your National Insurance number - you must have a National Insurance number to work in the UK. You have the same NI number throughout your life, even if you change your name. It's your personal number for the entire social security system. It's used to make sure all your contributions are recorded properly and helps to build up your entitlement to benefits, such as your state pension.

Payments, wages, bonuses, and commission - this will show how much you've earned in wages before any deductions are made (your gross pay). It might also show how your pay was calculated. For example, your hourly rate and the number of hours worked. It could also

show any extra payments you've earned on top of your basic pay, such as bonuses, commission, or overtime.

Expenses - your employer might pay any expenses owed to you via the payroll. Some employers will list each expense payment separately on the payslip. Others combine them to show a taxable or non-taxable amount.

Deductions - your payslip must show the amount of variable deductions, such as tax and National Insurance.

Pensions - if you're paying towards a workplace pension, the amount you're contributing will be shown. If your employer is contributing too, that amount might also be shown.

Student loan - If you're making repayments on a student loan, this will usually be shown on your payslip. If you're an employee, you'll normally start making repayments from the April after you graduate or leave your course. However, repayments are only taken once your salary exceeds the relevant repayment threshold, and as different student loan plans have different thresholds, some people may not begin repaying straight away. HMRC will inform your employer how to calculate and deduct the correct amount. Each year, HMRC then reports the total repaid to the Student Loans Company. It's a good idea to keep your payslips and P60 as a record of your repayments in case of any discrepancies. Some employers also include running totals of tax and deductions on your payslip, which can be particularly helpful for tracking your overall student loan repayments.



Court orders and child maintenance -

a court can order deductions directly from your pay. This could be for unpaid fines or for debt repayments to be handed to your creditors. The Child Maintenance Service (CMS) can also ask for a Deduction from Earnings Order for the maintenance of a child. If these orders are made for deductions, the employer can take an extra £1 as an administration fee. Employers often waive the fee. But if they deduct it, it must be shown separately on the payslip with a description

Sick pay - what's shown on your payslip will depend on how long you've been ill and your company's sick pay policy. Your employer is liable to pay you Statutory Sick Pay if you're off work sick for four days or more in a row, and you meet certain conditions. Statutory Sick Pay is treated like the wages or salary it replaces. Under your contract, you might be entitled to occupational sick pay, which may be shown as a separate figure.

Maternity, paternity, and adoption pay - if you're currently getting Statutory Maternity Pay, Statutory Paternity Pay or Statutory Adoption Pay then these will be shown on your payslip. They're all treated in the same way as ordinary earnings for tax and National Insurance.

Workplace benefits - if you get workplace benefits, like health insurance or have a company car, then these will be listed on your payslip and can affect your tax code. It might also show repayment of season-ticket loans, cycle-to-work scheme loans and charitable donations (using the give-as-you-earn scheme).

Police specific additions and deductions -

as a Police Officer, you may also see payments for working unsociable hours or for the area you work in. You may also get specific deductions for the benevolent fund, federation fees, group insurance or social club fees.

Summary of the year to date - your payslip might show how much you have been paid so far in this financial year. A financial year runs from 6 April to 5 April. It might also show totals for how much you've paid in tax, National Insurance, student loans and pensions.

Net pay - the total amount of take-home pay after deductions. For many people, the most important figure on their payslip is net pay. It's a good idea to check this against your bank statement to make sure it matches what's paid in.

Important messages - some employers use a space on the payslip for important messages. These might give you extra information about your pay or other information they want to share.



If you have any queries regarding your payslip, its important to inform your payroll department as soon as you can.

For more information about the products and services available from Police Mutual:

Call us 0151 242 7640

Visit policemutual.co.uk

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SUICIDE

STEP

TRAUMA

EDUCATION



PREVENTION

STEP Stats, Facts and Messaging



“The irrational became logical, and I was seconds away from completing the task”

Every day, 17 people die by suicide in the UK. Some 6,000 - 7,000 a year on average over recent years. Each one of these will be attended by a police officer. Are we giving them enough support after attending such a traumatic event? One police officer in Scotland reports having attended 300 suicides in his career.

