

FEDERATION



West Midlands Police Federation

February/March 2026



**MITCH WINS
BRAVE OFFICER OF
THE YEAR TITLE**
Pages 11-20

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WELCOME

Welcome to the February/March 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.

Cover photo: Our Brave Officer of the Year Mitchell Bull and his wife, Jessica.

Photo courtesy of West Midlands Police.

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My hopes for 2026: sustained investment in the police service



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

Welcome to the first edition of our members' magazine for 2026.

A new year always gives hope for a fresh start, with many people making resolutions to do things differently, perhaps create healthier habits, lose weight, get fitter or spend less time doom-scrolling on social media.

Of course, in policing, our New Year's resolutions around work-related matters can be beyond the control of the Federated ranks.

But, in the interests of at least starting this column on a positive note, it is worth focussing on the things we can influence.

A prime example concerns our wellbeing – and that of our colleagues too.

Policing can be incredibly demanding, and it can take its toll on our wellbeing, but there are steps we can take to ensure that we are doing what we can to stay on form and better

cope with the daily stresses and strains of being a police officer.

Thankfully, people are far more open these days to talking about their mental health struggles and hopefully it will become even more commonplace to both admit if you are struggling and get the help you need.

There are a wide range of organisations that can offer support, and a number that are police specific. So, if you are feeling below par, please do not hesitate to reach out for help and equally if you see that a colleague is not their usual self, please encourage them to seek support. You can find information on our website – polfed.org/westmids – or contact one of our workplace representatives or full-time officials. You can find out more about who to contact on our [Meet the team page](#).

Data put together by the Police Federation of England and Wales has revealed that more than 100 police officers and staff have died by suicide between 2022 and 2025.

A shocking 47 of the 70 suicides and 173 of 236 attempted suicides are attributable to officers involved in misconduct or criminal investigations against them. In 2025 the link was even stronger, with 12 of 13 police officer suicides that we know about involving officers under investigation.

We are calling on the Government to introduce legislation that will require forces to record information on police suicide – though it

seems incredible to me that this is not already a statutory duty. How can this issue be addressed if we don't have any detailed information on the extent of the problem? See Page 7 for more details.

Another area where we are seeking to influence change – and one of the key areas where matters can be beyond the powers of the Federated ranks – concerns officer pay.

The Federation has submitted a report to the Police Remuneration Review Body outlining its view that officers should receive a seven per cent pay rise for the next three years, (see Page 6) while the National Police Chiefs' Council (NPCC) has made a case for a fully funded 3.5 per cent pay rise from 1 September 2026.

It's hard to come up with anything more important than addressing police officer pay right now.

We are facing an officer retention crisis, with the number of officers leaving the service threatening to outstrip the number being recruited. But it's not just about the numbers. The officers leaving are taking with them years of experience; experience that enables them to train and support the new recruits, and ensure that we are offering the very best service to our communities.

It's not difficult to understand why officers are leaving though. They are being stretched to their limit, and their pay does not reflect the

“ POLICING CAN BE INCREDIBLY DEMANDING, AND IT CAN TAKE ITS TOLL ON OUR WELLBEING, BUT THERE ARE STEPS WE CAN TAKE TO ENSURE THAT WE ARE DOING WHAT WE CAN TO STAY ON FORM AND BETTER COPE WITH THE DAILY STRESSES AND STRAINS OF BEING A POLICE OFFICER.

challenges of the unique role they play in society.

You only have to read the stories of our bravery award winners (from Page 11) to see how our officers are putting their own lives on the line on a daily basis as they go about their duties.

Yet, they have endured real terms pay cuts of up to 21 per cent since 2010 when the austerity measures saw police budgets slashed.

“ **THE FEDERATION HAS SUBMITTED A REPORT TO THE POLICE REMUNERATION REVIEW BODY OUTLINING ITS VIEW THAT OFFICERS SHOULD RECEIVE A SEVEN PER CENT PAY RISE FOR THE NEXT THREE YEARS.**

Figures released as part of the Police Federation of England and Wales' [Copped Enough](#) campaign also show that a third of officers are struggling to afford food, rent or heating. On top of that, each day 86 officers are attacked, and mental health crises are soaring with policing the profession with the highest mental health-related sickness rates.

We can only live in hope that in 2026 the Government shows a commitment to backing up its words of support for policing with action; action that will lead to sustained investment in policing.



Photo courtesy of West Midlands Police.

Pay review process starts

The formal process for determining officers' 2026 pay award has now started.

Police minister Sarah Jones has asked the Police Remuneration Review Body (PRRB) to make its recommendations for police pay for 2026/2027.

In a letter to the review body's chair, Zoe Billingham, Ms Jones has also asked PRRB to consider proposals put forward in Year 2 of the National Police Chiefs' Council (NPCC) review of allowances.

She pointed out all pay must be funded from departmental budgets and confirmed there would be no additional funding available for pay settlements while also highlighting the 'recruitment and retention' context and the Police Reform White Paper.

During the pay review process, PRRB will receive evidence from the Home Office, HM treasury and key stakeholders – including the NPCC.

The Police Federation of England and Wales withdrew from the pay review process in 2021, saying the pay review mechanism was 'not fit for purpose' and

questioning its independence. It did, however, provide some information for last year's PRRB process while not formally returning to the process.

It has submitted a report to PRRB this year – see Page 6 for details.

The police pay year starts on 1 September with recommendations from PRRB usually being published in the summer before being considered by the Government.

Last year PRRB's recommendations included:

- **A consolidated increase of 4.2 per cent to all police officer pay points for all ranks up to and including chief superintendent**
- **On-call allowance be increased from £25 to £35**
- **Away from home overnight allowance be increased from £50 to £60, and**
- **Hardship allowance be increased from £30 to £40.**

The Government accepted PRRB's recommendations.



DC Tayyab Malik – Federation response

West Midlands Police Federation extended its sympathies to the family, friends and colleagues of a Force detective who died at the end of February.

DC Tayyab Malik was 35.

Jess Davies, chair of West Midlands Police Federation, said: "Our thoughts are with Tayyab's loved ones at this heartbreaking time.

"The death of any officer is felt not just across the Force but also within the communities we police and we know that this tragic loss will have had a devastating impact on so many people.

"Federation officials and workplace representatives are on hand to offer support to any colleagues affected by

Tayyab's death and we would urge officers to get in touch with us if they are struggling to come to terms with this loss."

The Force announced that officers were called to Yardley Wood Road, Birmingham, shortly after 2pm on Tuesday 24 February where the body of a man was found.

His death is not being treated as suspicious, and a file is being prepared for the coroner.

Assistant Chief Constable Mike O'Hara said: "We are devastated by this tragic news. Tayyab will be hugely missed by his colleagues and friends at West Midlands Police.

"All our thoughts are with his family at this awful time and we are offering them as much support as we can."

Federation calls for seven per cent pay uplift

Police officers should receive a minimum pay rise of seven per cent for the next three years, according to the Police Federation of England and Wales (PFEW).

The Federation sets out its rationale for a sustained investment in officer pay in a report to the Police Remuneration Review Body (PRRB).

It came a week after the National Police Chiefs' Council (NPCC), in its submission to PRRB, put forward its case for officers to be given a fully funded 3.5 per cent pay rise from 1 September 2026. It said if the increase was not fully funded, then it should be 2.5 per cent instead.

Crisis

"We welcome the fact that the NPCC is calling for an increase in officer pay, however, we do not feel 3.5 per cent goes far enough in terms of helping stem the current officer retention crisis," says Jess Davies, chair of West Midlands Police Federation.

