

FEDERATION



West Midlands Police Federation

December 2025/January 2026

A REVIEW OF THE YEAR

Pages 17 - 21

*Wishing our
members a
Happy Christmas*



Supporting our members in everything we do

www.polfed.org/westmids

**FIXED FEES AND DISCOUNTED
RATES FOR POLICE OFFICERS
AND PERSONNEL.**

McALISTER

FAMILY LAW

WEST MIDLANDS POLICE

DIVORCE AND CHILDREN LAW SPECIALISTS

McAlister Family Law is the country's leading provider of police divorce and family services. Whether you are facing divorce and are worried about the impact on your pension or are seeking contact with your children or any other family law dispute, we are here to help.

FIXED FEE DIVORCE

£350 + VAT*

FREE FIRST APPOINTMENT

*Conditions apply. Please see website for details.

- Leaders in police divorce and children cases.
- Over 20 years' experience in representing police officers facing divorce and children disputes.
- Experts in police pensions and divorce.

0333 202 6433



CHILD AND FAMILY LAW SPECIALISTS

McAlister Family Law

2nd Floor, Commercial Wharf
6 Commercial Street
Manchester M15 4PZ

mcalisterfamilylaw.co.uk



"McAlister Family Law are formidable opponents for any of the leading firms across the country."

BE
BEYOND
LAW GROUP
beyondlawgroup.co.uk

WELCOME

Welcome to the December 2025/January 2026 edition of **Federation** - the magazine for members of West Midlands Police Federation.

We are always on the look-out for good news stories so please get in touch if you have something to share with colleagues. It does not have to relate to your policing role - though we are definitely interested in hearing about what's going on around the Force. Do you have an interesting hobby or perhaps you are involved in sport locally, as a player, a manager, a coach?

Just get in touch and let us know.

We would also be interested to hear what you would like to see featured in your magazine.

Published by:
XPR Communications Ltd

Editor:
Jess Davies, branch chair

Design and production:
XPR Communications Ltd

Contact us:

Guardians House
2111 Coventry Road
Sheldon, Birmingham
B26 3EA

Telephone:
0121 752 4900

Email:
westmidlandspf@polfed.org

www.polfed.org/westmids

Federation is produced by XPR Communications Ltd on behalf of West Midlands Police Federation.

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

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

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



WHAT'S INSIDE

4 Chair's column

5 Roadshow programme gets underway



6 Birmingham's NEC hosts national Federation conference

12 Government accepts move to change misconduct case threshold



13 PSA testing event proves a success - again

13 Museum set to host Christmas grotto

15 Get your car winter-ready

16 The end of an era as Jan retires

ADVERTISERS

2 **McAlister**, family law

14 **Gallagher**, Group Insurance Scheme

24 **Gorvins**, police and family law

26 **Police Mutual**, prize draw

28 **Irwin Mitchell**, family law

32 **Warren & Co**, independent mortgage advice

17 Review of the year: 2025

22 Force menopause group aims to increase awareness



24 'I have enjoyed all of it'



27 New rep wants to put officer welfare to the fore

28 'I am now unrestricted and deployable again'

30 2025: a year of milestones

31 Focus on regulations: Working into/on a rest day or free day

32 Retirement seminars: book a date in 2026

33 A 'whirlwind journey' from cadet to officer

34 **Slater & Gordon**, solicitors

35 **NARPO**, member services

35 **First Call Financial**, independent mortgage advice

36 **Police Insure**, car, home and motorcycle insurance

Looking back on the policing year



By **Jess Davies**, chair of West Midlands Police Federation

As we approach the end of 2025, which hardly seems possible, it seems a good time to look back on the year, but also look ahead too.

You will see in the centre pages of this edition, a review of the year covering some of the key events in policing over the last 12 months but there are a few highlights that I would like to mention too.

Firstly, and this is very much a personal high point, but also a professional one, I was delighted in May to be named as the first ever female chair of the West Midlands Police Federation branch.

As I said at the time, it is an honour to be able to represent colleagues, offer them support and give them a voice. I also said, having come into the branch initially in an acting capacity, it had been a steep learning curve – and it continues to be so.

But I do feel I am finding my stride in the

role, supported by the other full-time branch officials, the staff team, and regional and national Federation colleagues.

I was keen when I took on the role to resurrect the Federation roadshows to give members easier access to the Federation and more opportunities to meet reps within their own police stations.

So far, we have taken the roadshow out to Perry Barr and Bourneville Lane Police Station, with further dates in the pipeline including a visit to Solihull on 18 December. [Check the roadshow programme.](#)

I hope as many members as possible will drop into a roadshow near them, meet the Fed team, raise any queries, find out about what the Federation does and also get to know more about the member service providers we work with.

Another highlight was the branch bravery awards at the end of January. This was the second time we have staged these awards, and plans are already well advanced for the 2026 awards – details of which will be published in the next edition of this magazine.

It is incredibly important that we recognise the brave acts carried out by officers each and every day. All the award-winners will say that they were just doing their job and that they hadn't done anything exceptional. However, that job is a job like no other; a job that finds you running towards danger while others are running the other way, often with no thought for your own safety.

The overall winner of the West Midlands Police Federation Bravery Awards goes forward as our nominee for the national Police Federation Bravery Awards which are held in London in July 2026.

My final highlight of the year was the National Police Memorial Day which, for the first time in the event's history was held at Coventry Cathedral.

I felt incredibly proud to represent the Federation and its members at the service but also proud to see the Force shine in terms of its hosting of the memorial day.

The sun shone on the city, which only added to the warm welcome we gave to our colleagues from across England, Wales and further afield but also, and most importantly, the families of fallen officers.

Just two months later, Birmingham's National Exhibition Centre was the venue for the Federation's annual national conference.

While I wouldn't go as far as listing this event as one of my highlights of the year, the slightly scaled back nature of the conference did make it easier to network with colleagues.

For me though, the conference lacked the stand-out session usually afforded by the attendance of the Home Secretary of the day.

Sadly, Shabana Mahmood, could not attend due to other commitments, which was doubly disappointing since she is a West Midlands MP, representing our Ladywood constituency.

I accept the Federation is moving in a different direction, perhaps favouring behind

“ I HOPE AS MANY MEMBERS AS POSSIBLE WILL DROP INTO A ROADSHOW NEAR THEM, MEET THE FED TEAM, RAISE ANY QUERIES, FIND OUT ABOUT WHAT THE FEDERATION DOES AND ALSO GET TO KNOW MORE ABOUT THE MEMBER SERVICE PROVIDERS WE WORK WITH.



Coventry Cathedral hosted National Police Memorial Day.

the scenes negotiation with ministers, MPs and police chiefs, but nevertheless it would have been good to have heard the Home Secretary talk directly to members.

There have been some history-making appearances at conferences by previous Home Secretaries, whether we have liked what they have had to say is open for debate.

“ I FELT INCREDIBLY PROUD TO REPRESENT THE FEDERATION AND ITS MEMBERS AT THE SERVICE BUT ALSO PROUD TO SEE THE FORCE SHINE IN TERMS OF ITS HOSTING OF THE MEMORIAL DAY.

But it wasn't just the Home Secretary who was missing – there was no address from the police minister, or even any shadow ministers.

That said, there was some interesting inputs from the Federation's national team, and you can read more about these from Page 6 in the magazine.

Finally, as we approach the festive season, I would just like to wish you all a very happy Christmas and all the best for 2026. I am sure many of you will be working at least part of the holiday period, but I hope that you still manage to enjoy some time with your loved ones. Above all, stay safe.

Roadshow programme gets underway



Left to right: Federation rep Leon Allen with deputy chair Mat Minton and equality lead Jon Nott.

Members took advantage of the opportunity to find out more about the support available through West Midlands Police Federation during roadshows at Perry Barr custody suite and Bournville Lane Police Station.

The roadshow at Perry Barr on 12 November was organised to coincide with a wellbeing day and was held within the atrium.

While after the Bournville Lane event on 26 November, branch chair Jess Davies deputy chair Mat Minton put on their uniforms to go out in a response car to find out more about the issues frontline officers are facing.

“We had a steady flow of visitors on both days,” says Jess, who has organised a series of roadshows across the Force area.

“It was a great opportunity to talk to members, answer their queries and showcase the support the Federation can

give, through the full-time officials and the workplace representatives.

“We also welcomed a number of our member service providers to the roadshows so they could talk to officers about what they offer.

“These included Gallaghers, which provides the Federation's Group Insurance Scheme, Serve and Protect credit union, the Bluline health scheme, the Force Benevolent Fund, the Sports and Social Club and the Oscar Kilo wellbeing dog.”

The roadshows which run from 10am to 2pm each day will continue as follows:

18 December – Solihull LPA – Vanessa Carroll Suite, Solihull Police Station.

2026

14 January – Sandwell LPA – West Bromwich Police Station.

26 March – Coventry LPA – Willenhall Police Station.

22 April – Walsall LPA – Bloxwich Police Station.

Birmingham's NEC hosts national Federation conference

Delegates from branches across England and Wales gathered at Birmingham's National Exhibition Centre (NEC) for the Federation's national conference.

West Midlands Police Federation sent 14 delegates as well as branch chair Jess Davies and secretary Tim Rogers, and their feedback on the conference is included in our coverage.

The two-day conference – on Tuesday 18 and Wednesday 19 November – was called 'One Federation: Putting Members First'.

Topics covered included pay and conditions, the Federation's national Copped Enough campaign, officer suicide and Federation subscriptions.



Copped Enough campaign takes centre stage

The Federation's Copped Enough campaign has returned 'policing to the centre of the national conversation', according to the chair of the Police Federation of England and Wales (PFEW).

Tiff Lynch, heading up the conference for the first time as national chair, launched Day 1 of the national conference with a focus on the achievements of the opening 12 months of the high-profile campaign, saying it was a turning point in the discussions about policing, pay and officer welfare.

She said: "One year ago, we said 'enough is enough'. We told the country that police officers deserve fair pay and respect – and the people have listened."

"Copped Enough has become more than a campaign. It's a movement. It's put policing back at the centre of the national conversation."

"And it's united, our members are reminding the public that behind every uniform is a person who deserves to be valued."

Crisis

Copped Enough was launched to highlight stagnant police pay, mounting workloads, declining morale and the recruitment and retention crisis.

A video was played in which deputy national chair, Brian Booth, highlighted the successes of the first year of Copped Enough.

He said the campaign, backed by the collective voice of 145,000 members, was gaining significant political traction: "The campaign has worked really well when we're engaging with MPs."

"We've tabled a bill within the House of Lords for the recording of police officer suicide, something which has never been done before. We're also now looking at police driving legislation."

"We've managed to secure some absolutely fantastic pay awards, and we're influencing Government massively."

"Behind every investigation, there's a hard-working Fed rep. We train them well, and they perform well. So, it's an organisation that really has got officers' backs."

"We've really invested in our communications. We've got structure, we have a strategy, and we have the right people in the right place delivering key messages."

"And what was really good this year, was that our elections showed us that there is still a massive appetite to be a Federation rep. We're getting stronger day by day."

Pandemic

Opening the conference, the first to be held in-person since 2022, Tiff reflected on the 'enormous change' of recent years, from the aftermath of the pandemic to pressures on frontline officers.

But she emphasised the Federation's



Police Federation chair Tiff Lynch.

resilience.

"Here we are, still standing, shoulder to shoulder, and we're still fighting for fairness," she said.

The conference, she told delegates, was an opportunity to 'reconnect' and 'bring our Federation family back together'.

Secretary warns of policing crisis and calls for urgent reform

National secretary John Partington used his speech to conference to underline the urgent need for reform as policing continues to face unprecedented challenges.

