

CONNECT



SPRING 2025

NEWS AND VIEWS FROM WEST MERCIA POLICE FEDERATION

PC CALLS FOR TOUGHER SENTENCES FOR POLICE ASSAULTS

- SEE PAGE 6

**COURAGEOUS DUO
HEADING TO NATIONAL
BRAVERY AWARDS**

PAGE 9

**COURSE PUTS SPECIAL
CONSTABLES IN THE
DRIVING SEAT**

PAGE 16

**RECRUITMENT
DRIVE FOR FORCE
RUGBY TEAM**

PAGE 17

West Mercia Group Insurance Benefit Scheme

- ✓ Life Insurance
- ✓ Terminal Prognosis Advance on Life Insurance
- ✓ Child Death Grant
- ✓ Permanent Total Disablement from any Occupation
- ✓ Permanent Disabling Injuries
- ✓ Loss of Unsocial Hours Payment
- ✓ On-duty Assault Benefit
- ✓ Dental Injury
- ✓ Unrecovered Court Compensation
- ✓ Sick Pay Benefit
- ✓ Critical Illness
- ✓ Child Critical Illness
- ✓ Health Assured
- ✓ GP24
- ✓ Worldwide Travel Policy
- ✓ Legal Expenses
- ✓ Home Emergency Assistance
- ✓ Motor Breakdown
- ✓ Mobile Phone
- ✓ Hospitalisation Benefit
- ✓ Convalescent Benefit

Member Only Cover – £29.95

Member Plus Spouse Cover – £39.10

**If you're not already in the scheme,
contact the Federation Office on 01905 744 500**



www.philipwilliams.co.uk

CONTENTS

- 3** Together, we are stronger
- 4** West Mercia Police Federation welcomes appointment of Chief Constable Richard Cooper
- 5** Force set to get Government cash for extra officers
- 6** PC calls for tougher sentences for police assaults
- 8** Shining a light on 'invaluable' work of Fed office manager
- 9** Bravery on the M5: Officers' heroic actions earn national recognition
- 10** Investigator of the Year: 'It really meant a lot to me'
- 12** National Police Memorial Day: Registration now open
- 13** Support for new campaign focused on police suicide prevention
- 14** 'We are stretched to breaking point' Fed warns
- 16** Course success puts Specials in driving seat for Force
- 17** Members encouraged to give rugby a try
- 18** First three months free with healthcare scheme
- 19** Fancy a break in Newquay? Book now to avoid disappointment
- 20** Remember our Group Insurance Scheme has your holiday covered

Connect is published by
West Mercia Police Federation,
United House, Unit 1, De Salis Drive,
Hampton Lovett, Droitwich WR9 0QE.
Telephone: 01905 975200

Design and production:
XPR Communications Ltd

Every care is taken to ensure that advertisements are only accepted from bona fide advertisers. The Police Federation cannot accept liability incurred by any person as a result of a default on the part of an advertiser. The views expressed within this magazine are not necessarily the views of West Mercia Police Federation.

Contact the Federation

E-mail: staff@wmpf.polfed.org

Tel: 01905 975200

TOGETHER, WE ARE STRONGER

Welcome to the first edition of the West Mercia Police Federation magazine, Connect, for 2025. As the days grow longer and the signs of spring bloom across our towns and countryside, it's a fitting time to reflect and look ahead to what the rest of the year may hold.

It's been a fast-paced start to the year, and we hope you're finding opportunities to recharge and reconnect with loved ones. In policing, where demands and pressures constantly evolve, taking time for ourselves is more important than ever.

Spring symbolises growth and resilience - qualities our members show daily. Whether adapting to new challenges, supporting colleagues, or demonstrating unwavering dedication to the public, you continue to make us proud.

In this edition, we highlight some of our outstanding members and focus on the key issues impacting policing today.

First, a huge congratulations to Sergeant Kully Singh and PC Stacey Hegenbarth, who will represent West Mercia Police Federation at this year's national Police Bravery Awards. They heroically stopped a vehicle travelling the wrong way on a motorway by using their own police car as a barrier, almost certainly preventing a devastating collision and saving multiple lives.

“ALONGSIDE WELLBEING, CHALLENGES AROUND PAY, RESOURCING, AND THE GROWING COMPLEXITY OF CRIME REMAIN HIGH ON OUR AGENDA.”

After receiving a local bravery award - sponsored by the Federation - at the Force's Quality Policing Awards, Kully and Stacey now head to London to compete with officers from across the country. We are incredibly proud of them and wish them every success. You can read more about their story on Page 9.

Their courage reflects the true spirit of policing - putting others first, even at great personal risk. However, policing's pressures are not just physical. Exposure to trauma, stress, and emotional strain is part of the job and can take a real toll.

While progress has been made around mental health conversations in policing,

there's still work to do. Recently, the STEP campaign launched to raise awareness about the impact of trauma on officers and to reduce the tragic number of police suicides. Between 2021 and 2024 alone, it's estimated that around 80 police officers took their own lives.

We want every member to know: asking for help is a sign of strength, not weakness. Whether you need formal support, advice, or someone to listen, we are here for you - and encourage you to be there for each other. Find out more about STEP on Page 13.

During Mental Health Awareness Week (12-19 May), we'll be promoting the services and resources available. Please keep an eye on our social media, share our posts, and help us continue to stamp out the stigma surrounding mental health and suicide.

Alongside wellbeing, challenges around pay, resourcing, and the growing complexity of crime remain high on our agenda.

The proposed 3.8 per cent pay rise later this year has, understandably, been met with frustration. As a Federation, we believe strongly that the risks and sacrifices of policing deserve fairer recognition. While any increase is welcome, it falls short of what you deserve. We continue to push this message hard with local and national leaders. [Read more about our response to the pay announcement.](#)

We're also encouraged to see policing gaining some ground on the Government's agenda. Pledges to boost neighbourhood policing are a step in the right direction, as we discuss on Page 5. But we know that recruitment is only part of the solution. With increasingly complex investigations and rising demand, the gap between workload and resources remains too wide.

That's why we continue to call for better training, improved support for early-career officers, and a renewed focus on officer welfare at every stage of service.

This year also brings change and opportunity within our own Force. We warmly welcome Richard Cooper as the new Chief Constable of West Mercia Police. We look forward to working closely with him as he takes up this important leadership role, and we are committed to ensuring that the voice of frontline officers remains firmly heard.

Finally, thank you for everything you do. We are proud to represent you.

Enjoy the magazine - and here's to a safe, healthy, and hopeful spring.



New Chief Constable Richard Cooper (left) with West Mercia Police Federation's Steve Butler.

WEST MERCIA POLICE FEDERATION WELCOMES APPOINTMENT OF CHIEF CONSTABLE RICHARD COOPER

West Mercia Police Federation is pleased to welcome Richard Cooper as the new Chief Constable of West Mercia Police.

Speaking on behalf of West Mercia Police Federation, Steve Butler said that his appointment brings much-needed continuity to the Force, ensuring that the progress already made under his leadership continues to benefit both officers and the public.

The Federation has found Richard 'approachable, honest, and fair in all our dealings with him' since he took on the role of Temporary Chief Constable in August last year (2024).