"A rise of 3.5 per cent amounts to another real-terms pay cut and is going to do nothing to stem the number of officers leaving policing which we feel is something that needs to be addressed urgently.

"As it stands, there are now more officers quitting the Force than leaving through retirement and we are facing losing more and more experienced officers if the Government doesn't commit to sustained investment in officer pay.

"That will have an impact not just on the quality of supervision of our newer recruits but also risks harming public safety and the quality of service we provide for our communities."

In the NPCC submission, its lead for pay and conditions, deputy chief officer Philip Wells said: "We are calling for a settlement that keeps pace with the cost of living, recognises the unique demands of policing, and properly rewards officers for the increasingly complex work and additional hours they commit to keeping the public safe. It must ensure policing keeps pace with wider earnings trends to ensure officers are fully supported and motivated."

Unique risks

Alongside its pay claim, the Federation is calling for structural reform of police remuneration, including the introduction of a military-style 'P Factor' to recognise the unique

risks, restrictions and psychological trauma within policing.

The evidence submitted to PRRB shows:

- **Almost half of constables have five years' service or less**
- **Record levels of mental health-related sickness absence, and**
- **Persistently high numbers of assaults on officers.**

In addition to the pay increase, the Federation report calls for changes to allowances, including doubling the unsocial hours allowance from 10 to 20 per cent for work undertaken between 8pm and 8am on Fridays, Saturdays and Sundays.

It also wants to see increased annual leave, the introduction of long service and recuperation leave and paid compensation or time off in lieu for court warnings, regardless of notice.

Jess added: "The Federation's Copped Enough campaign, which was launched last year, highlighted the fact that police officers are 21 per cent worse off in real terms than they were in 2010 with a third of officers struggling to afford food, rent or heating.

"That cannot be allowed to continue. Police officers put their lives on the line each and every day as they seek to serve and protect the public. They deserve to be paid fairly with a wage that reflects their unique role in society and the unique demands placed upon them."

“THE FEDERATION'S COPPED ENOUGH CAMPAIGN, WHICH WAS LAUNCHED LAST YEAR, HIGHLIGHTED THE FACT THAT POLICE OFFICERS ARE 21 PER CENT WORSE OFF IN REAL TERMS THAN THEY WERE IN 2010 WITH A THIRD OF OFFICERS STRUGGLING TO AFFORD FOOD, RENT OR HEATING.





Legislation could compel forces to publish figures on officer and staff suicide

The Federation has called for a change in the law so that more is done to address suicide and attempted suicide within the police service.

Forces could be compelled to collect and publish data on suicide and attempted suicide among police officers and staff.

A number of amendments to the Police and Crime Bill, which is currently making its way through Parliament, have been tabled by peers who are due to discuss the new legislation as it reaches the Report Stage.

Similar amendments were withdrawn a few weeks ago, but this latest move has been welcomed by Tim Rogers, secretary of West Midlands Police Federation.

"We were obviously disappointed when the amendments failed to gain full backing initially, but the fact that this issue is being brought back for discussion is an encouraging sign," said Tim.

"It is critical that we have accurate information on police officer and staff suicide, because only then can the police service address the underlying issues leading to them

to taking their own lives.

"The Police Federation has already established a link between police officer and staff suicide and the police conduct regime. Its data has revealed that more than 100 police officers and staff died by suicide between 2022 and 2025.

"Forty-seven of the 70 suicides and 173 of 236 attempted suicides were found to be attributable to officers involved in misconduct or criminal investigations against them. In 2025 the link was even stronger, with 12 of 13 police officer suicides that we know about involving officers under investigation.

"More has to be done to support these officers and we need a real commitment to the general wellbeing of those police officers and staff who day in, day out put their lives on the line to serve and protect their communities."

Lord Bailey of Paddington wants to see a new clause added to the bill to mandate

Government to annually collect the data on police officer and staff suicides and attempted suicides 'for the purposes of supporting mental health and wellbeing under the Police Covenant'.

This would in turn require all forces in England and Wales to collect and submit this information to the Government and also include duty status, length of service, role, rank, known occupational stressors, and access to mental health support.

A full report would then have to be laid before Parliament covering national and force-level data trends, analysis of occupational contributory factors, the assessment of the adequacy, usage and evidence-based outcomes of mental health and suicide prevention provisions under the Police Covenant, recommendations to address identified risks, and a statement from the Chief Medical Officer for England.

Tim concluded: "We will continue to monitor the progress of this bill through Parliament and hope that this amendment in particular is supported.

"We hear many politicians talk of their support for policing and police officers but we need to see these warm words backed by action. It is quite shocking to think that this data is not already collected and acted upon, but the Government now has an opportunity to put this right."

“ IT IS QUITE SHOCKING TO THINK THAT THIS DATA IS NOT ALREADY COLLECTED AND ACTED UPON, BUT THE GOVERNMENT NOW HAS AN OPPORTUNITY TO PUT THIS RIGHT.

Former Met Commissioner to lead review of number of forces

Former Metropolitan Police Commissioner Lord Bernard Hogan-Howe has been appointed by the Government to head the Independent Review of Police Force Structures intended to lead to a smaller number of larger forces across England and Wales.

The review will make evidence-based recommendations on force mergers as set out in the Police Reform White Paper which was launched at the end of January.

Substance

West Midlands Police Federation secretary Tim Rogers said he welcomed the appointment of Lord Hogan-Howe, who led the Met from 2011 to 2017, but argued there needed to be more substance behind the Government's plans to dramatically reduce the number of forces.

"Lord Hogan-Howe certainly has plenty of experience in the police service so you would hope that he will be able to make sensible recommendations for how the plans in the White Paper are put into action," says Tim.

"I am sure he is well aware, however, that it's not just about delivering the reform Home Secretary Shabana Mahmood has set out. There needs to be real substance behind those plans.

"The plans will only successfully bring about the reform the Government wants if they are matched with strategic financial foresight and that is sadly lacking in the White Paper.

"The police service is in crisis right now. Morale is low and officers are leaving in their droves so that we seem to have a revolving



Lord Bernard Hogan-Howe.

door with experienced cops quitting almost as fast as we are getting new recruits through the door. This has to be addressed as a matter of urgency, along with the fact that police officer pay has fallen by more than 20 per cent since 2010.

"There are some fundamental issues – such as sustained investment in policing – that need to be considered before the Government even starts to look at the number of forces we have. These issues are not going to go away and will go on to haunt the Home Office further down the line if they are not prioritised."

Tests

Responding to the publication of the White Paper, the Police Federation of England and Wales detailed five tests that police reform must meet:

Test 1: (Leadership and structure)

Does reform give officers and the public clarity, consistency and confidence in how policing is structured and led?

Test 2: (Funding and resourcing)

Does reform properly resource policing for the demands officers are facing now and will face in the future?

Test 3: (Workplace safety and fairness)

Does reform create a fair, safe and modern workplace that protects officers and supports them under pressure?

Test 4: (Tools and systems)

Does reform give officers the tools, systems and time they need to police effectively rather than firefight bureaucracy?

Test 5: (Confidence and legitimacy)

Does reform rebuild trust and confidence in policing by valuing professionalism, attracting the right people and retaining the right experience?

Lord Hogan-Howe's review will, according to the Government, identify the optimum number of forces and the geographic areas they will cover. It will also consider how the new forces are governed and held accountable to ensure the new system is effective in delivering local policing across the country and responding to the priorities of local communities.