John highlighted critical issues including pay, conditions, recruitment and officer protection.

He told delegates policing now requires a louder, unified voice to advocate for fairness, transparency, and there needed to be recognition of the responsibilities carried by officers across England and Wales.

"Keep underpaying, undervaluing and overloading officers, and more will leave permanently. This Government is pushing policing toward a crisis unless urgent action is taken," he said.

“KEEP UNDERPAYING, UNDERVALUING AND OVERLOADING OFFICERS, AND MORE WILL LEAVE PERMANENTLY. THIS GOVERNMENT IS PUSHING POLICING TOWARD A CRISIS UNLESS URGENT ACTION IS TAKEN.”

"Policing demands deep knowledge, emotional strength, and the courage to hold the line when everything else gives way. Officers deserve pay, conditions and pensions that reflect that burden. We are not asking for special treatment - we are asking for fairness."

John explained that, over the past year, the Federation had made significant progress towards greater transparency and member engagement.

For the first time, the secretary pointed out, members received full sight of the final pay offer before a decision was made - a change the Federation described as 'how it should be: a two-way conversation, not a closed-door process'.

He said that evidence and advocacy presented by the Federation contributed to a 4.2 per cent pay rise, increases to allowances,

improved overnight and hardship payments and a commitment to address critical issues such as compensation for extra hours worked, shift disturbance and detective burden.

John highlighted the urgent need for comprehensive, standardised psychological testing for all police recruits across England and Wales. He stressed that policing is among the most regulated professions in the UK, yet recruitment standards vary widely. Psychological testing, he argued, should be a safeguard, not an optional extra ensuring candidates possess the temperament, values, emotional readiness and resilience required for modern policing.

He added: "We know what happens when the wrong people get through the door. This cannot happen again. The public deserves officers who are not only capable, but also have the integrity and emotional strength to uphold the core principles of the job. This job isn't for everyone. It demands resilience, empathy and strength. These qualities can't be assumed, they must be tested."

Delegates heard stark warnings about worsening financial pressures on frontline officers, including rising housing, energy, food and fuel costs that have far outpaced police pay, leaving many officers struggling to meet basic household expenses. John said the inequity of equal-percentage pay awards, which



National secretary John Partington addresses the PFEW annual conference.

disproportionately impact lower-paid officers.

He continued: "A superintendent and a constable face the same inflation, but not the same reality. Percentage-only rises deepen inequality. Without correction, policing will become unaffordable for the very people who make it work."

John confirmed that the next pay submission will argue for targeted increases that recognise the unique pressures facing frontline ranks. Discussing the current pay review body, he argued that the system is not fit for policing, citing political constraints and lack of independence.

To ensure fairness and remove political interference, the Federation is calling for a move toward collective bargaining and binding arbitration.

An Early Day Motion, that has gained cross-party support, has been submitted in Parliament, and the Federation is exploring legal avenues and international labour law implications.

OUR REP SAYS...

"It was a good session and brought home several important issues the Federation is looking at on behalf of members," says Gavin Stockton, West Midlands Police Federation workplace representative.

"There were quite a lot of areas discussed throughout, some personal areas were vicarious trauma and managing crisis while people are dealing with their own problems.

"Linked into this was lack of regulation and support offered to members when maternity care family-related leave, neonatal care, safe time in relation to domestic violence issues and miscarriages. These areas are all treated similar currently with a lack of individual recognition and tailored support.

"Large areas of this not covered by Regulations are causing significant claims against the forces for discrimination and disability claim costing millions. Outdated Regulations have some things that were approved 10 years ago still not added.

"It was a useful session as it was educational as a relatively new rep understanding the archaic Regulations and number of ongoing issues surrounding this.

"The message I will take back to members is that the Federation is constantly working to support officers when things go wrong but is striving to put them right! Especially when failings sit with outdated Regulations that is why often managers and HR get it wrong causing claims against forces."

Conference: CEO announces three new initiatives to support members

The chief executive announced three 'commitments' to support members in his keynote speech to conference.

Mukund Krishna unveiled the trio of initiatives aimed at reshaping policing culture and welfare, as well as national understanding of the realities of the frontline.

The first was to produce an annual report called *The Real State of Policing*, with the first to be released ahead of next year's conference season.

It would provide an alternative perspective to the 'HMICFRS top-down' State of Policing report, conference was told.

Mukund said the report would 'reflect the true views of our members on kit, leadership, culture, shift patterns, and welfare'.

In a separate statement announcing the report, Mukund added the report would 'highlight which forces are in serious difficulty on demand, capacity, welfare, resignations and workload'.

The second commitment announced to conference centred around 'restoring dignity'.

Mukund said: "Starting next year, we will roll out a Victim and Witness Support Programme because we have a moral responsibility to treat each other with dignity."

And the third was a commitment to



Police Federation chief executive Mukund Krishna.

Federation reps and their welfare.

Mukund opened his address with praise for the 'amazing work' of Federation reps and staff, before reflecting on the past three years.

Mukund concluded by urging unity and resolve as the Federation enters its next

phase.

He said: "When we are surrounded by people who believe in what we believe, remarkable things happen."

"We won't agree on everything. But constructive challenge lifts the quality of our discussions and leads to better decisions. So, let's stay strong. We are one team. There is strength in unity. Let's stand united in purpose."

OUR REP SAYS...

'It felt like it was an echo chamber'

"To be honest, I felt a bit dejected from the input on Day 1. Without the Home Secretary present (or anyone from Government) it felt like it was an echo chamber. I agreed with pretty much everything discussed, but it was preaching to the converted. I think we should put real pressure on the Government for not attending. It shows the complete disregard they have for the police," writes West Midlands Police Federation workplace representative Scott Davies, giving feedback on the general secretary's input.

"I don't want to completely dismiss it, as it's always good to talk about issues at hand, but it was like shouting into a bucket - there was no one there for it to make an impact to."

"It's time to start lobbying the Chief Constable and MPs about their concerns within policing."

"Overall, the content at conference was good. I was interested in most subjects throughout, but without Government attendance, the message is not getting across to the areas it should."

"A low point for me was the announcement of the figures around officer suicides and attempts over a three-year period between 2021 and 2024 is which were deeply concerning - particularly as it's linked to investigations that drag on far too long. I lost a good friend to suicide because he was under investigation for almost six years."

"As a conduct and performance rep, I am having constant battles with management moving officers to punitive processes unreasonably and prematurely."

“NEXT YEAR, WE WILL INTRODUCE A WELFARE PROGRAMME FOR FEDERATION REPRESENTATIVES BECAUSE SUPPORTING OUR REPS MEANS BETTER SUPPORT FOR OUR MEMBERS.

ENOUGH



'The true scale of officer suicides is being severely underestimated'

Policing is facing a mental health emergency, senior representatives warned at conference, as new evidence suggests the true scale of officer suicides is being severely underestimated.

The Federation is calling for every force to formally record all suicides and suicide attempts among serving officers, saying the profession cannot hope to tackle a crisis it cannot properly measure.

During an emotional discussion on Day 2 of the conference, the panel said that inconsistent or absent data collection was preventing policing from understanding the depth of the problem.

Recent work between the national Federation and its local branches revealed major gaps in force records. Two of the country's largest forces were unable to provide any figures, yet the Federation still identified 56 police officer suicides between 2021 and 2024.

Of those, 34 officers were under criminal or misconduct investigation at the time.

In the same period, 120 officers disclosed suicidal thoughts or attempts, with 71 of them also facing ongoing investigations - suggesting a potential link between lengthy disciplinary processes and declining mental health.

Federation National Board member Paul Williams criticised the system: "How can a criminal be arrested, tried, sentenced and released faster than an officer can have a misconduct case resolved? Officers are left isolated, their routine stripped away, often for years. It's an incredibly lonely place to be."

Although the Office for National Statistics (ONS) categorises policing as low-risk for suicide, the panel said the classification is misleading because most forces do not

routinely record incidents.

Board member Richie Murray warned: "It's the tip of the iceberg. If forces aren't recording the data, we can't present it, and the service can't begin to understand or address the true scale of the problem."

Speakers highlighted intense operational pressures - trauma exposure, staff shortages, relentless workloads - and warned that a misconduct notice can become 'the final straw'.

Delegates heard the story of Sussex Police Federation representative Sergeant Ben Websdale through a moving video presented by his wife, Michelle.

Hampshire Police Federation chair Spencer Wragg also shared his experience of reaching the brink of suicide, telling the audience: "Although most of the room would have been to a suicide, we know the implications of that, we know what that means to families, we see that devastation, we deal with it, it makes no difference to you when you're in that place."

He said the lack of structured welfare support leaves many officers dangerously vulnerable, even as they continue responding to 999 calls.

The Federation is now pushing for major reforms, including mandatory risk assessments for any officer placed under investigation, minimum national welfare standards, and the roll-out of the Stay Alive suicide prevention app across all work devices.

A motion has been tabled in the House of Lords to amend the Police and Crime Act, making recording police suicide and attempted suicide a legal requirement.

In her keynote speech, national Federation chair Tiff Lynch echoed the urgency: "I wish our branch reps didn't have to deal with the aftermath of suicides within force, but they do.

"We talk about the job getting more dangerous on our streets. It's even more dangerous in our heads. We've had too many funerals, too many wakes, too many anniversaries - it's got to stop."

She used her speech to call for three changes:

- **Recording all suicides and attempts**
- **A commitment to prevention through the STEP programme**
- **Acknowledgement and reform of the link between misconduct processes and suicide.**

Tiff confirmed that political support is growing, with Lord Bailey of Paddington tabling an amendment due for debate early next year.

Continued on Page 10

OUR REP SAYS...

"This was my first time attending conference and I had no idea what to expect. For me the highlight is seeing all the good work going on in the background, sometimes at high levels in Government to support members," writes West Midlands Police Federation workplace representative Gavin Stockton.

"It also gave me an opportunity to hear about issues and boundaries I have experienced realising I'm not alone and the support available to myself as a rep.

"Low points were just around mental health and suicide issues, not a low point in a negative way, but I experience many officers who are struggling and can see some great work going on to improve this and in addition the support the Federation is rolling out to reps for their own wellbeing."

Progress building on Simplify DG6 campaign

Delegates were told there had been significant progress with the Federation's #SimplifyDG6 campaign.

Ben Hudson, who heads the campaign as chair of the Police Federation National Detectives' Forum, told conference the campaign was 'steadily achieving our aims'.

The #SimplifyDG6 campaign was launched in 2022 to tackle the excessive bureaucracy of disclosure requirements.

It followed the Attorney General's Annual Review of Disclosure, which acknowledged shortcomings that left officers spending 'at least four hours more on each case due to the redaction requirements'.

Ben, who is also secretary of Suffolk Police Federation, said: "We have listened to members' concerns, acted on what they told us, and helped bring about reform that will make a huge difference to their working lives."

A partnership approach has been crucial to that progress, he said, thanking Surrey Chief Constable Tim De Mayer, the National Police Chiefs' Council (NPCC) disclosure lead, and Stephen Parkinson, director of public prosecutions, for their involvement.

Ben said: "The very fact that Tim and Stephen are both here, I believe, typifies the partnership approach that has enabled us to help drive change that will not just benefit police officers and police staff but will also bring time savings for forces, freeing up officers and staff to deliver more effective policing services for the communities we serve."

The Police Federation of England and Wales (PFEW) campaign:

- **Urged the Government to make amendments to the data protection laws to simplify the redaction obligations of police officers and staff when seeking charging decisions from the CPS to free up thousands of policing hours every year**
- **Called on the NPCC, the College of Policing, and the Crown Prosecution Service to jointly work with the Federation to ensure all its members receive nationally agreed face-to-face training on disclosure procedures.**



Ben Hudson.