"We are confident that his leadership will strengthen trust and confidence among our members, fostering a positive working relationship between officers and senior management," said Steve.

"One of his key priorities is addressing officer morale, a shared mission between the Federation and the Force, with the aim of improving the Police Federation of England and Wales (PFEW) Pay and Morale survey results."

Steve confirmed that the Federation played an active role in the selection process, sitting on a stakeholder panel alongside representatives from various staff networks, departments, and areas

of the Force.

Richard was one of two applicants who were 'both of high calibre and demonstrated strong leadership qualities', according to Steve.

"Richard acknowledged that while West Mercia Police has achieved great things, there is still work to be done. He has been clear about the need for a collective effort to address challenges and improve further," continued Steve.

"Additionally, Richard emphasised the significance of his working relationship with the Police and Crime Commissioner (PCC) and their office. This mutually respectful approach between the force and the PCC will undoubtedly lead to positive outcomes for both officers and the communities we serve.

"We look forward to working collaboratively with Richard to enhance the well-being and working conditions of our members while maintaining high standards of service to the public."



WE ARE CONFIDENT THAT HIS LEADERSHIP WILL STRENGTHEN TRUST AND CONFIDENCE AMONG OUR MEMBERS, FOSTERING A POSITIVE WORKING RELATIONSHIP BETWEEN OFFICERS AND SENIOR MANAGEMENT.

FORCE SET TO GET GOVERNMENT CASH FOR EXTRA OFFICERS

A £3 million funding boost will allow the Force to put an extra 31 police officers into neighbourhood policing roles over the next year.

The money will also cover costs for 20 neighbourhood PCSOs and 15 Specials.

Home Secretary Yvette Cooper has announced details of funding for 2025 to 2026 as the start of a four-year Neighbourhood Policing Guarantee programme bringing 13,000 extra police officers, PCSOs and Specials into neighbourhood policing roles by the end of this Parliament.

Each force in England and Wales has been allocated a budget based on the Police Funding Formula with West Mercia Police receiving £3,108,283, in line with neighbouring Staffordshire's allocation of £3,014,459.

“IT IS VITAL THAT WE REBUILD NEIGHBOURHOOD POLICING AND THIS INVESTMENT SHOULD HELP GET US BACK ON TRACK BY PUTTING OFFICERS BACK INTO THE HEARTS OF OUR COMMUNITIES.”

Speaking on behalf of West Mercia Police Federation, Steve Butler said: “We welcome the Government's plans to boost neighbourhood policing, an area that was severely hit by the budget cuts introduced from 2010, with the links into our communities being hard hit and public confidence in policing being dented.

“It is vital that we rebuild neighbourhood policing and this investment should help get us back on track by putting officers back into the hearts of our communities.

“But there has to be a commitment from police leaders to ensure neighbourhood officers are allowed to be just that – neighbourhood officers. They should not be pulled away from their communities to fill gaps in other areas.

“This Government programme must also be backed up with sustained investment not just in bringing in new officers but also

*Home Secretary
Yvette Cooper.*



helping to retain those that we already have. That will involve an overhaul of the police pay review body since the current process is not fit for purpose.

“Officers do not feel they are valued or respected by the Government and they do not feel they are paid fairly given their unique role in society, the dangers they face and the challenges of modern-day policing. It's no surprise that many are voting with their feet and leaving the service.

“The Government needs to stem this tide and help the police service overcome the officer retention crisis.”

As part of the Government's plans, it wants every neighbourhood in England and Wales to have dedicated teams spending their time on the beat, with guaranteed police patrols in town centres and other hotspot areas at peak times such as Friday and Saturday nights.

Communities will have named, contactable officers to tackle the issues

facing their communities. There will also be a dedicated anti-social behaviour lead in every force, working with residents and businesses to develop tailored action plans.

In announcing the funding, Ms Cooper said: “The heartbeat of our Great British policing tradition is seeing bobbies on the beat, but for too long, too many communities have been feeling abandoned as crime soared and neighbourhood police disappeared, even when local crimes like shop theft, street theft or blatant drug dealing rose sharply.

“That's why this Government is determined to get police back on the beat and into our town centres.

“It should not matter where you live – everyone deserves local, visible policing they can trust, and with our Plan for Change and Neighbourhood Policing Guarantee we will tackle this postcode lottery and restore policing to our communities.”

PC CALLS FOR TOUGHER SENTENCES FOR POLICE ASSAULTS

A West Mercia Police Federation member is calling for tougher sentences for offenders who attack police officers.

PC Mike Poultney says officers must also be able to inform the courts of the physical and psychological impact assaults have on them.

Mike's comments come after he was the victim of a vicious assault that left him with damage to his eye, as well as black eyes and cuts to his face, lips and inside his mouth.

Following a few days in custody, his

attacker walked free from court with a suspended sentence and was ordered to pay a £100 victim surcharge.

Mike said: "I am deeply angered and upset by the result. The idea that the damage he did to me, physically and mentally, for just carrying out my duty was worth £100 and him then be able to walk free on a suspended sentence is outrageous."

Mike, 37, was assaulted on Saturday 8 March as he arrested his attacker for an earlier incident in which he had assaulted his own mother.

'He tried to gouge out my eyes'

"As soon as I got out of my car his response was to get aggressive and go for me," he said. "I tried to grab hold of him and he punched me repeatedly in the face.

"He then tried to gouge my eyes out and grabbed hold of my face. I took him off his feet and managed to pin him to the floor.

"It all happened within 60 seconds, but that 60 seconds was sufficient for him to hit me enough times to split the inside of my lip and my top lip, scratch my face, gouge my eye and give me a big lump on the front of my head.



I NEVER GOT TO DO A VICTIM PERSONAL STATEMENT TO EXPLAIN THE IMPACT IT HAD.

"Later on, I discovered that he's damaged the gel in my right eye. As a result, I had black eyes that came out over the space of the next seven days and kept getting worse."

The attacker admitted assaulting Mike and a colleague, but denied assaulting his mother.

He was remanded in custody but, at a later bail hearing, changed his plea for the attack on his mother, and the case was heard there and then by magistrates.

"The frustration comes from the fact I wasn't able to present what happened to me," Mike said.

"I took photographs of my face over the seven days afterwards to show how the bruising came out, because the initial photographs submitted on the day didn't show how bad it got.

"I never got to do a victim personal statement to explain the impact it had."

Mike said he has been assaulted in the



job 'a number of times' and, while the victim surcharge has never felt like 'an appropriate outcome', it has not really bothered him as much as it did with this incident.

'How do you explain this to your toddler?'

He said: "One of the main reasons now being the fact I'm a father and that has very much been at the forefront of my mind.

"When I saw my son for the first time on the Monday after, he was in a bad mood in the morning and was calling out for my wife.

"When I went to see him, he got even more distressed and it played on my mind and upset me.

"Was it simply because he wanted his mum? Was it more? Was it that Daddy's face was all bruised and scratched and battered?

"How can I explain to a toddler that it's nothing to be scared of?

"When this happens again and he's older, how do I explain to him that Daddy is fine and it was a bad man who did it and not to worry because it won't happen to him?