“THE POLICE SERVICE IS IN CRISIS RIGHT NOW. MORALE IS LOW AND OFFICERS ARE LEAVING IN THEIR DROVES SO THAT WE SEEM TO HAVE A REVOLVING DOOR WITH EXPERIENCED COPS QUITTING ALMOST AS FAST AS WE ARE GETTING NEW RECRUITS THROUGH THE DOOR. THIS HAS TO BE ADDRESSED AS A MATTER OF URGENCY, ALONG WITH THE FACT THAT POLICE OFFICER PAY HAS FALLEN BY MORE THAN 20 PER CENT SINCE 2010.

'Force funding must be considered'

The Government's failure to include a review of the funding formula when considering the number of forces in England and Wales demonstrates its complete lack of understanding of the issues causing the current crisis in the police service, according to the secretary of West Midlands Police Federation.

Tim Rogers was commenting after the Government published its terms of reference for the review of police force structures.

"Time and time again, the Government is failing to address the fundamental issue that is at the heart of the current crisis in policing," says Tim, "While the funding formula itself may fall outside the remit of this review, how can Lord Hogan-Howe properly consider the best way forward for the police service without including a review of how forces are to be funded?"

"The key to the effective and impactful reform required within policing is increased and sustained funding yet the Government appears to be asking this review to deliver major structural reform without explicitly looking at the way forces are funded through the funding formula. That is a fundamental flaw in this review process."

The Government believes the 'policing system requires radical re-design' since it was designed in the 1960s. Based around 43 local police forces across England and Wales, it says it is no longer fit for purpose.

But Tim says the Government will not deliver the reform it has set out if the funding formula is not central to the review.

"Without proper investment, this review risks just reorganising the existing pressures while also putting effective local policing and accountability under threat," he explains.

"Let's also not forget the considerable cost of potential force mergers both in terms of implementing the new infrastructure and the impacts on the workforce during any transition."

He accepted the need for reform and said there was general support from officers in terms of increased collaboration to bring about consistency and shared technological capability, but once again, adequate funding was required.

"Before we even begin to look at the number of forces across England and Wales, more needs to be done to ensure that all those officers and staff providing our policing services day in and day out are properly paid, properly supported and properly protected. Only when forces are properly funded through long-term investment will the police service emerge from this current crisis," he explained.

The review, the results of which will be reported later this year, will make recommendations on:

- **The most effective number of police forces across England and Wales and their configuration**
- **How local policing can be optimised through Local Policing Areas (LPAs) in the new model**
- **How new governance arrangements (Policing and Crime Boards) should operate within larger forces**
- **How a move to significantly fewer forces should be delivered to minimise operational disruption, maintain best practice and ensure delivery costs can be minimised and offset through efficiencies in later years**
- **Which forces are best suited to form part of pathfinder mergers this Parliament, in advance of the full merger programme.**

[Read the full terms of reference for the review.](#)



Roads policing officers urged to watch new roadworks safety video

Officers are being urged to view a short new video aimed at reducing the risk when police vehicles enter roadworks under emergency response conditions.

The eight-minute Blue Light Incursion Into Roadworks film is particularly aimed at officers who respond on motorways and strategic road networks.

It has been developed by Steve Askham of the Costain Group in partnership with National Highways, the Independent Office for Police Conduct, and Deputy Chief Constable Terry Woods who is the National Police Chiefs' Council lead for driver training and pursuits.

Supported by the Police Federation of England and Wales, it is focused on officer safety and consistent national learning across forces nationwide and among other emergency services.

"Officers routinely make rapid decisions in complex environments. This video supports that by setting out, in plain terms, why roadworks change the risk picture and how we can respond safely and consistently," says West Midlands Police Federation secretary Tim Rogers, who is the national Federation co-lead for roads policing.

"Every operational officer should take the eight minutes required to view what is a very practical officer safety product.

"It provides evidence-led content highlighting the heightened risk when officers enter roadworks under blue light conditions. It raises awareness around decision-making, speed discipline and tactical caution in roadworks and temporary traffic management environments while also offering clear, practical learning points to reduce harm."

Tim explained that roadworks are a complex, constrained environment with reduced escape options and changing lay-outs.

He added: "Emergency response decision-making must reflect that reality and be grounded in both the National Decision-making Model and established police driving principles."

[Watch a summary of the video.](#)

From policing to fostering: your skills are needed

Become a Remand Foster Carer with Foster Birmingham

If you're a police officer thinking about your next step or looking for a new way to make a difference, Remand Fostering could be the natural progression you didn't know existed.

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Remand Fostering provides a safe, structured family home for young people awaiting court outcomes. Instead of spending nights in custody, an unregulated placement or a youth offending institution, they stay with specially trained foster carers who offer stability at a critical moment.



Inspector Mark Colwell.

The placement is temporary but often transformative. After court, a young person may return home, move to long-term fostering, or in some cases enter custody. Until then, the foster carer's role is to keep them safe, supported, and connected to family life.

Why police officers are a great fit

Mark Colwell, a police inspector and experienced foster carer (not in the remand scheme), says the skills built in policing translate powerfully into fostering of all kinds:

"Patience, empathy, risk assessment, negotiation, setting clear boundaries – all of those skills from policing transfer directly into fostering. You've already got a strong skill base."

He adds that officers bring valuable insight into vulnerability and social need:

"There's a big cross-over. You've already worked with vulnerable people, you understand how people live and function, and you've got criminal justice knowledge that's incredibly helpful."

These skills are particularly relevant to Remand Fostering, where structure, calm decision-making and fairness are vital.

The rewards are real

Although Mark isn't a Remand Foster Carer, he speaks openly about the wider rewards of fostering:

"There are loads of moments that make it worthwhile. Teaching them to ride a bike, days out, seeing improvements in behaviour. Our boys have changed so much - fewer meltdowns, better manners, more pride in themselves."

Thinking about it? His advice is simple

"Go through the process. The training is realistic, the assessment is one of the fairest I've experienced, and the people are genuinely on your side. If you're interested, go for it."

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Bravest of the brave

Each and every day, West Midlands Police officers show bravery and commitment to their duties, serving and protecting our communities.

To recognise their courage, West Midlands Police Federation holds an annual bravery awards ceremony during which winners are named in nine categories before an overall winner is announced.

Colleagues are invited to submit nominations for officers they feel are worthy of recognition with the awards ceremony being held each January. The latest awards ceremony was held at Tally Ho on Thursday 22 January.

The awards are largely split into geographical areas, with winners being announced in the following policing units:

- **Birmingham**
- **Coventry**
- **Dudley**
- **Sandwell**
- **Solihull**
- **Walsall**
- **Wolverhampton.**

There is also an 'other' category for officers not working in those areas, as well as an Inspiration in Policing Award presented in memory of former

West Midlands Police Federation deputy chair Sam Hughes, who died in 2023.

The overall winner, chosen from the winners of all categories, is presented with the David Green Memorial Shield and also goes forward as the West Midlands Police Federation nominee for the national Police Bravery Awards held in London over the summer.

Some of our winners have asked for no publicity.



Photos courtesy of West Midlands Police.





Brave officer Mitchell Bull with the David Green Shield and Jamie McDonnell (left) from sponsors Slater and Gordon and Thelma Timmins, partner of David Green, who presented the shield.

Officer ‘humbled’ by award

The winner of this year’s West Midlands Police Federation Police Bravery Award has admitted he felt flattered and humbled to have won his area award let alone be named as the overall winner.