Repeated exposure to trauma and suicide, when seen alongside a lack of organisational support following the suicide of a colleague, can lead to increased suicide ideation (and the emergence of suicide clusters).

The policing culture prioritises coping and avoidance strategies over help-seeking, according to an academic study on preventing police officer suicide.

It's a taboo subject, but attending so many suicides can sadly lead police officers to learn a “methodology” over how to take their own lives. Conduct investigations can also have a devastating ripple effect on police officers. They can struggle with poor mental health and suicidal thoughts.

From 2011 to 2022, there were 242 suicides of police officers and PCSOs. From 2021 to 2024, an estimated 80 former or current officers took their own lives.



242 police officers and PCSOs took their own lives between 2011 and 2022

**The culture of policing is about helping others in times of crisis.
We need to learn and accept that it's ok for us not to be ok.
And to accept help when it is offered.
We are human.**



SUICIDE

STEP

TRAUMA

EDUCATION



PREVENTION

STEP's Five Aims and Goals



The STEP campaign is calling for police officers who attend suicide calls to be given mandatory referrals to trauma debrief sessions

- 1. Reduce the number of colleagues who take their own lives**
- 2. Forces to introduce mandatory referrals to trauma debrief sessions following a police officer or staff attending a suicide**
- 3. Forces to add a bespoke mental health app to force mobile devices**
- 4. Forces to better collect data on police officer and staff suicide or attempted suicide, so we can better measure the extent of the issue**
- 5. Encourage colleagues to talk about this taboo subject and not be concerned about that.**



“It's OK not to be OK about how you are feeling, but what you must do is reach out to someone, anyone, it doesn't matter who”

Recent Changes to 1987 Pension Scheme

Many of you will have had a email from PFEW recently about pension changes. We understand that this would have caused a lot of worry and upset. We were not aware that the email was going to be issued and so at the time were not able to answer many of your queries. Since then we have sought advice from a pensions expert about the implications of the changes.

The recent changes to the PPS1987 commutation factors have, understandably, caused much angst. Whilst commutation factors are reviewed every three to four years, we have got used to them being increased at every review. This is the first occasion for many years where they have actually been reduced.

Commutation is a product of an annual pension (exchanging pension for cash). The changes to the commutation factors will have no impact on an officer's annual pension (except where you are restricted by the commutation cap, in which case you will experience a slight reduction). The effect of the changes is to reduce the amount of cash returned for each £1 of pension exchanged for a cash lump sum. The reduction in the cash lump sum will not re-appear in another form elsewhere in your pension.

A typical reduction is in the region of 3.5% in cash lump sum once the impact of the change in factors is netted off against the unauthorised payment charge (i.e. the tax payable when max. cash is taken) as the excess over the HMRC limit is reduced as a consequence of the lower factors applied.

XPS have now updated the factors on their systems and will be issuing revised pension offers to reflect the changes. The members' portal has also been updated so, when members log into the account for a pension forecast, the figures shown will have been calculated using the current factors.

We have a set of FAQs that have been produced by the NPCC. This is too large to include in the magazine but is on the website and is also available on the website: policepensioninfo.co.uk. If you want a copy of the FAQs emailing to you **please contact gill.burford@polfed.org**.

Further reviews are anticipated in the near future in relation to some of the actuarial factors applied to PPS2006 and PPS2015. The timescales for these changes, or what they will be are not known yet, but it is likely to be the most obvious ones such as changes to the actuarial factors applied for early payment and, potentially, the % of the PPS2015 annual pension that can be commuted for a cash lump sum.



FEE FREE MORTGAGE ADVICE FOR YOU, YOUR FRIENDS AND FAMILY

Our advisers will not charge a broker fee at any time

With access to independent advice, our brokers can explore the whole of the marketplace on your behalf to enable you to secure the best possible deal.

We can assist with:

- First time buyers
- Remortgages
- Raising money for house expenses
- Purchasing a second home or buy to let
- Insurance (Life Insurance, Critical Illness Cover, Income Protection, Buildings & Contents)

Our advisers work with all lenders in the UK and can help with your individual situation.

This is a service available to you, and your friends and family.




**Chesterton
Grant**

We have been proudly partnered with North Wales Police for more than 15 years, during which we've successfully supported numerous members.