"Ultimately, I come to work to help people. We go through so much in the incidents that we deal with, and all we ask for in return is to go home again and be there to look after our own families."

Mike said that, following the incident, people repeatedly commented on the bruising.

"Colleagues, friends, family, victims and suspects I have dealt with since, even random members of the public in the coffee shop when I stopped to get a drink on a dog walk, all noticed and passed comment or asked questions," he explained.

"I repeatedly had to explain in brief or tell the whole tale again. On the whole, I know it's been people who are genuinely caring and have offered reassurance and been nice about it, but all I wanted to do was move on and not talk about it. It had consumed enough of my time and thoughts."

Mike, who is based on Worcester response team and has been an officer for six years, said the attack was not an isolated incident.

He told of a colleague who had had their nose 'popped' in an attack, while another was 'stabbed in the head with a fork'.

Mike is now urging the courts and wider criminal justice system to see the people behind police uniforms and to support them



when dealing with those who attack them.

The Police Federation of England and Wales has had a long-running Protect the Protectors campaign, part of which calls for tougher sentences for those who assault police officers.

Mike said: "These sentences aren't supporting frontline officers who are facing this daily."

Talking of the offenders, he asked: "Does he think twice about assaulting the next officer that goes to deal with him? What happens to him is another £100 fine that he can't pay and won't pay anyway. It's just not a deterrent."

Mike wrote a personal and emotional email to his line managers following the sentencing hearing, explaining his anger

and frustration.

He described the process as 'cathartic', particularly as he had not been able to submit a victim personal statement.

'It's not our job to be assaulted'

That email has since been read by senior leaders in the Force including Deputy Chief Constable Rachel Jones who visited Mike to discuss his concerns.

It has been raised at a chief officers' meeting and it is Mike's understanding that Chief Constable Richard Cooper intends to raise it in his meetings with members of the wider criminal justice system.

Mike said: "The courts are too quick to say that it's only a cop who has been assaulted. It's not our job to be assaulted.

"And they're missing the fact that I am also a son, a husband, a father. Those things are more important than my job.

"If I, as a cop, caused somebody the level of harm he caused me, I'd be in prison. We're held to a higher account, but we don't have higher levels of support."

“ COLLEAGUES, FRIENDS, FAMILY, VICTIMS AND SUSPECTS I HAVE DEALT WITH SINCE, EVEN RANDOM MEMBERS OF THE PUBLIC IN THE COFFEE SHOP WHEN I STOPPED TO GET A DRINK ON A DOG WALK, ALL NOTICED AND PASSED COMMENT OR ASKED QUESTIONS

SHINING A LIGHT ON 'INVALUABLE' WORK OF FED OFFICE MANAGER

Sharing the story behind her 17-year association with West Mercia Police Federation, branch office manager Suzy Smith has outlined a commitment to its membership which she hopes will continue 'long into the future'.

Described as the 'heartbeat' of the Fed, Suzy is responsible for its day-to-day running and acts as its first point of contact, liaising with senior officials, representatives, members and the Force.

“THERE ARE SOME MORE TECHNICAL ASPECTS TO WHAT I DO, BUT I STILL THINK THE MOST IMPORTANT THING IS TO MAKE SURE MEMBERS KNOW FROM THE MINUTE THEY REACH OUT TO THE FEDERATION, THEY ARE BEING HEARD AND UNDERSTOOD.

She has held various roles in the branch since originally becoming an office junior in 2008, following in the footsteps of her mother, Jacky, who had joined the team five years earlier.

Suzy started in the Fed as a 16-year-old in one of her first jobs since leaving school. Through hard work and dedication, she made a strong impact from day one, before going on to become an admin assistant in 2010 and then office manager in 2021.

“Looking back, it's certainly been a

journey I'm proud of. It didn't take long for me to realise how important the Federation's role is to police officers,” Suzy said.

“It's an organisation which supports the heroes – the people who do amazing things every day, and to be able to play my part in that is huge.

“My mum has been retired for a few years now, but I think she left the office happy knowing she had imparted all her wisdom onto me and that the Fed office is in safe hands.

“She helped me build my knowledge up over time, but something I knew straight away was that admin suited me perfectly, mainly because I love to be organised. I know how important it is for everything to be ordered and up to date, so we can deliver a Federation that can be relied on.”

Thanks to Suzy's high standards, every operation within the branch is effectively managed and structured, with the now-35-year-old across the likes of its accounts, payroll, membership database and offerings of the Group Insurance Scheme and holiday home in Newquay.

She is also a hub of information for members, pointing them in the direction of exclusive services and offers relating to healthcare, financial and legal advice, and discounts, as well as connecting them with reps for further assistance.

“There are some more technical aspects to what I do, but I still think the most important thing is to make sure members know from the minute they reach out to the Federation, they are being heard and understood. Even if I can't directly help, I have to make sure I pass them onto good hands with a rep,” she continued.

“Because of what we do, one thing we must always expect is that our members will often need us in their darkest times.

“This is something you have to be prepared for, so you can be that reliable and stable figure when everything else might feel like it's falling apart for them.”

And while she makes clear being a

source of support in difficult circumstances is a crucial constant for the Fed, Suzy also touched on some of the ways she has seen the branch change during her time in its office, like the need to 'adapt to new officials' such as chairs and secretaries.

“Everyone is going to come in with their own ideas of how they want to do things, but what they all have in common is that they care, and it is so lovely working with people so committed to helping others.”

These sentiments were mirrored by Steve Butler, who was full of praise for Suzy when speaking about her on behalf of the Federation.

“Without a doubt, Suzy is the driving force behind getting the best version of our branch out to our members. She is one of those people who is constantly in high demand, because her knowledge is

“THIS IS SOMETHING YOU HAVE TO BE PREPARED FOR, SO YOU CAN BE THAT RELIABLE AND STABLE FIGURE WHEN EVERYTHING ELSE MIGHT FEEL LIKE IT'S FALLING APART FOR THEM.

fantastic, but more importantly, because she is so approachable and happy to support others.

“Everyone comes to Suzy – she is our heartbeat, and what she does is absolutely invaluable,” Steve said.

And Suzy herself says her instrumental role is one she hopes to perform for years to come, describing herself as 'busy but as motivated as ever'.

“What keeps me going is wanting to help everyone – full-time officials, workplace reps. Most reps obviously still hold their day jobs on top of their Fed roles, so I try to support them as much as I can.

“I can't see that not carrying on long into the future, because I just really like what I do.”

“IT'S AN ORGANISATION WHICH SUPPORTS THE HEROES – THE PEOPLE WHO DO AMAZING THINGS EVERY DAY, AND TO BE ABLE TO PLAY MY PART IN THAT IS HUGE.

BRAVERY ON THE M5:

OFFICERS' HEROIC ACTIONS EARN NATIONAL RECOGNITION

Two police officers who risked their lives to stop a car driving the wrong way down the M5 motorway have spoken of their pride after receiving a Force award - and being named among those heading to this summer's national Police Bravery Awards.

Sergeant Kully Singh and PC Stacey Hegenbarth were on patrol last July when they were diverted to respond to reports of a vehicle travelling the wrong way along the southbound carriageway. More than 20 calls had come into the control room, and it was clear lives were at risk.