Temporary Sergeant Mitchell Bull was presented with his two awards at the bravery awards evening which was held at Tally Ho at the end of January.

As the West Midlands Police Brave Officer of the Year he was presented with the David Green Shield.

The shield is named in honour of PC David Green, who was stabbed to death by a mob in Birmingham city centre when he was 20-years-old. In David’s 15-month career, he was commended three times for his bravery.

Mitchell will now go forward for the national Police Bravery Awards which will be

hosted by the Police Federation of England and Wales in London during the summer.

Overjoyed

Mitchell, who attended the awards with wife Jessica Newman-Bull, explained: “To win the overall award was completely unexpected and I am overjoyed. I am so thankful for the nomination and the vote of the relevant parties.

“A highlight of the evening was hearing first-hand the courageous acts the other nominees were recognised for; it made me feel proud to do the job I do.

“The evening was a great opportunity to highlight the positive work officers do each and every day, and provided a positive spin of appreciation for often traumatic events.

“I spoke with a few of the nominees throughout the course of the evening and

congratulated them for their courageous acts.”

His nomination for the awards, which are sponsored by Slater and Gordon solicitors, came after he and PCs Steven Kidd and Claire Jevons came across a vehicle parked in Reservoir Place while they were conducting pro-active patrols in Walsall in February 2024.

Risk to the public

The driver was present and appeared to be asleep. Mitchell, who noticed potential drug use forming grounds for a Section 23 search, explained: “I wanted to speak with the driver to ensure he was okay, and only suspected he was under the influence of illegal drugs when he woke up and put his window down.

“I suspected he presented a risk to the public if he was under the influence of an illegal substance in a motor vehicle.”

Mitchell, who is 32, remembers nodding to PC Kidd when he was not happy with the driver’s account and could see he was coming to his aid and getting out of the police vehicle, but his attention was then on the driver.

“It was only when I tried detaining him and he had refused to place his hands in front of him that he accelerated forward trapping

“THE EVENING WAS A GREAT OPPORTUNITY TO HIGHLIGHT THE POSITIVE WORK OFFICERS DO EACH AND EVERY DAY, AND PROVIDED A POSITIVE SPIN OF APPRECIATION FOR OFTEN TRAUMATIC EVENTS.”

PC Kidd, and my left leg got trapped in the driver's door by the impact of the collision between the two vehicles. It was a surreal experience and I felt completely helpless," Mitchell continued.

"As the car continued to rev, I felt the pressure getting tighter around my left leg, I thought PC Kidd and I were in serious trouble.

Instinctive

"My efforts within the vehicle were proving to be ineffective so I pleaded with the driver and thankfully, after what felt like an eternity, he reversed the car dragging me with him.

"When I was laying in the road, I thought the car was going to run me over, so I limped to the pavement to get out of its way. When I could see the driver was struggling to move off, my instincts to apprehend him for several assaults and traffic offences kicked in. This was simply second nature and I am sure the vast majority of officers would have done exactly the same."

Mitchell tried to use his Taser but could only connect with the offender's arm and therefore did not incapacitate him, allowing him to get away.

Despite his own injuries, Mitchell limped over to see PC Kidd on the pavement in significant pain being helped by PC Jevons and helped with first aid while awaiting an ambulance.

“ A HIGHLIGHT OF THE EVENING WAS HEARING FIRST-HAND THE COURAGEOUS ACTS THE OTHER NOMINEES WERE RECOGNISED FOR; IT MADE ME FEEL PROUD TO DO THE JOB I DO.

Mitchell suffered ligament damage to his left leg and superficial grazes across his body, leading to him being off work for almost a month and then on restricted duties for several months while making a full recovery.

Serious injuries

PC Kidd suffered serious injuries to both legs as well as mental trauma leading to time off work which significantly impacted his home life.

"This is the most traumatic incident I have dealt with as a police officer. What I initially deemed as a routine traffic stop turned into a high-risk traumatic incident that put the lives of several officers at risk. It shows how dangerous our jobs can be at a moment's notice," Mitchell said.

Luckily, the information the officers gathered for the major crime team and several other supporting units helped locate the driver



who has now been sentenced to a total of five years and seven months in prison for multiple counts of assault and drug supply offences.

Mitchell wanted to be a police officer from the age of 16 so he could help people in need and tackle serious criminality. He has served with West Midlands Police since April 2022, having joined the Metropolitan Police in November 2016, and has carried out various roles within the Force including being a constable on a priority crime team in Walsall prior to moving to the SOCEX team on the same LPA.

Supervisor

Mitchell acted up for more than six months while completing the promotion process and has now been posted as a supervisor to Stechford Response Team E where he is enjoying the variety the role provides.

In July, he and Jessica, who is also a serving officer with the Force, will join other nominees from across England and Wales at the national awards ceremony which is usually preceded by a Downing Street reception hosted by the Home Secretary.

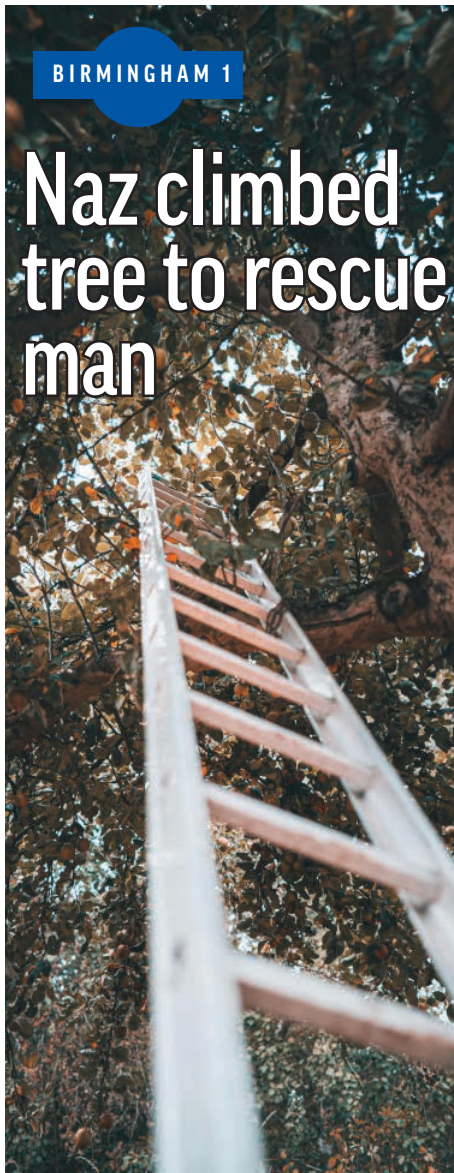
"I am really looking forward to attending the national awards and to hearing more about the incidents for which the other brave officers have been nominated," Mitchell said.

"I feel very flattered and proud to be the West Midlands Police representative at this event."

But he is also keen to pay tribute to other officers: "I am really grateful for the support I received from my colleagues on the day of the incident and the time that followed. My family and I will never forget their efforts in helping me and my colleagues in our time of need and securing a conviction against a dangerous offender."



“ THIS IS THE MOST TRAUMATIC INCIDENT I HAVE DEALT WITH AS A POLICE OFFICER. WHAT I INITIALLY DEEMED AS A ROUTINE TRAFFIC STOP TURNED INTO A HIGH-RISK TRAUMATIC INCIDENT THAT PUT THE LIVES OF SEVERAL OFFICERS AT RISK. IT SHOWS HOW DANGEROUS OUR JOBS CAN BE AT A MOMENT'S NOTICE.