The campaign has made progress, Ben told conference.

The NPCC had issued amendments to the Joint Principles for Redaction, which were developed by the Crown Prosecution Service (CPS) and the NPCC disclosure portfolio, set out their joint position on how to approach data protection responsibilities.

They provided clearer, legally robust guidance on redaction and disproportionality. Updated FAQs now take a more pragmatic approach to data minimisation, giving officers clearer direction on issues such as occupations, dates of birth and vehicle registration numbers.

The Federation reinforced the new guidance with a national toolkit distributed to all 43 branches, ensuring members understood how to apply the revised principles.

Political backing has also grown. MPs have expressed support for a proposed 'data bubble'

between the police and the CPS. The proposal has been echoed in an independent review by barrister Jonathan Fisher KC.

The review further recommended national learning standards for new officers, cross-agency disclosure learning standards, and clearer accreditation pathways for disclosure officers.

Ben said that proportionate file-building trials were underway in Cheshire, Merseyside and Kent.

In Cheshire, compliance reached 97.2 per cent within two months, saving 5,000 policing hours.

One sergeant described the trial as 'an absolute dream, Ben said.

In Kent, nearly 400 files were submitted in just five weeks, with 37 per cent savings in file-building time. It's hoped this will reach 40% to 45% in the months ahead.

Improved victim engagement and shorter

“ WE HAVE LISTENED TO MEMBERS' CONCERNS, ACTED ON WHAT THEY TOLD US, AND HELPED BRING ABOUT REFORM THAT WILL MAKE A HUGE DIFFERENCE TO THEIR WORKING LIVES.

bail periods are already being reported, Ben told conference.

Sussex and Surrey are next in line for the roll-out, Ben said.

He said: "Our campaign has not only garnered support but has helped deliver meaningful and significant change."

Ben ended: "We will continue to push for the change we need to see. Perhaps what we really need is a total rewrite of DG6 – could DG7 be the answer?"

OUR REP SAYS...

"The final panel session on Day 2 of conference allowed those on stage to give a good recap of keynote speeches with the national secretary saying if you don't pay people properly morale will suffer," writes West Midlands Police Federation workplace representative Winston Christie.

"He argued that we shouldn't focus on a set percentage but take a holistic approach about pay and conditions which should also encapsulate pensions and allowances. He again reiterated that we should be looking to recruit quality not quantity as many new recruits are not resilient enough for the role.

"He further added that resilience should not be just about new recruits as work needs to be done to address the impact of work, life and the vicarious trauma officers face throughout their careers.

"The CEO stressed that we have a part to play in restoring public trust, but this needs to be earned and not taken as a given. If leaders don't play their part, public confidence will remain low and leaders also need to support the rank and file.

"They are trying to influence the NPCC by meeting individual chief constables in private and not air every disagreement in public, engendering greater influence in the long term.

"Policing should adopt a bottom up approach to reform as the people on the ground (rank and file) may be able to offer greater insight into issues affecting policing.

"The executive are looking to have a greater voice in police reform conversations as it directly affects the membership of the Police Federation. They are seeking amendments to the Crime Bill which is at Committee stage and trying to ensure that they influence more voices in Parliament to ensure our voices are heard.

"The session was useful as it enabled those speaking to add some context to previous statements. We need to be thoughtful in our approach and think about the long game not the immediate rewards that may seem good at the time but are not sustained as it often is in the gift of the giver and not enshrined in Regulations and determinations which make it binding.

2026 subscription changes confirmed after vote

Delegates voted to introduce a £2 per month increase in member subscriptions from 1 January 2026. This will take the gross monthly rate from £24.31 to £26.31.

In addition, the current student officer 50 per cent discount will end, meaning that, from 1 January 2026, all new members joining the Federation will contribute at a single standard rate from their first day of membership. There will be no change to the rate for current student officers.

Motions proposing the subscription fee increase and ending the student officer discount passed with heavy majorities after voting at the Federation's AGM on 18 November.

Why the change is being made

We know cost of living pressures continue to bite, and no one welcomes paying more. But maintaining the current rate is no longer sustainable if we are to protect, represent and support members in the way they expect and deserve.

Subscriptions have only risen twice in the past decade. In that time, we've absorbed rising costs, delivered more than £1 million in annual savings through restructuring, and continued to secure significant outcomes for members.

Demand for our legal and welfare support continues to grow rapidly. Case volumes have risen by almost a third in three years, and this year alone we've secured more than £41

million in compensation for members. The cost of expert legal representation and specialist welfare services continues to increase at a pace.

What the £2 increase will deliver

The increase is expected to generate around £3.36 million a year. This funding will help us to:

- **Protect and strengthen core legal and welfare services, fighting on more fronts to deliver more for members**
- **A new victims and witnesses support programme, standing up to inappropriate and illegal workplace behaviour**
- **Increase the impact of our campaigning on pay, conditions and wellbeing.**

Ending the student officer discount

The discounted rate for student officers, while well-intentioned, generates less than 0.3 per cent of our total income. Our data also shows that newer officers often rely most heavily on Federation support.

Moving to one fair rate for all ensures consistency, sustainability and equal access to the same level of protection and support from day one.

Looking ahead

Our role is to stand beside you on your toughest days, in the moments that matter most, and in the national debates shaping the future of policing. These changes are about securing the Federation's ability to do that, not just now but for the long term.

West Midlands delegates at conference.



Government accepts move to change misconduct case threshold

The Home Secretary has announced plans to change conduct regulations, in a development welcomed by branch secretary Tim Rogers.

West Midlands Police Federation's calls for police officers who use force to only face conduct proceedings if their actions meet the threshold for criminal proceedings have been accepted by the Government.

This means the test for use of force conduct cases will be raised to 'beyond reasonable doubt' in line with the criminal standard. The change is expected to come into effect in spring 2026.

The move has been welcomed by Tim Rogers, secretary of West Midlands Police Federation which submitted a paper calling for a review of the threshold almost two years ago.

"We have long argued that the threshold for misconduct and gross misconduct is too low, leading to perverse, lengthy and expensive misconduct enquiries that then result in outcomes below that of even a written warning," Tim explained.

"We submitted a case for this aspect on the evidence to be reviewed and changed to a more appropriate level.

"There were just too many misconduct cases leading from criminal proceedings in which the officers were acquitted, or the case simply failed to reach the threshold for continuance at 'half time'.

"The Independent Office for Police Conduct was then using the low threshold to continue

with gross misconduct only to waste more resource, while the officer remained suspended, to deliver a no case to answer or a minimal sanction based on the 'indication' that the officer 'may' have done something wrong.

Submissions

"We are pleased to hear that the Government has listened to our submissions on this, and that this new threshold will now be used."

Addressing the House of Commons on Thursday 23 October, the Home Secretary Shabana Mahmood, who is also the MP for Birmingham Ladywood, announced the findings of the Police Accountability Rapid Review, an independent report commissioned by the Government in October last year.

The review examined two key legal issues:

- **Whether the legal test for use of force in police misconduct cases should be raised from the civil to the criminal standard; and**
- **Whether the threshold for determining a short-form conclusion of unlawful killing in inquests should revert from the civil to the criminal standard of proof.**

It concluded that the current legal framework has created confusion, inconsistency and a chilling effect on police morale, particularly among firearms officers.

Review recommendations

The Government accepted the review's recommendations that the criminal law test should be used for use of force in misconduct

cases and that it carry out a public consultation on the standard of proof in inquests.

Ms Mahmood said: "Police officers have an exceptionally demanding role. They have to run towards danger, tackle dangerous criminals and put their lives on the line to keep the public safe.

"We are determined to ensure both that officers are supported in making difficult decisions in the line of duty and that we have robust and transparent systems of accountability. We are committed to a policing system that commands public confidence and protects those who serve with integrity and professionalism.

"Police officers need to be confident they can act decisively in challenging situations. Anything that undermines this confidence affects their ability to protect the public. This uncertainty is neither fair on them, nor in the public's interest."

Standards

She added: "This will not water down standards or make officers less accountable. Any officer falling below the standards we expect has no place in policing, and we have brought in measures to ensure they are swiftly dismissed.

"Hesitation and second-guessing can cost lives, and this Government will do everything we can to make our streets safer."

The changes will require amendments to the Police (Conduct) Regulations 2020 and the Government will first consult the Police Advisory Board for England and Wales, as required by statute.



PSA testing event proves a success - again

A highly successful PSA testing event was held at Lloyd House, the West Midlands Police headquarters, to support the health and wellbeing of police officers and police staff across the organisation.

The event, organised by West Midlands Police Federation in partnership with West Midlands Police and held on 19 November, was fully subscribed, with 100 men receiving PSA tests, underlining both the demand for proactive health screening and the commitment to early detection of prostate cancer.

PSA testing remains the frontline indicator for identifying potential prostate issues and is currently the most effective method available for early diagnosis.

Life-saving surgery

The importance of this initiative was reinforced by the visit of a member who was tested at last year's event and subsequently underwent life-saving surgery following the early detection of their condition. Their experience highlights



Federation secretary Tim Rogers has his blood test.

why these events matter and why continued investment in men's health is essential.

West Midlands Police Federation and the Force are already exploring opportunities to expand the PSA testing programme in 2026, with plans for a larger and more accessible

event to meet the clear demand and ensure as many men as possible can benefit from early screening.

Tim Rogers, West Midlands Police Federation branch secretary, said: "Today's turn-out shows just how vital proactive health screening is. Early diagnosis saves lives, and the Force's continued investment in the wellbeing of our officers and staff is to be welcomed. We are committed to growing this initiative further next year."

The Federation extends its thanks to all members who attended and to the clinical professionals who supported the event.

“EARLY DIAGNOSIS SAVES LIVES, AND THE FORCE'S CONTINUED INVESTMENT IN THE WELLBEING OF OUR OFFICERS AND STAFF IS TO BE WELCOMED. WE ARE COMMITTED TO GROWING THIS INITIATIVE FURTHER NEXT YEAR.

MUSEUM SET TO HOST CHRISTMAS GROTTO

Tickets are still available for a Christmas grotto event being staged at the West Midlands Police Museum – the lock-up.

You can book tickets on Saturday 13 December, Sunday 14 December and Saturday 20 December.

Fun festive activities will include:

- The opportunity to explore the lock-up to find the gnomes of the North Pole Police Department on a family-friendly trail
- A festive craft activity
- Hot chocolate with every ticket
- A chance to meet Santa in his grotto and receive a festive gift.

You can book tickets via the [museum website](https://www.westmidlands.police.uk/museum), adults will pay £10, children over three £12, concessions £8.50 and under threes go free. Select your child's age range when booking so that an appropriately aged gift may be given, under threes will receive a small gift.

Please note your timed ticket is to see Santa in his grotto, so to be sure to arrive 15 to 20 minutes before your booked time. Late arrivals will be able to visit the museum, but may miss out on visiting Santa in his grotto, depending on availability on the day and at the staff's discretion.





RAC Breakdown Assistance: Cover for the Road Ahead

For West Midlands Police Federation Group Insurance Members

As a serving police officer, it's important to make sure you have suitable protection and coverage in place should you or your family need it, especially in the colder months.

The West Midlands Federation through its association with Gallagher, has beneficial rates on RAC Breakdown Cover at its highest level, providing comprehensive protection across the UK and 50 European countries.

Key RAC Breakdown cover benefits include*:

- Roadside Assistance
- National Recovery
- At Home
- Onward Travel
- European Assistance
- Misfuel Rescue



Gallagher

Insurance | Risk Management | Consulting

What to do if you breakdown?