"It was a pretty regular day up until this point - one I wasn't even supposed to be working," said Kully. "I was on a cover shift, getting through routine jobs and driving on patrol with Stacey in the passenger seat when we were alerted to what was going on. I could hear the concern in the voice of the intelligence officer as she gave details of what she had seen."

“WHETHER WE WIN OR NOT, THE OPPORTUNITY TO REPRESENT WEST MERCIA WILL BE A MASSIVE HONOUR.

Racing to the scene, the pair helped implement a rolling road closure just after Junction 5, while colleagues moved ahead into the sterile area to try to intercept the vehicle. But the car, being driven recklessly at speed, made it past the front line of officers - putting Kully and Stacey in the direct path as the final barrier.

"I remember that feeling of sickness in my stomach as we waited, knowing what we had to do," Stacey recalled.

"As the car approached, I began to move our car horizontally across the carriageway and I just had to stay focused on what I would do when the suspect arrived," said Kully. "I just had to do - not think. There was public traffic just a few metres behind us, and I knew if I thought rather than did, people would get hurt."

The impact was near head-on, targeted toward the driver's side in a calculated manoeuvre to disable the vehicle by 'taking out one of the driving wheels'.

It was not only an act of incredible



Sergeant Kully Singh and PC Stacey Hegenbarth clinch award

courage and skill, but also one of trust - particularly for Stacey, who had to put all her faith in Kully's ultimate judgement behind the wheel.

Stacey said: "I think I lost consciousness for a few seconds, and by the time I came around, Kully had already left our car. By the time I got out, the offender was in handcuffs."

Both officers were taken to Worcester Hospital, where Stacey was treated for concussion, severe whiplash, and abdominal bruising. Kully also sustained severe whiplash and later received further treatment at Flint House. Thankfully, both have since made a full recovery.

Reflecting on the event, Stacey said she felt 'really proud of the job we had done'.

Kully added: "It was something I just had to do - I knew someone could have died if I hadn't - and I would do the same again without a second's thought, if I had to."

Their actions were formally recognised at the Force's Quality Policing Awards in January (2025) where they received the bravery award sponsored by West Mercia



Chief Constable Richard Cooper, Sergeant Kully Singh and PC Stacey Hegenbarth and Steve Butler

Police Federation. Stacey said: "I just felt very privileged to be there and to win the award, especially when there are so many other officers deserving of it too."

"To attend the evening with my wife was very special," Kully added. "She's had to live through this, receiving a call that day to find out I had been involved in a collision, without knowing much else - including what condition I'd be coming home to her and our son in."

Now, the duo will represent West Mercia Police at the national Police Bravery Awards this summer in London.

"Whether we win or not, the opportunity to represent West Mercia will be a massive honour," said Stacey.

INVESTIGATOR OF THE YEAR: 'IT REALLY MEANT A LOT TO ME'

An award-winning detective has underlined the importance of 'staying true to yourself' to get success and reward from the demands of the role.

DC Ben Kings was named Investigator of the Year at the Force's Quality Policing Awards earlier this year, gaining recognition for his efforts over the previous 12 months in CID.

The award citation described him as 'a shining example of a detective' and 'truly inspiring' in his handling of complex cases, as well as having 'compassion, courage and a passion for bringing offenders to justice'.

Ben joined the Force in 2007 as a Police Community Support Officer (PCSO) and became a constable six years later, first joining CID as an offender manager in 2018.

Looking back on his win, he said: "It was a complete honour to receive the award and all of the praise and kind attention that went with it. It really meant a lot to me, especially after almost two decades working in policing and a fair amount of that now as a detective.

"I was a bit surprised too – to hear my name attached to something like Investigator of the Year, it took me aback.

"I think that's because it is such a challenging job, and there is so much incredible work happening every day. You never really imagine you'll do enough to be recognised like this – not that it's reason we do what we do, but it is definitely a nice feeling and I am very grateful."

Currently in reactive CID, Ben works across crime such as murder and attempted murder, robbery, fraud and violence including grievous bodily harm and rape and serious sexual offences.

In January, he secured convictions against a man for ownership of military-grade live firearms, ammunition and explosives.

The man was initially stopped at Birmingham Airport with two knives and, following a joint investigation with the Ministry of Defence and the tracking of overseas intelligence, the rest of his extensive arsenal was seized at a home search.

Ben has also played a key part in the



Photo caption.

exposure of modern-day slavery at a traveller site in Hartlebury which involved the exploitation of at least one Eastern European migrant who was then moved to permanent safety. He also had a hand in uncovering international-scale fraud around the brokering of extremely valuable artwork.

That case has seen a piece of art worth approximately £250,000 returned to its rightful owner, with more work gradually being recovered.

"It's been a busy time for me, to say the least," the 39-year-old continued. "As always, I think it's been about remaining focused on the job at hand and keeping victims at the forefront of your mind when investigating. Of course, you need to have that impartiality, but you need to have compassion too."

As for his thoughts on the general qualities which make an effective detective, Ben said: "I'd say you need to be honest,

approachable and realistic, all the time. I always stay true to who I am, whether I'm interacting with victims, suspects or colleagues.

"Something that really helps me is the support I'm given by my family. I've been doing this [detective work] for a fairly long time now, and I wouldn't have been able to without them.

"Their support and backing has never wavered – in the hard times, as well as the successes," he added.

Ben, who is set to step up as an acting detective sergeant in April, rounded off by looking ahead to the future.

"For me, another important aspect is always searching for the next challenge," he explained.

"The sergeant exam was daunting, and I'm glad it's out of the way, to be honest. Now, I am really excited to develop myself further in this area of policing I love.

"Ultimately though, I think whatever department you're in or whichever rank you're at, the biggest thing is to work hard and have integrity as an officer by believing in yourself and your vision for doing things right."



YOU NEVER REALLY IMAGINE YOU'LL DO ENOUGH TO BE

RECOGNISED LIKE THIS – NOT THAT IT'S REASON WE DO WHAT WE

DO, BUT IT IS DEFINITELY A NICE FEELING AND I AM VERY GRATEFUL.



WHO ARE HCR?

Your Top 60 local law firm offering West Mercia Police Federation employees free advice – available at Police Federation headquarters in Hampton Lovett on the first Tuesday of each month or at a time to suit you in person at our local offices or online.

Over a decade's experience advising West Mercia staff on separation, divorce, protecting assets, pensions, children, domestic abuse, pre and post nuptial agreements and all family matters.

Helping over 1,000 families plan their new futures each year.

WANT TO KNOW MORE?

Talk to Anita Henessey

07715 060 340 | 01905 744 536

www.hcrlaw.com

Harrison Clark Rickerbys Ltd is authorised and regulated by the SRA

hcr

harrison clark
rickerbys solicitors

NATIONAL POLICE MEMORIAL DAY 2025: REGISTRATION NOW OPEN

National Police Memorial Day (NPMD) 2025 is now open for bookings and West Mercia Police Federation members are encouraged to attend.

The annual service has been organised by the Police Remembrance Trust since 2004 and allows respects to be paid to colleagues who have lost their lives in the line of duty.