BIRMINGHAM 1

Naz climbed tree to rescue man

A PC who ended an incident in which a man with mental health issues had climbed a 25-foot tree and refused to climb down for more than seven hours saying he wanted to kill himself won the Birmingham LPA 1 bravery award.

The man was spitting, kicking, ripping off branches and throwing them towards officers and ambulance and fire teams.

Negotiators had tried everything to coerce him to come down. Brave PC Aamir (Naz) Nazir, who had four years' service at the time of the incident in July 2025, volunteered to put on fire gear, including a heavy-duty helmet and two harnesses wrapped around him with climbing clips.

He climbed a 14-foot ladder and got hold of the leg of the man who kicked out at him, forcing him to take steps to stop them falling. One kick injured the officer's lip and he was also subjected to racial abuse.

Naz continued with the rescue attempt and eventually managed to bring him down, even though the man was still struggling and kicking out.

The Birmingham 1 award was sponsored by [Warren and Co.](#)

Officers recognised after hotel blaze



BIRMINGHAM 2

Sammy Hussain with husband Bilal.

PCs Robert (Rob) Hart and Sanam (Sammy) Hussain put their own lives at risk when they responded to an incident in which a suicidal man had set fire to a hotel room in which he was staying.

Now, as a result of their selfless actions, they have been presented with the West Midlands Police Federation Bravery Award for Birmingham LPA2 which was sponsored by Serve and Protect credit union.

"The award came a bit out of left field as I actually asked not to be nominated in the aftermath of the incident as it's still a very raw

event that I'm still coming to terms with. It took a lot of cajoling and support from others to feel positive about accepting it," Rob explained.

Recalling the incident, he said: "My first instinct with the job was that it was likely to be a faulty smoke alarm or a bin fire and it wasn't until walking into the building that I actually got some scope on how serious the incident actually was.

"I honestly can't say what I was thinking when I was inside the building or approaching the room where the fire was and I was making

every move and action purely on instinct without conscious thought. I actually wasn't thinking of myself at any point during what happened and was more concerned for Sammy than I was for myself."

Worried

Sammy herself recalled: "I remember walking in and expecting someone to be barricaded inside a room, I never thought the hotel would be on fire. My first thoughts were there's someone inside and we need to save them."

"I was worried for my colleague's safety and he was worried for mine especially when the blaze was well established. We both risk assessed it well and communicated to each other to get others and ourselves out safely."

"What me and PC Hart did officers in our Force do daily and, if anything, some do better than us. I'm proud of us and every officer that puts themselves forward to save life and limb."

Arriving before the fire service, the brave officers went into the building, clearing rooms as they made their way to the fire.

On reaching the floor where the fire had been started, they became aware that it was well established and posed an imminent threat to residents. There was a ring of fire around the door to the man's room so they forced entry to try to save his life.

“ I WAS WORRIED FOR MY COLLEAGUE'S SAFETY AND HE WAS WORRIED FOR MINE ESPECIALLY WHEN THE BLAZE WAS WELL ESTABLISHED. WE BOTH RISK ASSESSED IT WELL AND COMMUNICATED TO EACH OTHER TO GET OTHERS AND OURSELVES OUT SAFELY.

Intense

Sadly, it was already engulfed in flames and the officers were hit by an intense ball of heat that forced them to withdraw but, despite the heat and smoke, they continued to evacuate people from the building, ensuring no other lives were lost.

Rob attended the awards with his partner, Charlotte, and said they both had a good evening, enjoying the opportunity to speak to the other nominees.

Sammy was joined by her husband, Bilal, and described it as an amazing evening.

"Receiving the award was the highlight of the night and I felt so honoured to have been recognised. It was a privilege to stand among other award-winners who I work side by side with daily," she added.



Sam and Rob with Jon Sykes (right) of sponsors Serve and Protect.

Rob, who is 28, joined the Force in 2021 having initially applied in 2019 after finishing university and having his start date delayed by the pandemic.

"I joined the police because I had never actually had any clear idea what I wanted to do but knew that I wanted to make a difference and be a positive influence on events around me," he explained.

Response

During his career, he has had postings in Sandwell, Sutton Coldfield, C3, Handsworth and most recently Bournville.

Sammy meanwhile had always wanted to be a police officer. Now 36, she has four years' service under her belt, having previously worked for a local authority for 16 years.

"It was always a dream to be a police officer and during Covid I decided it was a great time to sign up, a bit of a now or never moment. I have been on the front-line response

for about two years now," she said.

Reflecting on the incident that led to the award, Rob acknowledged that it was all too easy for officers to just deal with traumatic and difficult incidents and then just carry on.

He said: "I didn't take any time off after what happened because I didn't think I was allowed to and I honestly should have taken the time because I never really took a chance to decompress and come to terms with the events of that evening until a lot later."

"TRIM processes are there, they are worth doing and having my TRIM process counsellor at the awards evening was really great for me as I don't think I'd be at work without having gone through the process. If I could pass any advice to others it would be to make sure they're looking after each other and checking on each other when these jobs happen because it's very easy to put a brave face on it and soldier on."



Enjoying the awards night.

Officers rescued man savaged by XL bully

SANDWELL LPA

One of two officers to win the West Midlands Police Federation Bravery Award for the Sandwell LPA says the brave actions for which they were recognised are replicated by other officers on a daily basis.

And PC Harry Simkin, who was presented with the award alongside PC Melissa Smith, said he was incredibly proud not only to receive the award but also to represent all the brave colleagues on his LPA.

"It is fair to say we wouldn't get through the things we do without the support of each other," he explained.

Harry and Melissa, who has since emigrated to Australia, were nominated for the award - sponsored by Anns and Grange - after saving the life of a man being attacked in his garden in West Bromwich by an XL bully dog in March 2025.

"The incident was surprising considering the relatively slow-paced start to the shift we had, which was literally just changing the tyre of the response car as it had a slow puncture. Once we had the tyre changed, we were near enough instantly deployed to the incident from the garage," Harry said.

"My mind instantly ran through all the possibilities of what we could be about to encounter and, with the live updates coming from the control room that initially an XL bully was 'mauling' a man's face and neck and the male was unresponsive, ARV deployment, AD deployment, it was clear that it was going to be a life or death situation requiring fast action.

"The most important thing to me at the time was protecting the victim of the mauling, Melissa and any other members of the public who may have been at risk from the dog."

At the scene, the officers were greeted by members of the public screaming and directing them to help. Looking over the fence from a neighbouring property, Harry could see the dog, stained red with blood, actively latched on to the face and neck of the victim causing severe injuries and leading him to suffering a cardiac arrest.

Harry, who is 25, continued: "It was impossible not to identify the severity of the



Melissa and Harry with Steve Grange from sponsor Anns and Grange.

situation, as well as the need for immediate action knowing specialist units were still a considerable amount of time away. Despite the adrenaline I was feeling, I knew I needed to remain rational and level-headed, as ultimately the responsibility to rescue this male was on me."

Fortunately, Harry had recently completed his Taser X2 course. It was soon clear that, while they would need to assess the situation on arrival, this training would need to be put into action.

Harry remembers telling Melissa to stay behind him for her safety, adding: "The situation unfolded in such a way as there was no time to actively consider my own safety, as soon as one challenge was overcome, another presented itself.