For every case we complete, we donate £50 to the Warwickshire Police Federation as a token of our continued commitment.

Please contact 01244 526 888 or
warwickshirepolfed@chestertongrant.co.uk
to arrange an appointment

www.chestertongrant.co.uk/warwickshire-pol-fed



We also work with financial advisers who can help with pension tracing, investments & estate planning to members of Warwickshire Police and your friends and family.

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Chesterton Grant Mortgages Ltd are authorised and regulated by the Financial Conduct Authority (FCA). You can check our authorisation and permitted activities on the Financial Services Register by visiting the FCA's website www.fca.org.uk/firms/systems-reporting/register. Our Financial Services Register number is 300796.

Warwickshire's Neighbourhood Policing Awards 2026

On..... the force held it's Neighbourhood Policing awards

This was to highlight the excellent work and commitment from the local policing teams across Warwickshire. The event was attended by Vice Chair, Andy Morrissey.

Congratulations to the winners who are listed below:

NORTH WARKWICKSHIRE

PC 2300 Louis Thompson

PC Thompson has been the driving force behind a licensing review at The Bell Inn Public House, Coleshill. The public house was linked to several serious incidents and violence. Working in partnership with the community, council and police licensing departments the officer ensured a full licensing hearing was undertaken. Stringent conditions were enforced on the public house. As a result of the work a change of venue to a dining pub and change of licensee was completed with a huge reduction in offences at the location.

PC 1372 Mark Breeze

Mark has made excellent progress in a problem solving plan at Corley Services which was experiencing high levels of lorry crime. Mark has worked with numerous partner agencies addressing the causes of crime including making environmental improvements at the location and has helped to introduced an officer staff meal incentive on the site which has helped in police visibility. There has been a noticeable reduction in offences at the location.

PC 2267 Stephen Taylor

PC Taylor has shown excellent motivation and engagement in Atherstone Town Centre. He is well known by members of the public and the criminal fraternity. He has made numerous shoplifting arrests in the town centre and is a visible deterrent to issues. He has shown a real desire to reduce criminality in the town centre and has excellent self-motivation.

PCSO 8742 Nicola Rygielski

PCSO 8742 Rygielski is a key officer in the Atherstone area. She has been a key link between the public and the police with her excellent engagement skills. Nicky is the face of our facebook live sessions and arranges many public engagement sessions. Nicky is flexible in her working hours and has assisted in many operations concentrating on ASB/crime. Nicky has been the driving force behind North Warwickshire's VAWG walks focusing on tackling the concerns of women in North Warwickshire.

PCSO 6162 Gavin Scott

PCSO Scott shows excellent visibility and engagement in Atherstone Town Centre. He has superb community links and is well known by members of the public and the criminal fraternity. PCSO Scott is amongst the highest intelligence gathers in the force and is an asset to the town centre.

NUNEATON & BEDWORTH

PC Seb Lock

PC Lock demonstrated outstanding commitment in tackling youth anti-social behaviour within Nuneaton Town Centre through their extensive Op Resolve activity. They proactively organised and led a targeted week-long operation, working closely with supervision to implement effective measures, including the use of dispersal orders to manage persistent groups. Their visible presence and coordinated approach have significantly disrupted ASB and improved community safety. In addition, they have built strong relationships with local businesses and engaged partner agencies, fostering a collaborative response to ongoing issues. Their dedication, leadership, and partnership working have delivered meaningful and lasting improvements for the town centre community.

PC 2250 Patterson

PC Patterson has demonstrated exceptional dedication to neighbourhood policing over the past 12 months. She has led multiple proactive operations, effectively targeting high-harm offenders within her beat area, resulting in reduced demand and increased public confidence. In addition to her operational successes, she has willingly stepped into the role of Acting Sergeant during periods of abstraction, performing to a consistently high standard and providing strong leadership to colleagues. PC Patterson's professionalism, initiative, and commitment make her a valued asset and highly deserving of recognition.