If you breakdown in the UK please call your dedicated Federation number:

Tel: 0330 159 0283 and quote reference X800

If you breakdown in Europe call: 00 33 472 43 52 55 (replace 00 at the beginning with 810 when in Belarus or Russia)



Member says the patrol was very excellent, friendly and supportive during her journey back and his service was extremely outstanding as well. - Insurance member 2025

AJG.com/uk The Gallagher Way. Since 1927.

In association with



*Terms and conditions apply. Full details of the cover including exclusions and limitations can be found in the policy wordings which are available from the Federation or Gallagher.

West Midlands Police Federation is an Appointed Representative of Arthur J. Gallagher Insurance Brokers Limited which is authorised and regulated by the Financial Conduct Authority. Registered Office: Spectrum Building, 55 Blythswood Street, Glasgow, G2 7AT. Registered in Scotland. Company Number: SC108909. www.ajg.com/uk.

© 2025 Arthur J. Gallagher & Co. | GGBRETUK104829

Get your car winter-ready

As we head into the colder months, preparing your car for winter isn't just a good idea - it can prove essential.

The RAC consistently reports a spike in breakdowns when temperatures drop. From tyre pressures falling in the cold to batteries struggling under extra strain, winter weather can take a serious toll on your vehicle.

That's why it's so important to get ahead of the season and ensure your car is ready to handle wind, fog, rain, ice and snow.

To help you prepare for driving in the winter, the RAC recommends using the acronym FORCES - a simple six-point checklist that can help you avoid unnecessary breakdowns and costly repairs.

F - Fuel

It might seem obvious, but always make sure you have enough fuel for your journey. For electric vehicle drivers, this means checking your battery charge and planning your route around available charging points.

Cold weather can increase fuel consumption due to longer engine warm-up times, reduced battery efficiency and lower tyre pressures. Topping up before you set off can save you from getting stranded.

O - Oil

Oil thickens in colder temperatures, which can make it harder for your engine to start and increase wear on internal components.

Regularly check your oil level and ensure it sits between the minimum and maximum markers on the dipstick. Maintaining the right oil level helps your engine run smoothly and efficiently, especially during those frosty morning starts.

R - Rubber

Tyres are your car's only contact with the road, so they need to be in top condition. Cold weather causes tyre pressure to drop, which can affect handling and fuel economy.

Check your tyre pressure regularly and inspect for signs of wear or damage. While the legal minimum tread depth is 1.6mm, it's recommended to have at least 3mm in winter for improved grip and safety. Don't forget your windscreen wipers - make sure they're in good condition and capable of clearing rain, sleet and snow effectively.

C - Coolant

Coolant plays a vital role in regulating your engine's temperature, preventing it from overheating or freezing. Low coolant levels can



lead to serious engine damage, especially in freezing conditions.

Before any long journey, check that your coolant is topped up and sits between the minimum and maximum markers. It's a small step that can prevent a big problem.

E - Electrics

Battery issues are the number one cause of winter breakdowns. When your engine is cool, check that the battery terminals are clean and securely connected.

If your car is slow to start or you've noticed dimming lights, it might be time to get your battery tested. With shorter daylight hours, we rely more on headlights, fog lights, and heaters - so make sure all your lights are working properly and are clean for maximum visibility.

S - Screen wash

Winter roads are often coated in grime, salt, and debris, which can quickly obscure your windscreen. Keep your screen wash topped up with a quality additive that works in temperatures as low as -15°C.

Clear visibility is crucial for safe driving, especially in poor weather conditions.

Extra peace of mind with RAC Breakdown Cover

Even with the best preparation, breakdowns can still happen. West Midlands Police Federation, through its association with Gallagher, has beneficial rates on RAC

Breakdown Cover at its highest level, providing comprehensive protection across the UK and 50 European countries.

This personal-based membership means you're covered in any vehicle (subject to specifications), with unlimited, fee-free call-outs in the UK.

Whether you're at home, on the road, or even abroad, the RAC will do its best to get you moving again, no matter the age of your vehicle. If immediate repair isn't possible, the RAC will arrange recovery for you, your passengers and your vehicle to a destination of your choice.

Without cover, unexpected issues like flat batteries or punctures can lead to expensive call-out charges - especially in winter when these problems are more common. With RAC cover, you're offered peace of mind, whether you've misfuelled, broken down at home or need assistance in Europe.

Stay safe, stay prepared and drive with confidence this winter.

Source: [Winter driving - reduce the chance of breaking down | RAC Drive](#)

Terms and conditions apply. Full details of the cover including exclusions and limitations can be found in the policy wordings which are available from the Federation or Gallagher.

West Midlands Police Federation is an appointed representative of Arthur J. Gallagher Insurance Brokers Limited which is authorised and regulated by the Financial Conduct Authority. Registered Office: Spectrum Building, 55 Blythswood Street, Glasgow, G2 7AT. Registered in Scotland. Company number: SC108909. www.ajg.com/uk

The end of an era as Jan retires

Over the last 20 years there have been numerous changes within the Federation office, particularly in terms of those who have occupied the positions of the full-time officials. But one person has remained constant – office manager Janet (Jan) Lea.

Jan first started working for West Midlands Police Federation as the branch's new member services manager in October 2001 and then, three years later, took on the newly created role of office manager, a position she has held ever since.

However, on 30 October this year, she walked out of the office for the last time to head into a well-earned retirement.

Admitting to feeling emotional as she cleared her desk and tidied her office, Jan explained: "I have really enjoyed the variety of work, and helping our members and representatives.

“HAVING AN OFFICE AMONG THE FULL-TIME OFFICIALS, I SEE HOW THEY WORK TIRELESSLY FOR THE MEMBERS, AND LIAISE WITH THE FORCE ON BEHALF OF OFFICERS ACROSS THE FORCE.

"It has been really enjoyable to be involved with the renewals of the Group Insurance Scheme over the years and assisting with the negotiations with the insurance brokers to get the best, comprehensive and most affordable insurance cover for the members. I love figures and have enjoyed the financial side of Federation business.

"I will miss the staff and the chats we have - mainly about food - but I will also miss the interaction with the insurance broker, and the other partners in the building: the Benevolent Fund and the Serve and Protect Credit Union.

"It has been a great place to work and I have really loved working with the current secretary, Tim Rogers. His eloquence, humour, wit and commitment to the job have really made coming to work a pleasure and we have gone through a lot of the ups and downs in the Federation office together."

Before working for the Federation, Jan had been a member of police staff with the Force for 10 years, first at Solihull Police Station, then Chelmsley Wood and finally back at Solihull as operations centre supervisor.

Explaining how she made the move to the



Tim Rogers, branch secretary, and Jan Lee on their final working day together, with office regulars Maggie and Ralph.

Federation office, Jan said: "I worked shifts at Solihull and I was not enjoying the role as much as I used to. The Federation advertised internally for an information and research officer and a member services (MS) manager. I applied for both and the rest is history really.

"The MS manager role was a newly-created role at the Federation and the role was to increase the number of member services benefits, offers and discounts available to our police officers and staff.

"One of my tasks was to include an income stream via commission. I was in the role for three years and successfully increased the number of services and benefits, raised the profile of the benefits, produced a monthly newsletter, maintained the website, produced a quarterly magazine and generated an income.

"A lot has changed in my time in the Federation office and it is very difficult now to generate an income as over the years businesses have had their budgets cut and you can find a very good cheap deal by searching the internet."

The role came with some other challenges too and, early on, Jan must have wondered

what she had walked into.

"Within a few weeks of joining the Federation, we had to lock the doors to the building in case the Chief Constable had papers served on the branch," Jan recalled.

"The Chief and the Federation did not have a very good relationship at the time and I think the Chief did not want the Federation open evening to go ahead at Tally Ho. Papers were not served and the open evening went ahead."

Less dramatically, Jan admits the very nature of how the Federation operates has brought its own difficulties.

"I have worked with a number of full-time officials and Fed reps over the years. When the Federation has a new secretary or chair it takes time to get used to their way of working," she said.

An extra challenge came with the Covid-19 pandemic when almost overnight everyone had to adjust to home working, making it difficult to maintain the services and support offered to members.

A reduction in staff numbers and changes at the national Federation over the last few years have also brought their own challenges.

But, a key issue, Jan believes has been how best to make the membership aware of what the Federation does.

"Having an office among the full-time officials, I see how they work tirelessly for the members, and liaise with the Force on behalf of officers across the Force," says Jan.

Despite all the challenges, Jan has thoroughly enjoyed her role and is proud to have generated income during her time as the MS manager and maintained an efficient and professional approach to work while supporting the secretary, officials and reps.

Jan's decision to retire comes after the sudden loss of her husband in April this year and then her own serious health scare in August.

"Retirement will take some time to get used to. I am going to have a few months of doing the jobs I never get round to at home and also get ready for Christmas," said Jan, "I plan to do some voluntary work, look at new hobbies, enjoy some travelling and possibly undertake some training.

"I will also be enjoying time with my grandchildren and, of course, lunches with friends."

Jan has worked with four branch secretaries:
Bob Crees
Chris Jones
Steve Grange, and
Tim Rogers.

And, with 10 branch chairs:
Joe Tildesley
Paul Tonks
Andy Gilbert
Ian Edwards
Tom Cuddeford

**John Williams
Richard Cooke
Jon Nott
Richard Cooke
Jess Davies.**

Review of the year



2025



Photo courtesy: The Royal Family Channel on YouTube.

Review of the year 2025



9 January

PC Zara Basharat was named as the winner of West Midlands Police Federation's Sam Hughes Inspiration in Policing Award. Zara has been subjected to racial slurs, abuse and assaults on at least 41 occasions during her five-year career, which has been spent mainly on response in Sandwell. She uses her experiences to help support colleagues facing similar abuse. This includes developing a resilience programme focused on improving the way supervisors and the organisation support officers and staff who are subject to abuse at work.

24 January

Nominations closed for all members seeking election to become a West Midlands Police Federation workplace representative. Voting was scheduled to take place between 3 and 25 February with the successful candidates being announced on 27 February.



30 January

Sergeant Paul Williams who saved the life of a woman who was being savagely attacked in the street by two dogs was named the overall winner at the West Midlands Police Federation Bravery Awards.

Paul was presented with the PC David Green Shield after rescuing a woman from a mauling by two German shepherd-type dogs in Yardley, Birmingham in the early hours of 23 May 2024. He went forward as the West Midlands Police Federation nominee for the national Police Bravery Awards being held in London in July.

7 February

West Midlands Police Federation secretary Tim Rogers said officers needed the confidence to use their stop and search powers to keep the public safe. He argued knife crime was a national problem which required a multi-pronged approach – including support for members to use Section 60.

His comments followed changes by the Force aimed at making Section 60 stop and search processes clearer and easier for members.

24 February

Two thirds of inspectors work up to 20 hours a week over their working hours during a four-week period, according to the headline figures from a nationwide survey.

And almost a quarter (23 per cent) work an extra 21 to 40 hours in that time. The survey revealed three fifths (60 per cent) of respondents were dissatisfied with their basic pay, with dissatisfaction higher among chief inspectors (70 per cent) than inspectors (57 per cent).



24 March

A retired officer who saved a pregnant woman's life when she was the victim of a violent knife attack described their reunion as 'very emotional'. Roy Beasley said the attack on Natalie Queiroz, who was 36 weeks pregnant at the time, was the most difficult he had to deal with during his 32-year career.

And, eight years after the incident in March 2016, he was shocked to be presented with his medals by Natalie as a retirement gesture on his final visit to Sutton Coldfield Police Station.

2025



Photo courtesy: The Royal Family Channel on YouTube

25 March

The widow of West Midlands PC Malcolm 'Mac' Walker spoke about the moment she received the new Elizabeth Emblem from His Majesty The King.