"My only priority was to stay calm and create an opportunity to rescue the victim so he could be treated. When I deployed the Taser and the dog collapsed, I knew I needed to keep it under the effects until the rescue was completed and it was secured.

"The next challenge was co-ordinating the rescue and ensuring it was safe to do so. I had the idea to lift the fence panel to pull the victim into the neighbouring garden for first aid treatment. I fed this idea to Melissa and, with a member of the public, she managed to lift the panel, drag the victim to safety and immediately begin life-saving CPR.

"The aftermath of what happened was surreal. There were what felt like millions of members of the public watching on, emergency services and specialist units were everywhere, media were present, it was overwhelming. Me and Melissa took the time to check in on and be there for each other due to what we had both experienced. When we deal with incidents like this, I believe it's imperative to look after yourselves, be there for colleagues and support one another."

He said: "Due to my faith, I trust that I find myself in the situations that I'm in for a reason. I did what needed to be done at the time and I'm proud I acted as I did. I'm more proud of all my colleagues for their actions. Ultimately, without them, the situation wouldn't have ended as positively as it did."

Harry thoroughly enjoyed the awards night. "It was a brilliant night all in all," he explained, "It was an opportunity to get all dressed up properly in the tunic, with my wife

“ THE MOST IMPORTANT THING TO ME AT THE TIME WAS PROTECTING THE VICTIM OF THE MAULING, MELISSA AND ANY OTHER MEMBERS OF THE PUBLIC WHO MAY HAVE BEEN AT RISK FROM THE DOG. ”

being able to wear her gown, looking beautiful, and spend a lovely night together – along with our unborn daughter who is due in May - in good company.

“It was a real honour to be presented with the award after such a significant traumatic incident which received a lot of online coverage.

“It was nice to see the other recipients, I believe two of the winners from other areas, Sophie and Luke, were in my cohort and we went through initial training together. I also spoke with the overall winner (Mitch), as I knew the officer who was seriously injured in that incident very as he helped me get through the aftermath of an open water incident.

“Personally, to win the award for the SW LPA was a huge honour. I do believe this incident was only an example of the bravery that is demonstrated on a daily basis by all other officers.”

“ PERSONALLY, TO WIN THE AWARD FOR THE SW LPA WAS A HUGE HONOUR. I DO BELIEVE THIS INCIDENT WAS ONLY AN EXAMPLE OF THE BRAVERY THAT IS DEMONSTRATED ON A DAILY BASIS BY ALL OTHER OFFICERS.

Harry has followed in the footsteps of other family members in working within the emergency services.

His Dad and uncle work for West Midlands Fire Service and his Mum worked within the NHS. He admits he didn't always want to be a police officer but loved the idea of being the person to save someone in their time of need.

“I knew the role would be dynamic with lots of options career wise, as well as exciting on a day to day basis,” Harry said.

He has worked in various departments including FCID and the Vehicle Crime Task Force, but most of his time has been spent on response.

Harry adds his bravery award to two Royal Humane Society Awards, one after recovering a child from open water and conducting CPR and the other for the incident with the XL bully.

He is keen to stress that all officers who go attend such traumatic incidents should reach out for support if they struggle to come to terms with what they have seen: “I really would like to say that when people go through traumatic situations like this, it can massively affect you. Please don't suffer in silence. Reach out for support and be there for one another.”



Luke and Katie with their award which was sponsored by Gallaghers, providers of the West Midlands Police Federation Group Insurance Scheme.

Duo in fire rescue

PCs Luke Johnson and Katie Hadley who almost certainly saved the life of a vulnerable, elderly lady from a house fire won the bravery award for the Dudley LPA.

They were on patrol in the Quarry Bank area of Dudley in July 2025 seeking to locate a vehicle stolen in a burglary by a prolific offender when they saw smoke coming from the top windows of a property.

PC Johnson knew the occupant was elderly and deaf so leapt out of the vehicle and ran to the property but found the doors and windows were locked. The smoke alarms were going off but the lady did not appear to be reacting.

They managed to startle the dogs which then made the lady aware of the officers' presence. She came to the front door but was still unaware of the fire.

The two officers moved her and the dogs to safety and called for the support of other emergency workers.

Due to his previous knowledge of the property, PC Johnson knew there was a chance other vulnerable people could be inside so he went upstairs where the fire was located to search. Once satisfied no one else was in the house, he closed all the doors to try to isolate the blaze.



Federation deputy secretary Chris James, representing sponsors Gallaghers, with Luke and Katie.

Sophie tackled knife-wielding man



Ché Donald from sponsors Niche Solutions (left) with Sophie.

Bravery award winner Sophie Hooper says she did not even consider her actions brave when she single-handedly tackled a knife-wielding offender but had simply been committed to making sure he was arrested.

The young PC was presented with the West Midlands Police Federation Bravery Award for the Solihull LPA after being called to reports of a group of balaclava-wearing males carrying knives chasing a victim in Tudor Grange Park, Solihull on 14 June 2024.

"I was single crewed already that shift and happened to be near the offence location when the call came in," Sophie explained.

"It all happened so quickly I didn't really have time to think about how I felt. I just knew there was multiple offenders and an innocent child who had just been robbed at knife point. I knew they would continue to commit offences if they weren't stopped," Sophie explained.

"While I was aware the offender was armed due to the description and information given already, I was unaware how big the large Zombie knife was until he was detained and

searched. I did not want him to commit any further robberies so knew he had to be apprehended."

Sophie, who is 25 and has been with the Force for six years this year, first followed the offender in her car before he ran into the park and then down an enclosed alleyway.

As she was on her own, she red-dotted him with Taser when she realised he still had the weapon and was running towards her.

"I stepped back as much as I could to create some space, but he still continued to run towards me so I returned my Taser to the holster as I knew it would not be effective," she continued.

Sophie was then able to take hold of the offender but was relieved when two members



Sophie and her partner, Jordan.

of her own policing team and officers from neighbourhood and investigations arrived.

"I did not think about my actions being brave at the time. I just knew the offender needed to be stopped. It wasn't until I got this recognition that I thought about the incident properly," she recalled.

The Solihull award was sponsored by Niche Solutions with its director, Ché Donald, presenting Sophie with her award on the night.

Sophie attended the awards with her partner, Jordan, and said afterwards: "I felt very proud to have won the Solihull LPA award. I felt like it was a rewarding evening in itself with everyone being able to have a sit-down meal and speak with people who you wouldn't usually see in your day-to-day role," Sophie said.

Admitting that she had not originally planned to join the police, Sophie signed up after she enjoyed learning about policing while completing a college public services course.

"I wanted to feel I was doing a career where I could give something back to other people," she added.

Sophie began her time with the Force on Bournville response and moved to Solihull after her initial eight weeks' training. She has since worked in numerous roles including response, investigations and within the High Harm team before her permanent posting to Solihull C Unit response three years ago.

“ I DID NOT THINK ABOUT MY ACTIONS BEING BRAVE AT THE TIME. I JUST KNEW THE OFFENDER NEEDED TO BE STOPPED. IT WASN'T UNTIL I GOT THIS RECOGNITION THAT I THOUGHT ABOUT THE INCIDENT PROPERLY,

WOLVERHAMPTON LPA

The winners of the Wolverhampton award which was sponsored by THB Solicitors.



Officers tackled man attacking his mother

Five officers who tackled an armed offender attacking his mother with a large knife and threatening to kill her won the West Midlands Police Federation bravery award for the Wolverhampton LPA.