Any member of the public can attend NPMD, although a large proportion of the audience is typically made up of police officers and staff from forces far and wide.

This year's service will be held on Sunday 28 September at Coventry Cathedral.

Speaking on behalf of the Federation, Steve Butler said: "Throughout the entire policing calendar, you aren't going to get many bigger reminders of the strength and unity within the police family than NPMD.

"It is the perfect opportunity for everyone to come together and commemorate those we have lost along the way as we go along the paths of our careers.

"From start to finish, it's a day full of touching reminders around the incredible sacrifice made by our fallen colleagues and also around why we do what we do in our

profession – because we are part of a bigger picture of service, respect and dedication."

The 2025 NPMD service is set to start at 2pm, with attendees to be seated in the Cathedral no later than 1.30pm. It will feature many tributes including processions, music, readings and speeches.

It is expected to conclude at 3.15pm and an optional reception will follow afterwards, which will last until 4.45pm at the latest.

You can register to attend on the [official NPMD event page](#), which will in turn generate a ticket to be shown printed or digitally on the day alongside matching photographic ID.

Outside the cathedral, attendees can expect to see historic vehicles and force standards on display, and take in performances from the West Midlands Police Band. More planning information is available in the latest Police Remembrance Trust newsletter.

Nearer to the time, an NPMD Tribute Wall will also be made live for any messages and tributes for fallen officers, and following the service, highlights are set to be posted online for anyone unable to make the event in person.

[Register to attend this year's NPMD.](#)

“IT IS THE PERFECT OPPORTUNITY FOR EVERYONE TO COME TOGETHER AND COMMEMORATE THOSE WE HAVE LOST ALONG THE WAY AS WE GO ALONG THE PATHS OF OUR CAREERS.



Steve Butler at last year's National Police Memorial Day.



SUPPORT FOR NEW CAMPAIGN FOCUSED ON POLICE SUICIDE PREVENTION

A new campaign that aims to reduce the number of police officers who take their own lives is being supported by West Mercia Police Federation.

Suicide Trauma Education Prevention (STEP) also aims to raise awareness of the daily trauma that officers face in their job and better support those attending suicides.

Speaking on behalf of the West Mercia Federation branch, Steve Butler said members know all too well the impact that suicide can have on those left behind.

He said: "We've lost colleagues here in West Mercia to suicide and know how devastating that can be.

"All too often our members attend suicides and see the impact that it has on families, friends and communities, and it can take its toll."

Between 2021 and 2024 it's estimated that 80 serving and former police officers took their own lives.

Backing the campaign, Steve said there were many issues that could have an impact on officers' mental and emotional health including 'lengthy and disproportionate' conduct investigations, fatigue and not being able to take annual leave.

Many officers feel guilty taking a refreshment break despite it being protection in Police Regulations, he said.

"I feel we do a lot of talking and put posters on the wall in relation to mental health messaging but if organisationally we treated people right in the first place it might be better," Steve explained.

"It's like the NHS spending vast amounts on medication and treatments but not looking at fixing the causes.

"As a Federation, we've been highlighting for a long time the stress and pressure caused by lengthy Professional Standards Department (PSD) investigations.

"We do our bit by trying to educate line managers about early intervention and how matters could be dealt with in other ways,

other than formal referrals, when appropriate.

"It is hugely frustrating seeing the emotional toll on officers and their families over a long period of time to result in no further action or reflective practice many months or even years later. Nobody suggests that officers shouldn't be accountable but has the pendulum swung too far?

"Demand and bureaucracy are greater than ever. We are more stretched than ever and it is really impacting morale.

"Good, hard-working officers are seeing what other jobs are available that will not have such a detrimental impact on their health.

"Many members are hugely frustrated as they simply want to do a good job but factors beyond their control, such as poor IT infrastructure and systems that are not fit for purpose, restrict them.

"Presenteeism is a real problem too, as

and it can become all consuming.

"We have lost canteens and places of rest where we could have our own debrief and help process a traumatic incident.

"Officers are under more scrutiny from the media and the public, and don't necessarily feel supported in their role, particularly from the Government.

"They're dealing with road traffic collisions on a daily basis. They're being attacked for simply doing their jobs, and offenders are then being let off with a slap on the wrists by the wider judicial system.

"It's no wonder that people's mental health can deteriorate. It's easy for people's lives to fall apart and quite quickly as well. It just needs that one little domino at the start to knock it all down."

The STEP campaign will be lobbying chief officers, MPs and police and crime commissioners to provide better support



officers are coming to work because of not wanting to let their colleagues down.

"But working when they are unwell, physically or mentally, is a recipe for disaster and can increase the chances of mistakes and errors happening.

"As well as the emotional toll of PSD investigations, the cost to the taxpayer is enormous. But the stress and the strain that investigation puts on an individual officer is incalculable."

Steve continued: "You're helping people to deal with what they're going through and you want to support them as best you can,

to frontline officers.

"We often think of police officers as being the strong person who rescues others, but mental health can strike anyone," said Steve. "And it's okay to not be okay. It's important for members to realise they are not alone and support is there."

Signposts for mental health and wellbeing support can be found on the [PFEW website](#).

If you subscribe to the West Mercia Police Federation Group Insurance Scheme (GIS) you and your family can access a GP 24 hours a day from anywhere in the world.

The GIS also gives its subscribers access to Health Assured for the member, a cohabiting partner and any number of dependant children, aged over 16 and living in the family home.

Health Assured offers a 24/7/365 telephone support for mental health and bereavement with calls handled by a qualified counsellor, who will offer confidential support and information in a friendly, non-judgemental manner.

Find out more about the GIS on [our website](#).

“OFFICERS ARE UNDER MORE SCRUTINY FROM THE MEDIA AND THE PUBLIC, AND DON'T NECESSARILY FEEL SUPPORTED IN THEIR ROLE, PARTICULARLY FROM THE GOVERNMENT. THEY'RE DEALING WITH ROAD TRAFFIC COLLISIONS ON A DAILY BASIS. THEY'RE BEING ATTACKED FOR SIMPLY DOING THEIR JOBS, AND OFFENDERS ARE THEN BEING LET OFF WITH A SLAP ON THE WRISTS BY THE WIDER JUDICIAL SYSTEM.

'WE ARE STRETCHED TO BREAKING POINT' FED WARNS

A damning report by the policing inspectorate backs up issues the Federation has been raising, says Pete Nightingale on behalf of the West Mercia branch

Policing is 'stretched to breaking point', according to West Mercia Police Federation.

The branch has called for pay restoration and sustained investment to address issues facing frontline policing and restore public trust.

The comments follow a new report by His Majesty's Inspectorate of Constabulary and Fire & Rescue Services (HMICFRS).

The report – An inspection into how effectively the police investigate crime – found that demand on the police has increased by 32 per cent over the past decade while officer numbers have not kept pace.

It found that workloads were too high, the complexity of crime was increasing, as was the time it took forces to investigate them.

And it found that many supervisors and investigators were inexperienced and lacked the necessary training.

Speaking on behalf of West Mercia Police Federation, Pete Nightingale said HMICFRS had identified many of the issues facing frontline policing that the Federation had long been highlighting.