Helen Walker was among the first to receive the emblem during a reception at Windsor Castle. It has been created to posthumously honour emergency service workers who have lost their lives serving their communities. Mac was 46 when he died on 4 October 2001 while on motorcycle patrol.



26 March

The families of fallen West Midlands officers were invited to attend a special reception hosted by West Midlands Police Federation as part of this year's National Police Memorial Day service in September. The service was being held in Coventry Cathedral for the first time in the event's 21-year history.

27 March

A bid by the Police and Crime Commissioner (PCC) to secure funding for an extra 150 police officers for the Force was welcomed by West Midlands Police Federation.

But branch secretary Tim Rogers said the PCC must ensure that his own Police and Crime Plan, setting out his aims, is realistic in terms of what the Force can achieve with the resources it has, not with the resources he would like it to have.

PCC Simon Foster had written to the Home Office to apply for the extra officers through the Government's Neighbourhood Policing Guarantee, a £100 million pledge aiming to deliver 13,000 more officers nationwide.

2 April

The Force's effective use of body-worn video (BWV) technology was recognised in a new report from His Majesty's Inspectorate of Constabulary and Fire & Rescue Services (HMICFRS). The inspectorate cited the Force, which was one of seven forces included in the inspectors' fieldwork, in a case study for its review of how effectively the police investigate crime.



15 April

Almost 300 extra police officers were set to recruited into neighbourhood policing roles after a £12.2 million funding boost from the Government.

Home Secretary Yvette Cooper announced details of the 2025/2026 funding for the Neighbourhood Policing Guarantee in the first 13,000 extra neighbourhood police officers, PCSOs and Specials by the end of this Parliament.



West Midlands Police's allocation, which is based on the Police Funding Formula, would allow for projected growth over the coming year of 289 police officers and 20 PCSOs.

1 May

Almost one in five West Midlands Police officers plan to leave the Force within the next two years, or as soon as they can, a new survey revealed.

The findings of the Federation's pay and morale survey gave further strength to the West Midlands branch's claims that an officer retention crisis is not only damaging policing but also putting the public at risk.

Jess Davies, acting deputy chair of the Federation branch, explained: "We are losing so many of our longer-serving officers that we are being left with an experience deficit. It's almost like we cannot recruit quick enough to fill the gaps within the Force but, while we obviously welcome our newer officers, they can't really make up for the experience we are losing."



9 May

The first female chair of West Midland Police Federation vowed to ensure the branch truly reflects the strength and diversity of the officers it serves.

Jess Davies, who was previously acting deputy chair, said that having only recently stepped away from frontline policing she fully appreciated the need for a strong, representative and supportive Federation.

14 May

The new West Midlands Police Federation Branch Board, in effect the executive team, was named following the completion of another stage of the Federation's ongoing nationwide election process.

The Branch Board officials elected were: Tim Rogers – secretary; Jess Davies – chair; Chris James – deputy secretary with the portfolio for operations; Aaron Bell – deputy chair with the portfolio for CID and intelligence; Dave Hadley – conduct lead; Dawn Murkett – conduct lead; Jon Nott – equality lead with the portfolio for student officers; Julie Fleming – equality lead.

Other Board members were: Winston Christie – with the CJS and learning and development portfolio; Rich Cooke – with the contact portfolio; Gemma Griffith – with the response portfolio; Matt Minton – with the ROCU and CTU portfolio; Darren Neville – with the neighbourhood portfolio and Ali Rowe – with the PPU portfolio.

Continued on Page 20

Continued from Page 19

26 May

West Midlands Police Federation secretary Tim Rogers criticised the Home Secretary for failing to announce legislation to overturn the ruling in the WA80 firearms officer case during her first 10 months in office.

Tim said Yvette Cooper should have addressed the issue and, in doing so, could give officers the confidence they need when using their use of force powers. He believes there should be no doubt in their minds that when using their powers appropriately they would be supported.

6 June

Police chiefs' pleas for improved funding were long overdue, according to West Midlands Police Federation secretary Tim Rogers.

Tim welcomed the fact that members of the National Police Chiefs' Council had urged the Government to give forces the funding they need to deliver on Home Office pledges on crime, but argued they should have all been speaking up sooner.

"The Federation has often appeared to be a lone voice when talking about the impact of cuts on the police service we can offer the communities we serve," said Tim.



13 June

West Midlands Police Federation branch secretary Tim Rogers was awarded the King's Police Medal (KPM) - the most prestigious award in policing - in recognition of his long-running campaign to give police drivers better protection in law.

Tim, who has served with West Midlands Police for 30 years, led the successful push to change legislation so that police drivers are no longer judged by civilian standards when responding to emergencies.

Thanks to his efforts, the Police, Crime, Sentencing and Courts Act 2022 now ensures that officers' driving is assessed by the standards of a 'competent and trained police driver', rather than a 'careful and competent member of the public'.

20 June

The chair of West Midlands Police Federation said she was looking forward to working with the new national chair to make a real difference for members.

Jess Davies congratulated Tiff Lynch after she was elected chair of the Police Federation of England and Wales (PFEW). Tiff formally took on the role on 1 July, becoming only the second female chair in PFEW's 106-year history.

4 July

Parents of babies who need neonatal care will now be eligible for special care leave and full pay for up to 12 weeks under a new Force policy, it was announced.

The Force provisions within the Neonatal Care Policy are above and beyond the statutory position.

2025





10 July

West Midlands Police Federation's nominee for the national Police Bravery Awards joined colleagues across England and Wales at an exclusive reception in a grand state room at the Foreign Office ahead of the evening awards ceremony.

After the reception, which was also attended by Home Secretary, Yvette Cooper, Paul and his wife Jemma were able to visit Downing Street for photos and media interviews.

21 July

Police officers and staff struggling with their mental health were given access to support 24/7 through an independent and confidential crisis line launched on this day by Oscar Kilo, the National Police Wellbeing Service, following a successful 12-month regional trial.

1 August

The national Federation said the 4.2 per cent pay award announced on this day barely treads water with inflation at 4.1 per cent. The award would come into effect on 1 September.

3 August

Fallen officers' families met at the National Memorial Arboretum in Staffordshire for the annual Care of Police Survivors (COPS) Service of Remembrance.

Former Northamptonshire Police officer Mike Jones spoke of the emotional moment when he met the wife of West Midlands PC Paul Owen at the service after taking part in the Police Unity Tour (PUT) over the two days leading up to the service.

Each cyclist riding in the annual PUT,



which aims to raise awareness of fallen officers and boost the funds of the Care of Police Survivors (COPS) charity, wears a wristband inscribed with the details of an officer who lost their life in the course of their duties. At the end of the ride, the cyclists hand their wristband to the officer's family. Mike rode in Paul's memory.

18 August

One in three officers who took part in the National Police Wellbeing Survey reported that they had experienced a physical assault in the last year. And more than half (55 per cent) said they experience persistent physical fatigue.

1 September

Officers across the Force were urged to nominate their colleagues for the West Midlands Police Federation Bravery Awards which would be held in January 2026.

25 September

Police officers will continue to be injured if they are not given legal powers to direct drivers and passengers to get out of a vehicle they have stopped, according to West Midlands Police Federation secretary Tim Rogers.

Tim, the national Federation's lead for police pursuits and driver training, had written to both the new Home Secretary Shabana Mahmood and transport minister Lilian Greenwood seeking their support for an urgent amendment to Section 163 of the Road Traffic Act 1988 to give officers the extra legislative powers they need.



28 September

Police officers from across England and Wales and further afield gathered at Coventry Cathedral as the city hosted the annual National Police Memorial Day service for the first time in the event's 21-year history.

23 October

Mat Minton was named as West Midlands Police Federation's new deputy chair, bringing with him 27 years of frontline experience, leadership and a long-standing commitment to supporting colleagues.

28 October

West Midlands Police Federation's calls for police officers who use force to only face conduct proceedings if their actions meet the threshold for criminal proceedings had been accepted by the Government.

This means the test for use of force conduct cases will be raised to 'beyond reasonable doubt' in line with the criminal standard. The change is expected to come into effect in spring 2026.

12 November

Members took advantage of an opportunity to find out more about the support available through West Midlands Police Federation during a roadshow at Perry Barr custody suite organised to coincide with a wellbeing day.

13 November

The Home Secretary announced the abolition of Police and Crime Commissioners.

18 and 19 November

The national Federation conference is held at the NEC in Birmingham.

2025



Force menopause group aims to increase awareness

The two officers who lead the Force's Menopause Group are on a mission to make sure that the issue is discussed openly in as many spaces as possible.

Chief Inspector Keeley Bevington and Acting Superintendent Sarah Tambling have recently taken over the running of the group, which is led by Deputy Chief Constable Scott Green who is a keen supporter of its agenda.

And they have already organised a successful event at Lloyd House to mark

World Menopause Day (WMD), which was on 18 October.

The well-attended event, which aimed to raise awareness of the menopause and the support available, included an input from menopause expert Dr Jacqueline Radley, a Worcestershire GP who holds menopause clinics across the Midlands.

"We were really pleased with how many people attended the event and the feedback we received," says Keeley.

"Dr Radley gave an insight into peri-

menopause, menopause and menopause care including hormone replacement therapy (HRT), holistic approaches and lifestyle management to help with symptoms. She also took questions from the audience."

Keeley and Sarah now hope to build on the success of the event to further the reach of the group, which has been in place for several years.

They attend the police service's national Menopause Action Group (MAG) quarterly and the regional MAG bi-monthly.

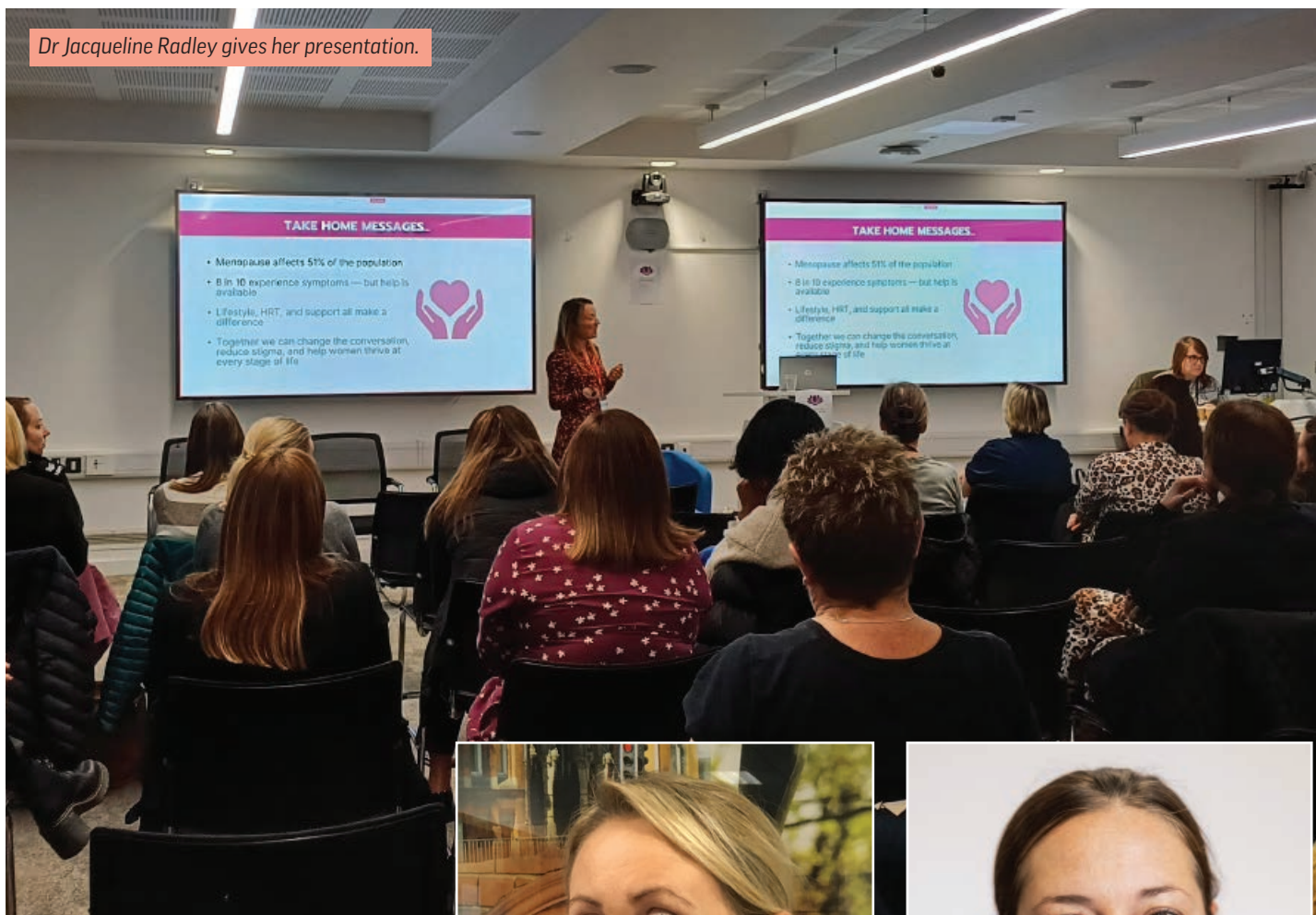
The Force group operates to the standards identified by the national MAG covering culture, policies and practices, training, engagement, the working environment