Sergeants Phillip (Phil) Auger and Ryan Harris along with PCs Keyleigh Bowater, Adam Doyle and Megan Edwards were Walsall based at the time of the incident but were called to the Springfield area of Wolverhampton due to a lack of resources.

Phil said he was honoured to have had his efforts recognised at the awards ceremony.

"It was a privilege, and I feel humbled as I am no different to anyone else, I was just doing my job. Officers on my team do this every day. Every single one of them are brave as they go forward when others run away," he explained.

"The only reason I have this and not

anyone else is that I turned up because they were dealing with other jobs. Any officer in that position would do exactly the same.

"The award is not mine; it is for every officer who day in, day out comes into work and does their job to help others. Despite the hatred we get shown by so many, the public, the media and so on, we still turn up every day and put ourselves in harm's way."

Ryan, who is 42, joined the Force in August 2015 after 15 years in the RAF and echoed Phil's comments, saying: "I was just doing my duty."

Adam, who started his policing career with Nottinghamshire Police in 2013 and transferred to West Midlands Police four years later, added: "During the awards evening, it was inspiring to hear about the bravery shown by officers throughout West Midlands Police. It's not often you hear about

the positive great work officers do every day, so it was refreshing.

"I felt honoured to receive an award. There are so many brave things I see and hear of officers doing every day so, to get recognised, was a great feeling."

Ryan, who has mainly been on response since joining the Force along with a couple of years working in custody, said he felt humbled to attend the awards night and receive an award.

When the officers arrived at the scene, the knifeman had stabbed the woman eight times in her arms and legs, causing deep wounds. She was in excruciating pain and believed she was about to die causing her to fear who would look after her three children.

Despite being in imminent danger, the officers displayed exceptional courage and professionalism in their swift and decisive actions to save the woman.

Her 13-year-old daughter had locked herself in the bathroom, so the officers reassured her through the window, while trying to gain entry to the property.

With blood curdling screams from the

Continued on Page 20



The winners with their awards and certificates.

victim intensifying, Ryan made the critical decision to break the windows to get into the house.

He explained: "My overwhelming priority was to get into the address and stop a potential triple murder."

Adam, who attended the awards night with his wife, Debbie, explained: "My initial thoughts were about how to get into the address. The door was locked, windows locked, children were locked in the bathroom. We had to get in quick as the suspect had gone upstairs with the knife, he had already stabbed the victim, and we could hear intense screaming.

"The main feeling was desperation to gain access to get the victim to safety. Ryan did a great job of smashing one of the windows to the point we could reach in and open it.

"As the incident unfolded, my own safety didn't cross my mind. I had a Taser; the suspect had a knife. It was my job. It was only after the incident I thought about how many ways it could have ended worse.

"At the time I didn't consider it brave, but upon reflection, it was. However, I know that most officers in that situation would have done the same thing as it's what we signed up to do. I work with great officers every day; there are so many incidents where officers do amazing things that the public don't get to hear about."

On gaining entry to the property, Adam immediately located the suspect, drawing his Taser and giving clear, authoritative instructions leading to the offender's safe detention though he admits it was difficult to

single-handedly handcuff him while he maintained the Taser red dot on him.

Meanwhile, student officer Megan took charge of the victim's children, ensuring their safety and offering reassurance.

Fellow student officer Keyleigh helped Ryan provide first aid for the victim. Phil played a crucial role in managing the suspect who it was believed may have taken drugs.

“ I KNOW THAT MOST OFFICERS IN THAT SITUATION WOULD HAVE DONE THE SAME THING AS IT'S WHAT WE SIGNED UP TO DO. I WORK WITH GREAT OFFICERS EVERY DAY; THERE ARE SO MANY INCIDENTS WHERE OFFICERS DO AMAZING THINGS THAT THE PUBLIC DON'T GET TO HEAR ABOUT.

Throughout, Ryan was cited for showed outstanding leadership and, despite sustaining injuries, remaining at the forefront of the incident.

"I had always wanted to join the police since I can ever remember. I come from a family of domestic violence between my parents, and the police were always in my

house. I looked up to the officers and wanted to help people who maybe couldn't help themselves," he explained.

Phil, who is 51, joined the Force in 2007. Having wanted to be a police officer from a young age, serious illness in his 20s initially prevented him doing so.

But, after life-saving surgery, he was able to follow his dream in his early 30s, spending most of his service on the frontline on response first as a PC and now as a sergeant.

Phil attended the awards night with his Mum, who attended two earlier awards nights with him in the last six months as he had also received both an LPU award and another from the Royal Humane Society.

Adam, who is 34, started his policing career with a couple of years as a Special with Staffordshire Police and wanted to join the police service after studying public services at college.

"I liked the idea of doing something different every day and doing something exciting as a career. I have spent my whole career on Response, and I have always enjoyed the role due to its fast pace," he said.

He concluded by thanking West Midlands Police Federation for organising the event.

"A massive thank you to the Federation for a great night and for the recognition of all the officers involved," Adam said.

Ryan, who attended the awards evening with a colleague as his family were all in Wales, added that it was a good night and that he enjoyed talking to the other nominees.

"It was great for everyone to be acknowledged," Ryan explained.

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Branch officials mark International Women's Day

Sunday 8 March 2026 was International Women's Day – a global day celebrating the social, economic, cultural, and political achievements of women. The day also marks a call to action for accelerating gender equality. To mark the day, two of the West Midlands Police Federation officials talk about their roles.

Chair encourages more women to get involved with the Federation



Jess Davies.

More women are being urged to get involved with the Federation by putting themselves forward as workplace representatives when the opportunities arise.

The encouragement came from Jess Davies, chair of West Midlands Police Federation, as she marked International Women's Day on 8 March.

"In May 2025, I became the first female to chair the West Midlands Police Federation branch, something I am immensely proud of and definitely something to celebrate for this year's International Women's Day," she explained.

"Throughout my time as a Fed rep, I have helped many female officers with flexi-working and maternity guidance and ensured they are aware of the relevant regulations and legislation.

"My goal as a Federation chair is to encourage more females to think about becoming Fed reps as we are still male dominant, particularly in specialist areas such as conduct and performance liaison officers (CAPLO)."

Give to Gain

This year's International Women's Day theme is Give to Gain, which it was hoped will emphasise the 'power of reciprocity and support'.

The theme, Jess says, fits in with Federation work: "I joined the Force in 2001 and became a Fed rep in 2021 having been through an ordeal myself during which I had outstanding Federation support, leading to a successful outcome. This made me determined to use my own experience to help others by becoming a Fed rep myself.

"I fully support the notion of Give to Gain, as I have gained so much personal and professional satisfaction from giving up my



own time to support others."

Away from the Federation, Jess acknowledges the police service has come a long way in the 25 plus years since she joined.

"In fact, the final push for me to join was while I was working at Birmingham Airport and had a really good relationship with what was called Special Branch back then," she said.

Modernised

"When I told them I was planning on joining they laughed and said 'you could never be a police officer'. It wasn't malicious – I suppose it was old school 'banter', but I've never looked back! I'm glad we have modernised since then."

Jess added: "As with everything I stand for, however, I think balance is so important. While I take violence against women and girls, and misogyny extremely seriously, I don't want young boys and men to become demonised.

"I am a mother of 1a 2-year-old son and I embrace the power of bringing him up to respect everyone including females. The work of Dr Sophie King-Hill puts this across very articulately and I would recommend watching some of her work on YouTube."