PCSO Tracey Hall:

Over the past year, PCSO Hall has demonstrated exceptional perseverance and professionalism in resolving a complex and sensitive neighbourhood issue involving a vulnerable male. Despite sustained resistance from partner agencies, she remained committed, coordinating and leading a multi-agency response to address escalating community concerns, including significant noise disruption impacting residents' quality of life. Through her determination and problem-solving approach, she successfully identified shortcomings in risk assessments and secured agreement that the placement was unsuitable. Her work has ensured the individual will receive appropriate care, while restoring peace and reassurance to the local community.

PCSO Sush Nakra:

PCSO Nakra have demonstrated outstanding commitment in tackling youth anti-social behaviour within Nuneaton Town Centre through their extensive Op Resolve activity. They proactively organised and led a targeted week-long operation, working closely with supervision to implement effective measures, including the use of dispersal orders to manage persistent groups. Their visible presence and coordinated approach have significantly disrupted ASB and improved community safety. In addition, they have built strong relationships with local businesses and engaged partner agencies, fostering a collaborative response to ongoing issues. Their dedication, leadership, and partnership working have delivered meaningful and lasting improvements for the town centre community.

PCSO 8905 Gordon

PCSO Gordon has made an outstanding impact since joining the team from a non-policing background. She consistently displays exceptional motivation and a proactive approach to her duties. Her commitment to learning both the role and the community she serves is commendable, and she quickly applies her knowledge to deliver positive outcomes. PCSO Gordon's enthusiasm and professionalism are matched by her ability to uplift team morale, making her a valued and inspiring colleague. She is a credit to the Safer Neighbourhood Team and highly deserving of recognition.

STRATFORD & WARWICK DISTRICT**PC 2272 Hannah Rankin**

In recognition of exemplary service over the past 12 months

You are thanked for your exceptional dedication and professionalism in serving the communities of Southam over the past 12 months. During a period of staff changes and maternity leave, you successfully maintained the most remote neighbourhood policing base within Stratford District, frequently working single handed whilst continuing to provide an excellent service to the public.

Your resilience, commitment to community engagement, and ability to manage significant demands have ensured continued public confidence and effective local policing throughout a challenging period.

Your professionalism and work ethic are a credit to Warwickshire Police and neighbourhood policing.

PC 1180 Tristan Jelfs

In recognition of exemplary service over the past 12 months

You are thanked for your outstanding commitment and leadership in delivering impactful crime prevention and community engagement initiatives across Stratford District. Your excellent project management and delivery of the new crime prevention trailer, through effective partnership working, has created a valuable resource for community safety.

You have also shown exceptional dedication through your work supporting the Youth ASB Problem Solving Plan, culminating in a highly successful public climbing wall event which positively engaged local young people and strengthened community relations.

Your professionalism, enthusiasm, and commitment reflect the very best of neighbourhood policing.

PC Sean Lovatt

In recognition of your work undertaken towards Earlswood Lakes Problem Solving.

PC Sean Lovatt is highly deserving of a Neighbourhood Policing Award for his outstanding problem-solving work at Earlswood Lakes. He has demonstrated exceptional commitment to community engagement, providing a consistent and reassuring presence while building strong relationships with residents. PC Lovatt has proactively liaised with partners, including local councillors and the MP, leading multi-agency meetings and designing an effective neighbourhood survey to capture community priorities. His work highlights innovative problem-solving and partnership collaboration, while visibly supporting neighbourhood policing teams. He also promotes officer and staff wellbeing, ensuring a positive and resilient approach to delivering high-quality local policing services.

PC 2512 Girish Tiwary

PC Girish Tiwary is an excellent Beat Manager who consistently demonstrates dedication, initiative, and professionalism. They take a proactive approach to policing, identifying issues early, delivering effective solutions, and achieving positive outcomes for the community. Their strong work ethic is shown through a willingness to go above and beyond, often staying late to ensure tasks are completed to a high standard. PC Tiwary is highly regarded for supporting colleagues, sharing knowledge, and contributing to a strong team environment. Their reliability, leadership, and collaborative approach make them a valued team member and deserving of recognition.