Now he has called for urgent steps to address them.

Pete said: "The Federation has been shouting about the fact that cuts have consequences for years, so we welcome HMICFRS highlighting these issues as well.

"Our members are overworked and underpaid, we have inexperienced investigators and supervisors who are struggling to cope, and a recruitment and retention crisis exacerbated by real-terms cuts to pay over the past decade.

"Not only are members being impacted, but the public is being let down.

Investigations are being delayed, victims failed and faith in the criminal justice system is being undermined.

"We need urgent investment, including pay restoration, to start to address these issues."

Pete explained that the Force has invested in 'quality of investigation sergeants' who are 'doing their best to carry out reasonable lines of enquiry' while also

24 PER CENT OF OFFICERS WITH ONE TO FIVE YEARS OF SERVICE ARE CONTEMPLATING LEAVING POLICING AND 18 PER CENT OF OFFICERS IN THIS GROUP ARE CONSIDERING TAKING ON A SECOND JOB.

trying to answer emergency calls.

The HMICFRS report follows recent research by Metfriendly, which found 24 per cent of officers with one to five years of service are contemplating leaving policing and 18 per cent of officers in this group are considering taking on a second job.

The Metfriendly survey also found that 64 per cent of officers reported financial concerns; 17 per cent are missing meals due to a lack of money and 55 per cent believe financial stress is severely impacting their wellbeing.

In West Mercia Police Federation's most recent pay and morale survey, 62 per cent of respondents reported low morale.

More than four out of five (81 per cent)

said they were dissatisfied with their overall remuneration, with 17 per cent reporting not having enough money to cover their monthly essentials.

Some 15 per cent of West Mercia Police Federation respondents intend to resign from the service in the next two years, the survey revealed.

Pete said: "We've had report after report after report saying pretty much the same things, and now is the time for the Government to act for the good of policing and the public."

The HMICFRS report stated:

"Interviewees told us that officers and staff often couldn't investigate crime as well as they wanted to because their workloads were too high, they were under pressure, and they didn't have enough time."

The report stated that, while recorded crime rates have increased over the past decade, there has been an increase in the population, a reduction in police officer and staff numbers, an increase in the proportion of officers who have fewer than five years' service and an increase in the complexity of crime investigations.

"As a result of all these factors, we believe that forces need more officers and staff in order to investigate volume crime more effectively," the report said.

It added: "Interviewees said that on some days, they don't get any opportunity to progress ongoing cases as they are dealing with new cases.

"Some investigators only have two days in every ten when they can progress existing cases and investigations.

"One investigator told us: 'Victims call for updates, and we can't tell them anything. It's embarrassing really.'"

[Read the HMICFRS report.](#)





THE HEALTHCARE SCHEME

FOR SERVING POLICE
OFFICERS, POLICE STAFF
AND THEIR FAMILIES

Providing support during ill
health or injury to help you
get better and back to work
as quickly as possible.

**Call us for more
information**

01905 796 682
team@blulineadmin.co.uk

www.blulinehealth.co.uk

- Access to private UK hospitals
- Fast diagnosis from experts
- Comprehensive medical cover
- Exceptional customer service
- Claiming is quick and easy
- Fantastic value for money



BLULINE

COURSE SUCCESS PUTS SPECIALS IN DRIVING SEAT FOR FORCE

A group of Special Constables have enhanced their roles after becoming blue light trained.

So far in 2025, seven West Mercia-based Specials have passed the College of Policing Standard Response Driving Course, qualifying them to take control of a police car in emergency situations on the frontline.



Nathan Pawley, Temporary Citizens in Policing Manager.

This was thanks to West Mercia Police's driving school, which regularly creates opportunities for Specials to complete the three-week course alongside regular officers.

Nathan Pawley, who currently oversees the Force's Specials in his day job as its Temporary Citizens in Policing Manager, has shared his delight at the recent progression on show.

"Having been a Special Constable for 16 years, it really puts a smile on my face to see us get chances to develop as police officers and take them – and this driving course is one of the very best in that respect," he said.

"The course teaches the mechanisms and technologies behind response driving, as well as the psychological skills needed to perform, like staying calm under pressure.

"And now they have this under their belts, they'll get better with time, until they are handling incidents at the fastest, safest and most efficient speeds possible. I think it's a huge win for any Special, to be honest.

"In my view, this is the kind of 'stepping up' which makes the role attractive."

A case in point is Special Constable Mitch Flavell, who passed his blue-light course in March.

Having volunteered in West Mercia Police since 2022, the majority of Mitch's contribution to the Force is seen through its Roads Policing Unit.

In what has already proven a huge boost to his work in this area, he says his new capability will set him up in good stead for many years to come.

"To be honest, I feel very lucky to have been selected for the course in the first place, with places for Specials at a premium," Mitch said.

"Although that's not to suggest the Force isn't doing enough for our development – quite the opposite, actually. It is investing heavily in the Special Constabulary, and we are seeing the benefits of that.

"This course was the best I have attended so far. I have already had four blue light runs on shift since passing, and the standard I can now drive at in these serious response situations is very high.

"To have these skills at my disposal definitely makes me feel good about myself as an officer, and the plan now is to keep building on them every time I'm called upon to drive."

Echoing these sentiments around West Mercia Police's investment was Nathan, who revealed there are another three Specials in the pipeline to become blue light trained in 2025, with another driving course being planned for September.

As Nathan looked towards the future, he stressed the importance of remembering that added capabilities do not come for free – not only do they require hard work to achieve, but responsibility to

take forward.

With that in mind, he gave credit to the Federation for matching the Force's commitment to the Special Constabulary in its own way.

"We have got a good landscape going on in terms of development opportunities for Specials – there are courses on offer in stinger and method-of-entry, as well as blue light.

"But it's important to remember this all comes with extra risk for the training officers to carry – that's why there must be protection from the Federation to fall back on, in case something does go wrong.

"In that regard, I think I can speak for all the Specials I manage when I say knowing we have that backing ready to go is something we really appreciate.

"Overall, when you look at the set-up we have in place, with support from all angles, there is plenty of reason for optimism that Specials are being given the platform they need to make a real difference within the Force," he ended.



Mitch Flavell, Special Constable.



West Mercia Police Men's Rugby team.

MEMBERS ENCOURAGED TO GIVE RUGBY A TRY

West Mercia Police Men's Rugby Team is encouraging Federation members to try out the sport.

Team manager Detective Inspector Dave Knight said the opportunity was there for anyone to get involved, as a player or in backroom roles, regardless of their rugby experience.

Dave said: "My message to anybody in the workforce is if you want to come and train with us or come and get a feel for what rugby is, then please give me a shout.

"Anybody's welcome, and that goes for backroom staff too. If there's anybody who's got any physio or first aid qualifications, or anything like that, or who just want to help out, then they're more than welcome, as our physio costs are adding up."

The men's team plays in friendly fixtures and takes part in touch rugby and tens tournaments.

This season they reached the semi-final of the Police Sports UK (PSUK) Shield, after topping their division in the regular season, which included Devon and Cornwall, Gloucestershire and Wiltshire, Avon and Somerset, and North Wales.