It had 20 members before the World Menopause Day, but this is now steadily increasing.

"The group is for anyone within the Force impacted by the menopause, which is a wide group including women in peri-menopause and menopause, those who will

“THE GROUP IS FOR ANYONE WITHIN THE FORCE IMPACTED BY THE MENOPAUSE, WHICH IS A WIDE GROUP INCLUDING WOMEN IN PERI-MENOPAUSE AND MENOPAUSE, THOSE WHO WILL BE IMPACTED IN THE FUTURE AND THOSE WHO HAVE COME OUT THE OTHER SIDE OF MENOPAUSE.”

Dr Jacqueline Radley gives her presentation.



“WE WANT MENOPAUSE TO BE OPENLY TALKED ABOUT IN LOTS OF SPACES. THE WOMEN IN POLICING GROUP WILL ALSO PROMOTE THIS AS A WORK STREAM.”

be impacted in the future and those who have come out the other side of menopause,” Sarah explains.

“We advocate including fathers, husbands, partners, colleagues and so on. It was highlighted at the event menopause can impact everyone around those who personally experience it.”

The aim is for the group to meet monthly to discuss priorities and workstreams with guest speakers also invited to address members.

It will work with line managers, senior managers and chief officers to bring about changes that will help support women with



Chief Inspector Keeley Bevington.

menopausal symptoms.

“The event was just the start, and we will link in with the national group to identify best practice and wider support,” says Keeley.

“Previous Force menopause leads have done events before but they have now left the organisation, so this was our first as we have only been in post for around three months.”

Following discussions at the WMD event, there are plans to boost the content on the Force intranet menopause page with self-help advice and useful contacts along



Acting Superintendent Sarah Tambling.

with policy reviews around reasonable adjustment passports (RAP) for those experiencing symptoms of peri-menopause and menopause.

Plans are also afoot for further events in the future.

“These are in the planning so watch this space – we want menopause to be openly talked about in lots of spaces. The Women in Policing group will also promote this as a workstream,” says Sarah.

To get involved in the West Midlands Police Menopause Group or to find out more please email Keeley or Sarah.

'I have enjoyed all of it'

A long-serving officer and workplace representative looks back on his career as he heads into retirement.

It's rare in many professions, and perhaps particularly in policing, to find someone fast-approaching retirement who says they have loved every second of their career.

But that's exactly what Temporary Chief Inspector Steve Green said when asked about the highlights of his 29 years as a police officer.

"I have enjoyed all of it," he says, "With some of the roles I have undertaken you might say I was forced into them. In policing, you do get moved around a lot but I have always embraced the changes and thoroughly loved everything that I have done.

"I always say everything happens for a

reason and in each case I benefited from the postings I was given."

Steve, who was also serving as a West Midlands Police Federation workplace representative right up to the time of his retirement on 22 November, spent his final eight months in policing in the offenders' managers and SOCEX team.

His career with the police service started on 1 October 1992 when he started volunteering as a Special.

At the time he was working in production at Best and Lloyd, but gave up around 20 hours of his own time each week to support regular

officers at Dudley, then known as J1.

"On a Thursday and Friday evening, I would work at the Waterfront, where there was a hectic nightlife, and then on a Saturday I would be at the Merry Hill Shopping Centre, again a very busy place to be," Steve explains.

"I was often doing 20 hours a week as a Special but really wanted to join the police so, taking a pay cut, I became a regular officer and was duly posted to J1."

His official start date was 21 October 1996 and in the early days of his career he carried out various roles including response and neighbourhood policing. A three-month secondment to CID ended up stretching to 18 months due to a number of murder inquiries but, with a passion for roads policing, he was keen to move on.

Sadly, when he did land what he describes as his 'dream job' as a traffic officer, it was short-lived as within six months the team was

For when you
need back up...



Contact your dedicated force
representatives today on

0161 930 5151

e-mail police-divorce@gorvins.com
or visit us at www.gorvins.com



Legal Services for West Midlands Police

With over 20 years' experience of working with police, Gorvins have been a leading provider of legal services in all matters arising from relationship breakdowns and disputes concerning children. We understand the importance of family and the impact that a family breakdown can have upon all of those closely concerned and that is why our service (with discounted fees) is offered not just to serving and retired police officers and police staff, but also to their partners and immediate family members.

Part of our commitment to supporting those whose vital work supports us all includes a prompt initial consultation – free of charge.

We also supply our legal advice to you at a discounted rate and are able to offer a fixed-fee divorce process.

Our family and divorce law specialists understand the aspects that particularly impact upon the police with reference to pensions in divorce cases and shift patterns in relation to arrangement for children.

Other Legal Services

- Family Law
- Police Crime & Misconduct Defence
- Wills Trust & Probate
- Residential Property
- Employment Advice
- Media Defamation & Privacy
- Commercial Property



GORVINS
SOLICITORS



Temporary Chief Inspector Steve Green.

disbanded though this then prompted him to concentrate on getting promoted and in 2007 he earned his sergeant's stripes.

But, while he passed his National Investigators' Exam in 2017, it was some time before he sought to climb further up the ladder, and that came after a low-point in his life.

In 2018, and in a period of just three months in the run-up to Christmas, he lost both his parents and this tragedy, coupled with stress at work, led to him having a mental breakdown.

"Unless you have experienced severe mental ill-health it can be really hard to understand it so, since facing this myself, I have tried to use my own experiences to help other people," Steve explains.

"I can often see other people struggling and I will tell them that they need to seek help or support. Again, I see my own difficulties as having happened for a reason, and perhaps that reason is so I can try to help others who might be struggling."

Another positive also came out of it. He was spurred on to seek promotion to inspector: "Mum always wanted me to do it."

He was promoted in 2021, just two years after being diagnosed with dyslexia - something he is keen to point out to other neurodiverse colleagues.

"I had been using quite complicated coping mechanisms to get around the difficulties I was

facing, writing everything down before I went into interviews, for example, trying to avoid getting confused," Steve says.

"It was when I inputted information onto Force systems without using Word with the benefit of the spellcheck that it became obvious to a colleague that I was dyslexic and they encouraged me to undertake the tests."

In typical Steve fashion, he wanted to use his own experiences to help others so joined the Force's neurodiverse staff association.

"I really wanted to get over the message to other neurodiverse people that it doesn't have to limit you. You can do the job and you can do the job well - after all I got to the rank of inspector and have had a successful and fulfilling career," he explains.

"There is still a lot of misunderstanding around neurodiversity but getting a diagnosis and working with the Force on reasonable adjustments passports can be life-changing."

Steve, who was 49 when tests revealed he had 96 per cent dyslexic traits, adds: "Supervisors sometimes pigeon-hole someone as having a performance issue, but that is not always the case. It can just be identifying a neurodiversity that can then make life easier for someone so that they thrive, their team thrives and the organisation thrives."

Steve clearly made the most of his career and the opportunities that came his way, while also using his own experiences to help others,

something perfectly exemplified by his time as a Federation representative.

He first became a rep in 2009, making official something he had been doing unofficially anyway.

"People came to me for help and advice and I really just wanted to make sure that people were being treated fairly," Steve explains.

"It's about being a voice for people and getting them the right result, usually by making sure the organisation does something that it should have been doing anyway."

“IT'S ABOUT BEING A VOICE FOR PEOPLE AND GETTING THEM THE RIGHT RESULT, USUALLY BY MAKING SURE THE ORGANISATION DOES SOMETHING THAT IT SHOULD HAVE BEEN DOING ANYWAY.”

"Getting a message of thanks from a member you have supported is so rewarding and I would really like to encourage other officers to consider putting themselves forward as Federation reps."

He took a short break from the Federation role, but returned in 2017 and was voted in again in the last round of elections earlier this year.

A Federation highlight, he says, was serving as the deputy chair of the branch's health and safety committee and working through the Big Conversation campaign on work-based stress assessments, under the then Chief Constable Dave Thompson and this then led to involvement in the Force trauma risk management (TRiM) process.

Now, as he approaches retirement himself, he does have some words of advice to new recruits about to follow in his footsteps.

"Just enjoy it. Don't take yourself too seriously. Policing can be the best job and the worst job. Trust in your colleagues, they are the ones who will stand with you shoulder to shoulder. It will be your colleagues who work with you on shift that will get you through things," says Steve.

A keen artist, Steve's original plan in retirement was to spend more time working on portraits and landscapes, but right now he is applying for local authority jobs, possibly working on anti-social behaviour or designing out crime projects - so, once again, using his experiences to benefit others.

“WITH SOME OF THE ROLES I HAVE UNDERTAKEN YOU MIGHT SAY I WAS FORCED INTO THEM. IN POLICING, YOU DO GET MOVED AROUND A LOT BUT I HAVE ALWAYS EMBRACED THE CHANGES AND THOROUGHLY LOVED EVERYTHING THAT I HAVE DONE.”



Feeling Lucky?

Win £750

Every Week Until Christmas

Boost your festive budget with Police Mutual's free prize draw – up to five chances to win!

You only need to enter once, and you'll be automatically included in all remaining prize draws.

**Enter in week 1 = 5 chances.
Week 3 = 3 chances.**



Week	Final entry date	Draw date
★ 1	23 rd Nov	24 th Nov
★ 2	30 th Nov	1 st Dec
★ 3	7 th Dec	8 th Dec
★ 4	14 th Dec	15 th Dec
★ 5	21 st Dec	22 nd Dec

Each winner will receive £750, delivered within 7 days (Subject to T&Cs)

Terms and conditions apply visit policemutual.co.uk/christmaswinterms.

Eligibility: Open to UK residents aged 18+, Serving and Retired Police Officers, Staff, PCSOs, Special Constables, and their family members. Must be eligible for Police Mutual products.

No purchase necessary. One entry per person.

Ready to win?

Enter now by scanning the QR code or visiting: policemutual.co.uk/christmaswin



Police Mutual

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.

ADV PD P 0010

New rep wants to put officer welfare to the fore

Waqass Choudhry decided from an early age that he wanted to be a police officer. With more than a decade's service under his belt, he is using his experiences to support colleagues.