PC 2186 Sandeep Heer

This commendation recognises PC Sandeep Heer for professionalism, cultural awareness, and leadership during an incident at a Gurdwara on 26 July 2025. Fifteen individuals, identifying as the "Sikh Army," entered and refused to leave, intending to disrupt a blessing ceremony for an interfaith couple. With tensions high, PC Heer calmly mediated, using communication and negotiation skills to achieve a peaceful, respectful resolution. Despite managing another protest, she attended immediately. Her knowledge of the Sikh faith and community relationships enabled effective engagement with all parties, preventing escalation. Her initiative, insight, and teamwork reflect great credit on herself and the wider service.

PCSO Carolyn Davis

In recognition of exemplary service over the past 12 months

You are thanked for demonstrating exceptional dedication, resilience, and professionalism over the past 12 months, serving as the primary and often sole PCSO for your beat area. In this time, you successfully managed the equivalent workload of three staff members, consistently delivering high standards of service to the community. You remained proactive, approachable, and positive, fostering strong relationships and maintaining public confidence. You exhibited unwavering commitment, self-motivation, and ability to perform under pressure which exemplifies the very best of policing values,

Thank you for your service

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Thank you for your service

PCSO Jen Read

In recognition of exemplary service over the past 12 months

You are thanked for your unwavering commitment to the communities of Shipston over the past 12 months and your resilience in managing the workloads of multiple officers whilst they were unexpectedly abstracted from duty. Also, in recognition of your fantastic work in tackling and managing ASB issues and the associated community tensions in Meon Vale during this period.

Thank you for your service

PCSO Lauren Dwyer

PCSO Lauren Dwyer is commended for her exceptional commitment and outstanding contribution to supporting violence against women walks within the community.

Through her proactive approach, PCSO Lauren Dwyer has demonstrated both professionalism and compassion in addressing one of the most sensitive and complex areas of policing. She has consistently gone above and beyond in supporting these walks and providing reassurance during times of vulnerability. Her ability to build trust within the community has led to increased reporting, stronger partnerships, and greater confidence in policing services.

PCSO Lauren Dwyer has been instrumental in developing effective local initiatives and working closely with partner agencies. Her dedication has contributed directly to enhanced support networks for victims and has played a key role in driving positive cultural change in how violence against women is addressed locally.

PCSO Lauren Dwyer is a credit to her team and serves as an excellent role model for others within the service.

Tanya Anker-Ryan

PCSO Tanya Anker-Ryan is commended for her outstanding dedication and significant impact within Leamington Town Centre.

PCSO Tanya Anker-Ryan has demonstrated exceptional commitment in addressing the complex challenges associated with homelessness, while simultaneously working to support and protect the local retail community. Through a balanced, compassionate, and proactive approach, she has successfully built strong relationships with vulnerable individuals, partner agencies, and local businesses alike.

Her ability to work tirelessly with retailers, providing reassurance, practical support, and targeted problem-solving to reduce anti-social behaviour and improve the overall safety and vitality of the town centre.

PCSO Tanya Anker-Ryan's visible presence, problem-solving mindset, and collaborative working style have contributed to a noticeable improvement in both community confidence and the day-to-day environment within Leamington Town Centre.

Her professionalism, empathy, and determination exemplify the highest standards of policing.

PCSO 6178 Sharron Underwood

PCSO Sharron Underwood is an exceptional Anti-Social Behaviour officer whose behind-the-scenes work is vital to achieving positive outcomes. Operating primarily in an office-based role, she expertly manages complex cases, coordinates with partner agencies, and ensures information is shared effectively to safeguard those affected by ASB. Her attention to detail, organisation, and persistence drive progress even in the most challenging situations. Sharron consistently goes above and beyond, supporting colleagues and partners with professionalism and care. Her commitment and reliability make her an invaluable asset, demonstrating that impactful policing is not only frontline, but also through dedicated partnership work.

PCSO 6223 Ed King

PCSO Ed King consistently demonstrates dedication, professionalism, and commitment, making him highly deserving of recognition. His proactive work tackling street racing and anti-social behaviour in Baginton has improved community safety and confidence. Through visible patrols, intelligence gathering, and strong partnership working, he has helped reduce incidents and address ongoing concerns. He takes clear ownership of his area, maintaining a strong presence and building trusted relationships with residents and stakeholders. His communication keeps people informed, listens to concerns, and supports problem solving. Ed's work ethic, initiative, and approachable manner reflect neighbourhood policing values and make him fully deserving of this award.