They were unable to go one step further and reach the final, losing 54-12 to Thames Valley Police at Stratford Rugby

Club in Warwickshire.

Dave, a West Mercia Police Federation member, said: "Getting to the semi-final was a great experience for everyone.

"We'll take a lot from it as a team and build it into next season."

It is the second time the West Mercia Men's Team have reached the semi-final of the PSUK Shield competition in the past three seasons.

It's a far cry from when the team had 'gone dormant' for a number of years.

Dave said: "Chief Inspector Dave King reinvigorated the team around seven years ago.

"He worked really hard to get some friendlies against the likes of Hereford and Worcester Fire Service, Cheshire Police and West Midlands Police.

"Following a couple of seasons of playing friendlies, we went back into the PSUK competition for the 22/23 season, which has been great."

Chief Inspector King and his coaching team have put down solid foundations on the pitch that have since been built on.

And away from the playing field, Dave has been working hard to engage with people across the Force, from new recruits to senior leaders, to promote the team and

the benefits it brings.

He said: "I've been advertising the team to new recruits, and making leaders aware of how important it is for morale and teamworking to allow officers to train and play in games.

"We are really well supported. Our Chief Constable, Richard Cooper, is really supportive of everything we're doing and he has come to watch us in the last couple of seasons.

"He was with us for the semi-final at Stratford. His presence hugely improves morale.

"The Force has been very generous in allowing one day's special leave for a PSUK sporting event per year, which not every force does."

"We're supported by the Police Sports Fund in West Mercia. A small contribution of £3 a month covers players with some insurance when they're playing, and helps fund things like kit and coach travel if we need it.

"This season, we've also been supported by Stourport Rugby Club. They are a small club but have generously allowed us to train on their pitches.

"PC Andy Kilmister has been a key part of the team arranging coaching sessions for us. He's also got physio contacts, so we've always got a physio with us when we're playing.

"And he's organised socials to get the team bonded and working well together."

Dave explained that he is hoping to help arrange a tournament in the early summer, before training starts for next season.

He ended: "People are always welcome and we'd love to see new faces coming along."



ANYBODY'S WELCOME, AND THAT GOES FOR BACKROOM STAFF

TOO. IF THERE'S ANYBODY WHO'S GOT ANY PHYSIO OR FIRST AID

QUALIFICATIONS, OR ANYTHING LIKE THAT, OR WHO JUST WANT TO

HELP OUT, THEN THEY'RE MORE THAN WELCOME, AS OUR PHYSIO

COSTS ARE ADDING UP.

FIRST THREE MONTHS FREE WITH HEALTHCARE SCHEME

Federation members who join a new private healthcare scheme will receive their first three months' membership completely free of charge.

Bluline, which is managed by serving and retired police officers, is designed specifically for officers, police staff and their families.

The scheme gives its members swift access to a professional diagnosis (faster than the NHS) and high-quality medical treatment to help ensure they recover and get back to work as quickly as possible.

Bluline's key features include:

- **Comprehensive cover**
- **Up to £35,000 medical cover per year**
- **Top quality medical treatment**
- **Access to the UK's top private hospitals**
- **Quick and easy claims**
- **Optical benefit of £75 per year.**

Monthly premiums start from as little as £11.25, and there are discounts for student officers, including free subscriptions for the first year and a 50 per cent discount for the second year.

Existing subscribers who refer a friend to the scheme can claim a £25 gift card for Amazon or Marks and Spencer.

Craig Grandison, a former officer and



most recently full-time treasurer of the West Yorkshire Police Federation branch, had been a non-executive director of Bluline for more than 10 years and became executive director in March last year after retiring from policing.

He says the scheme, originally part of Tricare which has been running since 1998, gives officers the assurance that they can access medical treatment quickly rather than facing delays on an NHS waiting list,

"I would urge all officers to consider joining Bluline," he explains, "You just never know when you might be injured or suffer ill-health. While you may have six months' full pay while you are on sick leave, you could spend the whole of that period on an NHS waiting list waiting to see a consultant.

"Under Bluline, members have been able

to see a consultant within a day or two and some have had surgery within a week or two of first getting in touch with us.

"The scheme represents incredible value for money, given the peace of mind it can provide and the quality – and speed – of treatment it offers.

"The subscription cost is the equivalent of just a couple of sandwich lunches a month, that's all."

Bluline is a not-for-profit organisation so all funds paid into the scheme are used for the benefit of its members.

Existing scheme members have provided the following testimonies:

"Bluline provides peace of mind that your family are going to be given medical care or intervention if required. It is fabulous value for money as you cannot put a price on what they have done for my family."

"On every occasion the team were extremely helpful and professional. They made the authorising and organising of consultations, scans, operations and physiotherapy sessions stress-free."

"I am so glad that I am part of Bluline. My NHS waiting time for an initial consultation would have been over 40 weeks. With Bluline, I have had both my consultations and an operation within the space of four weeks, which has been amazing."

Find out more and apply online or ring **01905 796 682**.

“THE SCHEME REPRESENTS INCREDIBLE VALUE FOR MONEY, GIVEN THE PEACE OF MIND IT CAN PROVIDE AND THE QUALITY – AND SPEED – OF TREATMENT IT OFFERS.



XXXXXXX.

FANCY A BREAK IN NEWQUAY?

BOOK NOW TO AVOID DISAPPOINTMENT



STILL SOME AVAILABILITY FOR HOLIDAYS IN JUNE AND JULY

Time is running out if you want to book a summer break at our Cornwall holiday home.

August dates at the Newquay property, which is exclusively for the use of West Mercia Police Federation and Group Insurance Scheme members, are fully booked but there is still some availability for holidays in June and July.

Seven-night stays over the summer cost £1,260 at full price but there are 10 per cent discounts for West Mercia Police Federation members, 15 per cent reductions for members of the Group Insurance Scheme (GIS) and a 25 per cent price cut for those who are both Federation members and subscribers to the GIS.

This will take the summer bookings prices down to £1,134, £1,071 and £945 respectively.

Bookings in the low season, without any discounts, are £500 for seven nights and in mid-season guests will pay £920. The

same 10, 15 and 25 per cent discounts also apply for Federation and GIS members. [Full details of rental fees.](#)

The property, which is in the grounds of Glendorgal Hotel, has

- Three en suite bedrooms
- A spacious lounge/diner
- A fully fitted kitchen
- Private outdoor space
- WiFi
- An allocated parking space, and

- **Direct access to Porth Beach and the coastal path.**

While the holiday home is close to Lusty Glaze Beach, this is currently closed to visitors.

A maximum of two dogs are allowed at a charge of £15 each.

Check-in is from 4pm and check out is before 10am and bookings are for seven nights only with Friday being the changeover day.

Check the [availability calendar](#) as soon as possible if you want to book, but also [email the Federation office](#) to confirm your chosen dates are free.

Once your dates are confirmed by the Federation office, please complete and [return the booking form](#) together with the deposit payment. The booking form includes full terms and conditions.

REMEMBER OUR GROUP INSURANCE SCHEME HAS YOUR HOLIDAY COVERED

Comprehensive cover available to subscribing members

Worldwide family travel insurance is included in the West Mercia Police Federation Group Insurance Scheme (GIS).