Growing up watching episodes of *The Bill* and then *Road Wars*, Waqass Choudhry set his sights on becoming a police officer when he was quite young.

Now, 11 years into his policing career and with a job in the public protection unit, he has become a workplace Federation representative so that, in addition to serving the communities of the West Midlands, he can also support and advise his colleagues.

Having suffered burn-out himself a few years ago due to the pressures of policing, he is passionate about making sure members feel supported and that their wellbeing is put to the fore.

"During my service, I have seen officers' welfare suffer," Waqass explains, "Many feel unsupported in their roles. I don't think we always put officers' wellbeing high enough in



PC Waqass Choudhry.

the Force priorities.

"Officer welfare should be at the heart of everything we do."

His own mental health crisis was triggered by attending reports of a death, something he had dealt with before but, he says, officers can now suffer because years of falling officer numbers meant those left were dealing with a higher rate of traumatic incidents.

Waqass became a Fed rep earlier this year and has already got to work, speaking up for members and raising their concerns with line managers.

He worked closely with the branch health and safety lead, Patrick McBrearty, when officers were asked to move heavy furniture.

While his initial focus has been on physical and mental wellbeing, Waqass is also keen to get involved in the conduct arena.

"Sometimes I just feel the whole system is too adversarial. The new conduct regulations were aimed at fostering a 'learning and development' approach but all too often I think there are people who are being over-zealous in their attitude," he explains.

"The processes can put officers under incredible strain, particularly if proceedings are long-drawn-out, but sometimes these cases could be better dealt with through reflective practice.

"This would then be of benefit to the Force and the communities we serve as officers would be back working effectively again in a shorter timeframe and, of course, it would be better for officers themselves since they wouldn't have conduct inquiries hanging over them for long periods of time."

Waqass, who will undertake his initial Fed rep's course in December, is currently working with OCSET, which targets paedophiles who download images of children.

He admits it can be an extremely challenging role – since he has to view images and videos depicting child abuse.

"Sometimes it can feel like a physical punch to the stomach," he explains, "But despite the nature of our work it is an incredibly worthwhile role and it is satisfying to know that you have helped bring these offenders to justice."

“DURING MY SERVICE, I HAVE SEEN OFFICERS' WELFARE SUFFER. MANY FEEL UNSUPPORTED IN THEIR ROLES. I DON'T THINK WE ALWAYS PUT OFFICERS' WELLBEING HIGH ENOUGH IN THE FORCE PRIORITIES. OFFICER WELFARE SHOULD BE AT THE HEART OF EVERYTHING WE DO.

'I am now unrestricted and deployable again'

St Michael's Lodge, the treatment centre available to subscribers to the West Midlands Police Benevolent Fund, can help officers return to work after injury or illness.

A West Midlands Police Federation workplace representative who had been laid low by a back injury has been able to return to unrestricted duties after a five-day stay at the treatment centre for subscribers to the Benevolent Fund.

And Scott Davies is now urging colleagues to make sure they are signed up to the Benevolent Fund and use St Michael's Lodge if they need support with their physical or mental wellbeing.

"If you are not in the Ben Fund then sign up. It's £2 a month which is half the price of a coffee from one of the big chains and, if you even need physical or mental support, St Michael's Lodge is the place to go. If you are currently under occupational health or attending your GP, download the form and take it with you for them to sign and get your application in," says Scott.

"Membership of the Ben Fund is a must. You will not even notice the £2 a month subscription going out of your pay packet and there are many benefits to the Ben Fund – not just the treatment centre – which can be found on their website.

"My stay has been really beneficial. I am now unrestricted and able to be deployable again – once I have got through the mountains of paperwork.

"I am getting so much better and able to work through the exercises I was given to keep building strength in my back and core."

Scott has been with West Midlands Police for 22 and a half years, having joined in 2003,

IM irwinmitchell

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

and is currently a response sergeant on D Unit at Bournville.

Over a number of years, he has had issues with back pain, which is thought to have been caused by the protective body armour.

He explains: "I have just worked through the pain – which was clearly not the right thing to do – and, over time, it has got progressively worse, to the point I had to go to my GP, get restricted and receive physio from the NHS. One of the diagnosed injuries was intercostal muscle strain which affects the ribs but can also cause back pain.

"I had paid into the Ben Fund for about 10 years, so I have always been aware of the benefits it offers, but they were not something I have ever really needed myself until now.

“MY FIRST IMPRESSION WHEN I ARRIVED WAS WOW. THE VENUE IS STUNNING. THE AREA IS LOVELY, AND THE GROUNDS ARE EXTREMELY WELL LOOKED AFTER. IT'S A FANTASTIC VENUE AND WE'RE LUCKY TO HAVE ACCESS TO IT.

"As a Federation rep, St Michael's is something I have regularly advised others to take advantage of, so I decided to take my own advice and explore what was available for me. It caters for both physical and mental issues."

Scott says the process for applying to attend is quite simple. Subscribers must fill out an application form, downloadable from the [Ben Fund website](#) which also needs signing by a GP/physiotherapist or suitable medical practitioner. The completed form must be submitted by email.

He first applied at the start of July, was accepted around a week later and was booked in to attend on 22 September for five days,



though earlier dates were offered but did not fit in with Scott's other commitments.

"My first impression when I arrived was WOW. The venue is stunning. The area is lovely, and the grounds are extremely well looked after. It's a fantastic venue and we're lucky to have access to it," Scott explains.

"Unfortunately, I didn't read the memo properly and didn't arrive until just after lunchtime. I missed the welcome meeting, which was at 10.30 but, when I did arrive, I was welcomed by Sue on reception who checked me in and gave me my timetable for the week.

"This timetable involved several sessions of physio, aqua tai chi (aka ai chi), yoga, Pilates and meditation. At 2pm I had a mini health check where they take your weight and blood pressure to ensure there are no immediate concerns.

"I made sure I used the most out of the facilities so, in between my planned sessions, I used the pool, sauna and hot tub, along with the gym equipment. There are loads of areas inside and out that are really relaxing to sit, chat with other residents, read a book or play cards and board games.

"There's a TV in your room along with a TV room in the orangery. I also went out into Clitheroe on the train from the station about five minutes' walk away where I went to



Bowland Beer Hall at Holmes Mill which is a local brewery where there was live music. The train was £3.50 return."

Scott was at St Michael's from Monday to Friday with those days all treated as part of his working week and were given as special leave. used my own car to travel.

He enjoyed his stay, and found it so beneficial, that he says the highlights were 'all of it', adding: "It's such a lovely place and just a nice week away from the norm with the added benefit of fixing the issues that got me there in the first place.

"The physiotherapist gave me a lot of exercises I am working with to strengthen my back and hopefully prevent the issue re-occurring. The food that is provided is amazing and you won't go hungry. It also was nice to meet other officers from other forces and share stories – and play Cards Against Humanity, if you've never played this, you should."

There was, however, just one low point: Scott forgot to take his running shoes for the gym so had to visit Sports Direct to buy some more.

Find out more about the [Benevolent Fund](#) and [apply to join](#).



2025: a year of milestones

**Not just for Christmas...
We are here for you
throughout your service
and beyond!**



It's been another busy year for the West Midlands Police Benevolent Fund and I'm delighted to announce we have reached a few more milestones over the course of this year.

The number of people choosing to regularly support our police charity, by joining the Benevolent Fund, has grown significantly during 2025. We have welcomed more than 1,000 serving officers and staff to the fund, pushing our membership total past the 10,000 milestone. That is an incredible achievement and largely down to the hard work of our small team and the increasing support from West Midlands Police colleagues.

This year we have given out more than £100,000 in the form of membership benefits and grants to support serving officers, police staff and retired members. In addition, £35,000 was spent on helping members back to health by sending them for residential physiotherapy or wellbeing breaks at the treatment centre St Michael's Lodge.

Just under £10,000 was spent on mental health support and the provision of online counselling. Our sickness voucher scheme is another important membership benefit - supporting those off work through injury or illness.

With the support of the Chief Constable and various department heads we rolled out more than 5,000 'Before you go home - Are you OK?' postcards delivered through the lockers of officers and staff around the Force.

The postcards feature a welfare checklist created by Oscar Kilo, the National Police Wellbeing Service, as well as details about our



charity. We hope the cards provide a reminder to police colleagues that we are here to help members with their physical and emotional wellbeing.

This year, around 200 officers and staff have been referred to Thomson Financial services for our FREE will writing service and a further 80 people enjoyed our annual family adventure day at Blackwell Court back in May.

It was great to see everyone having so much fun and the new addition of Laser Tag brought out the competitiveness in families.

We look forward to welcoming more families to next year's event scheduled for Friday 29 May.

Our two holiday homes, in Dorset and Devon, proved very popular with members again this year, with both seaside properties almost fully booked.

Our holiday home in Weymouth is getting a fresh look for the 2026/7 holiday season. The kitchen, lounge and hallway will be getting rustic oak effect flooring. The lounge will be welcoming two new leather sofas, complete with comfy throws and new smart TV.

The family bathroom is being refreshed and the ensuite bathroom, in the main bedroom, will feature a new shower.

Our holiday home ballot will be running again in the New Year and members can register their interest from Monday 5 January 2026. The ballot will then close at midnight on Monday 9 February. If you fancy a wonderful week away in one of our seaside properties please do enter. Any remaining weeks not taken in the ballot will be available for members to book on a first come first served basis.

We also have further savings for members, through the YOUR REWARDS Scheme. Just visit www.yourrewards.co.uk and enter the log in details below for discounts on a wide range



SCAN ME



of goods, days out and much more.

As we head into 2026, we will continue to support our members the best way we can. This, of course, would not be possible without your loyal support and I would like to say a personal thank you.

On behalf of the Ben Fund Team, our charity's trustees and the Operation Committee, I would like to wish you and your loved ones a very happy and peaceful Christmas.

Stay safe and keep well.

Warmest wishes

John Williams, chair

If you are not currently a member of the West Midlands Police Benevolent Fund, you can join online. Subscription is only £2 per month and deducted from your salary. For a list of membership benefits please visit the [Ben Fund website](http://www.benfund.org).



In the latest in a series of features putting the focus on Police Regulations, we turn to working into or on a rest day or free day.

Remember you can find the answers to many of your queries about regulations [on our website](#).

Working into/on a rest day or free day

Q What can I claim for working on a rest day?

A It depends on how much notice you are given. When working out the number of days' notice you do not count the day you were informed or the day you are due to work.

- If you are given 15 days' notice or more, you are only entitled to a re-rostered rest day (this only applies if your rest day is cancelled due to an exigency of duty. Any other requests to work on a rest day are payable as per the below).

This RRD/RDIL should be re-rostered within three months for a similar day and you should be notified of this within four days of working your original rest day. However, in WMP there is a local agreement outside of regulations that these days are banked. These should be locally managed, but the days have no expiry.

- If you are given less than 15 days' notice you are entitled to payment or TOIL at time and a half, for the hours worked or 4 hours if you work less than 4 hours.

Travel time of 1 hour (30 minutes each way) is applicable but only up to a total of 6 hours for duty and travel. So, if you work 5.5 hours you can claim half an hour travel, but once you work 6 hours or over you can no longer claim travel.

A provisional warning does not count as notice (ie Crown Court). The notice period starts when it is confirmed that you will be working on that day.

Q I had to remain at work at the end of my night shift going into a rest day what can I claim?

A If you are required to remain at work past 07:00 after a night shift, going into your rest day, you are entitled to claim one hour's payment or TOIL (your choice) at time and a half for anything you work up to 08:00.