RUGBY

PC Amie HEXTALL, PC Rachael WONFOR, Rugby Town Centre SNT

In recognition of outstanding teamwork, professionalism, and innovation in addressing increased anti-social behaviour and youth offending in Rugby Town Centre. Through proactive problem-solving and strong partnership working, the team delivered effective interventions to reduce harm and restore public confidence. The development of Operation CAMBROSE demonstrated a clear commitment to prevention and early intervention, securing funding for innovative tools to engage and educate young people. Their continued efforts, including plans for a multi-agency youth drop-in centre, highlight their dedication to safeguarding the community and delivering sustainable, long-term solutions.

PCSO Jack Newitt

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Did you know that as a valued member of the Police Federation, you are entitled to a 45 minute **free appointment** with a specialist Family Law Lawyer as well as **reduced fees?**

To access this special offer, contact us at:
familyenquiries@slatergordon.uk
slatergordon.co.uk

 **Slater
Gordon**
Lawyers

Can the Federation help you with a personal injury claim?



The National Federation have a team of solicitors who can help you with a personal injury claim, whether this be following an RTC or an injury incurred in any other way.

To be able to use this facility you need to be a subscribing Federation member at the time the injury occurred.



If the injury is following an RTC then you need to contact the claim line on

0808 1965 315



For other cases you will need to seek the help of a local Federation rep who will assist in submitting a C1 claim form for you.

All the workplace reps are listed on our website.

Claims can include:

(this list is not an exhaustive list)

- Clinical Negligence
- Slip/Trip
- Defective Equipment
- Chemical exposure
- CICA (appeal/review only)
- Training injuries
- Assault
- Hearing loss
- Dog bite
- Lifting injury
- Needle stick injury
- Enforcer rapid entry



This service is free of charge and includes cover for family members.



If you have any queries about these processes please contact the officer at Barford on

01926 684323 or internally on ext 4323.

CHECK MY TAX



Why Every Police Officer Should Check Their Tax

As a Police Officer, you already work hard protecting your communities whilst your Federation can help protect you from losing money because of HMRC errors. That's why it's important to make sure your tax records are correct.

Over the past 36 months, more than 17,500 officers across the UK had their tax checked by a tax specialist - with 7 in 10 Officers discovering they had errors in their tax records that caused them to pay too much tax.

Since 1994, the team at Check My Tax has assisted more than 61,000 officers, helping them reclaim money they didn't know they were owed.

How HMRC Mistakes Happen

HMRC issues tax codes for every PAYE employee. These codes determine how much tax is taken from your pay each month. Police Officers are among the professions most likely to be sent the wrong code - second only to school leaders. Mistakes can happen because of:

- Missed or out-of-date allowances
- Incorrect information from employers
- Changing jobs or having multiple jobs, especially prior to becoming an Officer

Even small errors can add up. Officers who had errors identified went on to recover an average refund of £194 each, with some receiving over £3,400.

How Check My Tax Can Help

Check My Tax offer all this for just £25. There's a couple of options available where they also handle all the correspondence with HMRC as well. With over 30 years of tax expertise, they have a proven track record of helping Officers reclaim more than £3.8m they didn't know they were entitled to.

You can find out for **FREE** in about 2 minutes whether you need to check your tax records by visiting www.checkmytax.co.uk/police whether to do it yourself or let the experts at Check My Tax do it for you. The choice

Why Timing Matters

HMRC has strict deadlines for claiming back past over-payments. The deadline for the 2021/22 tax year is just four weeks away. Missing it means losing the money you are rightfully owed from that year.

Checking Your Tax Doesn't Have to Be Complicated

Many officers assume reviewing past tax records is difficult or time consuming, which it can be if you try to do it yourself. However, with the right support it can be simple and stress-free. A professional tax review will:

- Identify errors and calculate any refund values
- Provide pre-filled in HMRC claim forms with clear step-by-step instructions on how to use them.
- Give you an opportunity to recover your refund from HMRC directly so you get to keep everything.
- Ensure your current tax code is correct, so you only pay the tax you absolutely need to pay and nothing more.