The cover, which is available for trips of up to 60 days*, extends to the subscribing member, their spouse or cohabiting partner and their dependant children, aged under 23 and normally resident with the member.

It includes provision for holiday curtailment, emergency medical expenses and dental treatment, funeral expenses abroad, personal accident, baggage and personal effects, delayed baggage, expenses incurred for the loss of a passport or driving licence, travel delays, personal liability, sports – including winter sports – and activities, and uninhabitable accommodation.

[Full details can be found in the travel policy booklet.](#)

Serving police officers and staff pay just £30.95 per month to subscribe to the GIS and can pay an extra £9.15 per month to add a cohabiting partner to the policy.

Police officers must be subscribing Federation members to apply for the Group Insurance Scheme (unless excluded by rank) and Federation membership does not mean you are covered by the scheme.

In addition to the travel insurance, the GIS for serving officers and staff includes:

- **Life insurance of £115,000**
- **Permanent total disablement cover of £100,000**
- **Permanent loss of sight in one or both eyes of £50,000**
- **On duty assault benefit – firearms, crossbow, shotgun - £1,500**
- **Dog bites - £750**
- **Critical illness cover of £10,000, and**
- **Home emergency assistance.**

The GIS also gives its subscribers access to Health Assured for the member, a cohabiting partner and any number of dependant children, aged over 16 and living in the family home.

Health Assured offers a 24/7/365 telephone support for mental health and bereavement with calls handled by a qualified counsellor, who will offer confidential support and information in a friendly, non-judgemental manner.

If clinically appropriate, this can extend to structured telephone, online or face to face counselling and access to further wellbeing resources via an online health portal and the My Healthy Advantage app.

Help is available for those suffering with stress and anxiety, experiencing family or relationship difficulties or with alcohol or drug issues. Support is also available for financial wellbeing, domestic abuse or retirement.

Health Assured includes a medical information line which is available Monday to Friday, 9am to 5pm for help with paediatrics – such as feeding problems, crying, teething, nappy rash, congenital disorders and so on; childhood illnesses such as measles, chickenpox, meningitis,

tonsillitis and allergies, and adolescence-related issues such as drugs and alcohol, anorexia, bulimia, glandular fever and dyslexia.

Health Assured believes that you should benefit from their services in the most convenient way to you. That's why, in addition to its phone-based counselling and legal guidance, it has developed an online portal and smartphone app.

As well as Health Assured, the GIS also includes GP24 giving subscribers and their cohabiting family unlimited, 24/7 access to a practising UK-based GP from wherever you are in the world.

Consultations are available by phone or video consultation.

The scheme's experienced GPs can provide diagnosis, advice, reassurance or a second opinion.

Should the GP feel you would benefit from prescription medication they can arrange and electronically authorise private prescription medication, where the medication will be delivered to you at any UK based address the next working day or the prescription emailed direct to a nominated pharmacy. The cost of the drugs is chargeable at wholesale rates which you will be told before they are issued.

Each consultation is secure and confidential and there is no limit to the number or length of consultations.

Full details of the benefits of the Group Insurance Scheme, including full terms and conditions, can be found on [our website.](#)

*If you are under 65, you can extend your policy for longer trips by paying an additional premium.





Here for **you** and your **family**



When your family is going through challenging times, legal and financial expertise can make all the difference.

As leading experts in police divorce, finances and children matters, we understand the specific pressures and concerns you may be facing.

With a wealth of knowledge dealing with police matters, we know to include pensions as part of financial proceedings, and the impact of shift patterns to child arrangement disputes.

Where necessary, we work closely with other specialists, such as pension, tax and financial advisors, to deliver the very best results for you.

For members of the police force we offer:

- A free initial consultation
- Up to 10% discount on all fees
- Fixed fee divorce service
- Price certainty options.

Our experts:

To speak to a specialist member of our team, please call Amy, Mark or Clare for an initial chat:



Amy Brown

Apprentice Chartered Legal Executive

✉ amy.brown@irwinmitchell.com

☎ +44 (0)7407 796 625



Mark Hands

Partner

✉ mark.hands@irwinmitchell.com

☎ +44 (0)7801 981 795



Clare Wiseman

Partner and Head of International Family Desk

✉ clare.wiseman@irwinmitchell.com

☎ +44 (0)7525 911 737



Your case is our cause

If you have experienced a personal injury, you might be eligible for compensation, regardless of whether the incident occurred in the UK or abroad, at work or in public. Our legal experts are here to help you get the rehabilitation, compensation and support you need.

We can offer support in cases of:

- Road traffic accidents
- Accidents at work
- Accidents and injuries abroad
- Asbestos related illness
- Injuries in public places
- Sexual and physical abuse
- Illness claims
- Faulty products
- Industrial disease & industrial injury

0330 107 6474

slatergordon.co.uk

Authorised and regulated by the Solicitors Regulation Authority



Slater Gordon
Lawyers


WARREN&CO
TRUSTED MORTGAGE ADVISERS

PROUDLY SUPPORTING
WEST MERCIA POLICE

DOWNLOAD
OUR APP!



SCAN

To book a face to face, telephone or
teams appointment,
contact us:

✉ contact@warrenifa.co.uk

☎ 01452 547783

Your home may be repossessed if you do not keep up the repayments on your mortgage.

GUIDING YOU HOME...

FEE FREE INDEPENDENT MORTGAGE ADVICE

Our **FREE** expert guidance
is built on over 20 years of
experience.

Wherever you are in your
home-owner journey, you
can rely on us to offer the
specific support you
need.

Moving home
or looking to
remortgage?

Find out what we have to offer by
visiting our website
warrenifa.co.uk
or following us on Facebook
warrenmortgage

Get a Car Insurance
quote and you could

**WIN a
£500
grocery shop**

**+ £5 e-gift
with every quote**

**Police
Mutual**



**Get a quote for Police Mutual Car Insurance
and get a £5 e-gift to spend at your
favourite supermarket.**

T&Cs apply visit: policemutual.co.uk/getatreat
Offer ends 30.06.25. Min. age 21. Must be eligible for
Police Mutual products. New customers only. 1 e-gift per
customer. No purchase necessary. UK residents only.

**2 lucky winners each month will also
win a £500 supermarket e-gift**

T&Cs apply visit: policemutual.co.uk/carwin
3x prize draw closing dates are: 30.04.25, 31.05.25 &
30.06.25. Prizes delivered within 48 days of each draw.
Min. age 21. Must be eligible for Police Mutual products.
New customers only. 1 entry per customer. No purchase
necessary. UK residents only.

**To claim your £5 e-gift and have a chance of winning:
Get a quote at policemutual.co.uk/car
Call us on 0151 242 7640
Or scan the QR code.**



Police Mutual Car Insurance. Provided by ERS.

PMGI Limited, trading as Police Mutual is authorised and regulated by the Financial Conduct Authority. Financial Services Register No. 114942.
Registered in England & Wales No. 1073408. Registered office: Brookfield Court, Selby Road, Leeds, LS25 1NB. For your security, all telephone calls are recorded and may be monitored.
Lines are open Mon - Fri 9am - 5pm.

ADV CI P 0160 West Mercia 0525