If you are required to remain on duty past 08:00 you are entitled to claim a minimum of four hours' payment or TOIL (your choice) at time and a half even if you work less than four hours. You do not lose the first half an hour in this circumstance.

If you are required to remain on duty for more than four hours you are entitled to claim payment or TOIL (your choice) at time and a half for the hours worked.

This regulation does not apply if you are due to work later that day (for payment or TOIL) as the day is no longer a rest day.

It also doesn't apply if you are already on rest day rate (payment or TOIL) and work over into a second rest day.

Q I have been informed that I am no longer required to work, and my rest day has been reinstated. What am I entitled to?

A Again this depends on how much notice you are given. When working out the number of days' notice you do not count the day you were informed or the day you are due to work.

- If you are given eight or more days' notice that you will no longer be required to work on the rest day, your rest day will be reinstated and there is no compensation

- If you are given less than eight days' notice you can choose between taking the rest day with no compensation or working on the rest day for the appropriate compensation in accordance with regulations.

For example, if you were being compensated with a re-rostered rest day, then you can choose to work and claim a re-rostered rest day. If you were being compensated with payment or TOIL (your choice) at time and a half, then you are entitled to the same. However, you are only entitled to a minimum of four hours plus an hour travel.

Q I am a part-time worker, what about if I am required to work on a free day or into a free day?

A For the purpose of the regulations a free day is treated the same as a rest day when you are performing a role that can be performed by any officer (ie normal duties).

If the role you are performing can only be done by you (ie you giving evidence at court or completing your own statement) then you are entitled to payment or TOIL (your choice) at single time. But only when you have been given less than 15 days' notice. If you are given more than 15 days' notice you are entitled to a re-rostered free day the same as a rest day.

Retirement seminars: book a date in 2026

The Federation retirement seminars for the remainder of this year are now fully booked.

But, you can now book a place on any of the seminars for 2026.

The seminars are for members who are within three years of finishing their service and they are held at the West Midlands Police Federation office Guardians House.

Among the topics covered by the facilitators will be:

- Police Pension Schemes
- How to retire
- Post retirement schemes for police officers (West Midlands Police Federation Group Insurance Scheme, Benevolent Fund, NARPO)
- Next steps (CV writing, transferable skills, starting a business)
- Taxation/state pension

- Investments and financial planning
- Asset protection (will and estate planning).

The seminar dates for 2026 are:

- 15 January
- 19 March
- 21 May
- 16 July
- 17 September
- 19 November
- 19 February
- 16 April
- 18 June
- 20 August
- 15 October
- 17 December

Booking onto a retirement seminar at Guardians House

To book send an email to westmidlandspff@polfed.org with the details stated below, and confirmation of your booking will follow.

Please ensure you put 'Retirement Seminar' and the date you wish to attend in the subject title.

Please include:

- Your name
- Work email address

- Personal email address
- Personal phone number
- Proposed retirement date
- Any specific dietary requirements.

Seminar location and parking:

Location: [West Midlands Police Federation, Guardians House, 2111 Coventry Road, Sheldon B26 3EA](#)

Time: Coffee and registration between 8.30am and 8.45am. The full day seminar starts at 9am and finishes around 4pm. A meal deal lunch will be provided for you (please advise any specific dietary requirements).

Parking: Please park nearby on the Morrisons car park, letting Customer Services know your registration number and that you are a visitor of the Police Federation.

WARREN&CO
TRUSTED MORTGAGE ADVISERS

PROUDLY SUPPORTING WEST
MIDLANDS 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](https://www.facebook.com/warrenmortgage)



A 'whirlwind journey' from cadet to officer

One year on, officer looks back on his time in the cadets and his early inspiration to join the police service.

He may have just completed his first full year as an officer, but Jayden Plummer was making the first steps in his policing pathway before he even left school.

As a toddler Jayden's imagination had already been captured by the emergency services through heroes he would see on children's TV.

And by the time he became a teenager – inspired by programmes like *The Bill* instead – he aspired to a career fighting crime and protecting the public.

Soon after, he signed up to the West Midlands Police cadet programme, enrolling in his local unit in Wolverhampton and joining the Force at the earliest opportunity at 18.

Now, with 12 months' service, he says he is loving every minute.

"It's been quite a whirlwind journey, to be honest, to say I joined the cadets when I was 15, which doesn't even feel that long ago, and now I'm into my second year as a PC," Jayden reflected.

"But an extremely enjoyable one at that, which I'm very grateful for. I suppose, in a way,

I've been quite lucky to know what I wanted to do from a young age, and even luckier to be able to put it into action.

"Before *The Bill*, it was *Fireman Sam*. Although I obviously watched them at different ages, they both stuck with me for the same reasons, and eventually I knew it was the police I wanted to go into.

"As a bridge to help me do that, I couldn't have asked for anything better than the cadets – it gave me everything I needed to go into the Force knowing I could make a difference straightaway."

Despite being 'quite confident anyway' before joining, Jayden, who is now 19, says developing his self-belief was central to his success in the police cadet system. Weekly sessions focused on both police-specific and wider world skills and made up the base of his learning.

"Like I say, I was generally a confident person already, but to get better with certain practical things and areas of knowledge is something else," he adds.

"I loved that it was things you wouldn't

learn in school – map reading, first aid, using radios – plus it basically being an introduction to policing and its different roles and departments.

"Outside these sessions, we had visits to places like Force Headquarters and West Midlands Police Museum, and talks from officers in traffic, firearms and neighbourhood.

"I just absorbed as much as I could from these opportunities, and I felt the benefit when it came to my basic training – that's for sure."

Jayden paid tribute to the leaders and commanders responsible for providing not only exposure to the world of policing, but to 'routine and discipline' too.

He says it was this sense of belonging which kept him going back every week and ultimately completing more than 300 hours of voluntary service as a cadet.

Now, as he continues to make an impact in the Force on his response role in Walsall, he also doubles up as one of the area's unit leaders in the programme which shaped the officer he is today.

"That progression into a unit leader is something I'm really proud of, because I'm giving back in the most direct way I possibly can," Jayden explained.

"The cadet scheme is not a recruitment tool for the police – and there's much more to how it can help you than just becoming a cop – but it's a great feeling going back and showing our members that you can do it, if you want to.

"From the interactions I have, a lot of them say they have the ambition but don't know the path towards it. I can explain how I did it, and the choices I made along the way.

"That's what the cadets is all about – giving young people skills, tools and knowledge which could go a long way to helping them in the future, whether it's in policing or not."

“THAT PROGRESSION INTO A UNIT LEADER IS SOMETHING I'M REALLY PROUD OF, BECAUSE I'M GIVING BACK IN THE MOST DIRECT WAY I POSSIBLY CAN.



Confronting harassment in the workplace

Ever experienced a joke that has gone too far or been made to feel uncomfortable at work?

A key distinguishing factor between jokes and bullying is that the behaviour is unwanted. Workplace bullying can come in many forms; covert or obvious, a one-off occurrence or an ongoing situation, online or in person. Examples include constant criticism and being put down, threats or aggression, or misuse of a position of power and can happen between anybody

The Equality Act 2010 defines harassment as 'unwanted conduct related to a relevant protected characteristic, which has the purpose or effect of violating an individual's dignity or creating an intimidating, hostile, degrading, humiliating or offensive environment for that individual.'

Protected characteristics include:

- Age
- Disability
- Gender Reassignment
- Marriage or Civil Partnership (As related to your employment)
- Pregnancy and Maternity
- Race
- Religion or Belief
- Sex
- Sexual Orientation

Harassment at work can impact an officer's performance at work and their mental wellbeing. Bullying can make anyone feel alone and isolated and it's important to know where you can get support and steps you can take.

A chief officer may be liable for the unlawful harassment of an officer under their command by staff under their direction, if they cannot show they have taken all reasonable steps

to prevent the harassment. An officer may also be personally liable for unlawful acts committed in the course of their employment. In extreme situations where a resolution cannot be reached, legal action could be taken.

You are entitled to fair treatment and decency in the workplace. If you're being bullied or harassed – whether subtly or openly – the law is on your side. Slater and Gordon can advise on your options and potential legal action. Our experienced employment solicitors are here to support and guide you if you're being bullied or harassed at work. Call us on

0330 107 6472 or visit:
slatergordon.co.uk/employment-law-solicitors

slatergordon.co.uk

**Slater
Gordon**
Lawyers



Employment law solicitors

Our employment law team understand the complexities of dealing with workplace claims and the need for empathy during what is usually a challenging time.

We can offer support in areas such as:

- Constructive and unfair dismissal
- Redundancy
- Discrimination in the workplace
- Harassment
- Whistleblowing
- Breach of contract
- Restrictive covenants
- Settlement agreements

For supportive and empathetic legal advice, speak to one of our employment law experts today.

slatergordon.co.uk

*Slater and Gordon are regulated by the SRA

**Slater
Gordon**
Lawyers

NATIONAL ASSOCIATION OF RETIRED POLICE OFFICERS



NARPO is a rank-free association of retired police officers, dedicated to improving benefits for its members.

**NARPO has Branches across West Midlands:-
Birmingham, Coventry, Dudley, Walsall, and Wolverhampton.**

- **FREE ADVICE –** Pensions, Benefits, Computing, Taxation;
- **MEMBER SERVICES –** Welfare Support, Car, Health and Travel Insurance, Car Purchase, Domestic Appliances, Trusted Legal Advisors, Mobile Phones, Travel Discounts, Job Opportunities + National/Local Websites, National Magazine, Branch Newsletters;
- **SOCIAL EVENTS –** Keep in touch with old friends and colleagues.

Annual membership fee deducted from pension:- £26.76 in 2025.

ARE YOU RETIRING SOON?

Join on-line www.NARPO.org, or for more information, contact the secretary of your preferred Branch:-

**Birmingham, Coventry, Dudley, Walsall:-
Wolverhampton:-**

www.NARPOWestMidlands.org
www.NARPO-Wolverhampton.co.uk



Need a Mortgage?

Make us your first call...

- Residential Mortgages
- Protection
- General Insurance
- Buy to let
- Advice on Key worker and New Buy schemes

Take advantage of our **FREE** No Obligation Mortgage Review

Simply call me to arrange a home, or station, visit. Alternatively pop in to see me, I am available between 10am and 4pm **EVERY DAY** at police stations across the force.

Our service is open to all Police Officers and Civilian Staff.

We normally charge a fee for mortgage advice with a typical fee being £200. However for anyone responding to this promotion (website and poster) we will not charge a fee. The Financial Conduct Authority does not regulate most Buy to Let mortgages.

Contact Louise Norton CeMap **M: 07968 317 671**
Independent Mortgage Adviser **E: louisenorton@hotmail.com**

AVAILABLE EVERY DAY AT POLICE STATIONS ACROSS THE FORCE



LIKE US on Facebook First Call Financial (Leics)

YOUR HOME MAY BE REPOSSESSED IF YOU DO NOT KEEP UP REPAYMENTS ON YOUR MORTGAGE.

First Call Financial (Leics) Ltd is an Appointed Representative of PRIMIS Mortgage Network which is a trading name of Personal Touch Financial Services Limited. Personal Touch Financial Services Limited is authorised and regulated by the Financial Conduct Authority.

www.firstcallmortgages.net



POLICE INSURE

Part of **HOWDEN**

SPECIALLY DISCOUNTED CAR, HOME & MOTORCYCLE INSURANCE

For all serving and retired
Police Officers, Police staff,
Specials and families



Contact us today for a quote:

www.policeinsure.co.uk

0161 762 4416

Police Insure is a trading style of A-Plan Holdings which is authorised and regulated by the Financial Conduct Authority. Registered office: 2 Des Roches Square, Witney, OX28 4LE. Registration number 750484. PI240103