“ I FULLY SUPPORT THE NOTION OF GIVE TO GAIN, AS I HAVE GAINED SO MUCH PERSONAL AND PROFESSIONAL SATISFACTION FROM GIVING UP MY OWN TIME TO SUPPORT OTHERS.

Making a difference for members



Julie Fleming.

Making a difference in supporting Federation members helps Julie Fleming feel proud in her role.

Julie Fleming is West Midlands Police Federation's co-lead for equality and diversity.

For Julie, giving to others through supporting Federation members has enabled her to gain a new perspective on policing.

"I no longer directly serve the public, but I support our officers and the Force in order to indirectly provide best service to the public," said Julie, who first joined West Midlands Police in 2002.

"I have gained a new lease of life taking on this role. Prior to taking this up, I had probably hit a wall a bit motivation wise. I felt it was becoming difficult to feel like I was providing a positive service and 'making a difference' when I felt policing had become more reactive than proactive.

"Now, even though some of the cases I deal with are upsetting and can be challenging, I do feel like I gain pride in the fact that I am making a difference again in supporting our members, the officers and Specials who day in, day out are out serving and protecting the public."

Having spent most of her career working



in Coventry, Julie became a West Midlands Police Federation workplace representative in 2018 and took on the full-time equality role in 2020.

"I feel that my length of service means that I bring experience in understanding the pressures on officers across various roles, but also the increased pressure the organisation may feel due to public scrutiny," she explained.

"All of this impacts the demand on the police. I have a good understanding of the mental health impact this can have, and I can draw upon recent health conditions I have

experienced myself to provide support and empathy, while also guiding officers towards what they can ask for from the organisation.

"I am also realistic in my approach as to what is reasonable for both the officer and the organisation. I am at the stage in my service and the age where I feel empowered to speak out when required. The Federation, and WMP, have gained someone who is fair, realistic and reliable."

[Find out more about International Women's Day.](#)

Time Off for Dependants: understanding your entitlements

Officers are being reminded of their entitlement to time off to care for dependants, and that, unlike with police staff, there is no cap on the number of times they can take this type of leave in a year.

Time Off for Dependants (TOFD) is a statutory benefit provided under the Employment Rights Act 1996 but, until it was incorporated into Police Regulations and Determinations (Annex T) in 2003, did not apply to police officers since they are not classed as employees.

In Police Regulations, TOFD is classed as duty and, as such, is an entitlement to paid leave whereas outside of policing it is generally unpaid leave.

Nevertheless, police forces have developed TOFD policies that have invariably been based on the police staff agreement and do not properly reflect the provisions that should

apply to police officers as laid out in Annex T even though a force policy cannot over-ride Police Regulations.

It is possible to limit the number of days paid leave for police staff as the underpinning legislation is for unpaid leave, however, there is no such thing as unpaid TOFD for police officers.

Under Annex T of Police Regulations, TOFD has to be treated as duty and police officer duty is always paid. While most instances of TOFD will be a day or two, longer periods of time off may occur. A policy cannot restrict the number of days available to a police officer.

Similarly, there is also no limit under Annex T on the number of occasions a year the entitlement can be taken. As long as the leave is necessary and the other conditions in Annex T are met, there is no limit on the number of occasions it can be used in a year.

Who is covered?

Probably a wider group than you might expect.

- A spouse, also including a civil partner
- Children, even if they no longer live in the same household as the officer
- Parents
- Grandparents and siblings are not covered specifically but the definitions are wide enough to include them in certain circumstances.

What is clear is that every family is different and, if the circumstances are right, then a wide variety of people are covered. A widowed uncle who has no children of his own or a family friend or even a neighbour may also be covered for some parts of the entitlement if they rely on an officer to make arrangements for them when things go wrong.

Some force policies refer to this as carers' leave, which can serve to minimise the scope

“ THE MOST COMMON OCCURRENCE IS LIKELY TO BE A SICK CHILD. IF THE FAMILY GET UP ONE MORNING AND A CHILD IS VERY UNWELL THEN THE OFFICER IS ENTITLED TO DEAL WITH THE SITUATION.

of ToFD and what it is intended to cover. Most people wouldn't consider themselves to be a carer to their spouse, nor would they think of themselves of being a carer to their parents if all they did was help out when things go wrong.

ToFD is about caring and providing support for loved ones, but it also more than that so avoid accepting the premise that this only about carers – it covers all those outlined in the regulations.

What circumstances are covered?

There are five listed reasons for the entitlement in Paragraph 1 of Annex T. To be eligible for the leave, an officer needs to show they meet the particular requirements set out there. Most importantly they need to show that the leave is necessary.

The acceptable reasons for the leave fall into three broad categories:

- **Responding** to something that has happened so to provide assistance on an occasion when a dependant falls ill, gives birth or is injured or assaulted, or to make arrangements for the provision of care for a dependant who is ill or injured
- **The death of a dependant**
- **Unexpected caring needs.**

Responding

The most common occurrence is likely to be a sick child. If the family get up one morning and a child is very unwell then the officer is entitled to deal with the situation. That might take an hour or the whole day.

The officer should notify their line manager and attend work when able. They should not be required to make up the time, and they should not suffer any negative comment or other impact for taking up their entitlement.

Another example would be if an officer's parent is in a car crash, not admitted to hospital but is then immobile. If no alternative support is available, the officer is entitled to respond by providing the assistance they need on their return home, even if this means leaving work to do this.

This would be ToFD, and the remaining part of their Tour of Duty would be classed as such.

The area of doubt - and sometimes an area of disagreement between officers and their manager - is how long they are entitled to take off. There is no specified limit on the length of a period of ToFD - but it must be reasonable.

The vast majority of instances of ToFD to provide assistance will be a day or less, but not always. The key therefore is the personal circumstances of the officer and their dependant and the specifics of the case.

This leads to the second reason the entitlement applies: the need to make arrangements for the provision of care of a dependant who is injured or ill. In many cases it won't be clear cut where providing care, and making arrangements for future care start and end, they may overlap.



Officers are advised to respond immediately to the need, but very quickly start actively exploring options for someone else to take over. It is likely to be case specific, but ToFD is not intended to allow officers to remain off work for long periods of time providing care, however, sometimes it isn't easy to put in place long-term solutions.

The provision is flexible enough to provide for an officer who needs more than the usual few days if they approach it with good intent and actively seek to make future arrangements. Sometimes an officer may need to help without giving any care themselves e.g. if a parent is being discharged from hospital there may be lots of work to do with the hospital, local authority, private care providers to put in place future care.

All the time spent doing this is classed as making arrangements under ToFD and can be taken as such if its needs doing during duty hours.

The death of a dependant

Forces and managers often have wide discretion to grant paid or unpaid compassionate or special leave. However, in the event of an issue arising Annex T provides a basic entitlement to paid leave.

This would cover the practical arrangements that need to be made in the event of a death of dependant, it is not about time away from work to grieve. Things such as waiting with a body for a doctor to certify death, identifying the deceased, arranging the funeral, attending the funeral, managing probate are matters which are necessary in consequence of the death.

These actions are likely to be between a few hours to a day over a period of time. Each occasion would be likely to fall within the entitlement to ToFD.

In the case of the death of a baby within 15 weeks before the expected date of birth, an officer is entitled to receive their entitlement to

both contractual and statutory maternity pay and leave (see Annex L). This would be in addition to any compassionate leave or ToFD.

Annex TA also provides two weeks' paid parental bereavement leave for officers following the death of child. This is also in addition to any compassionate leave or ToFD.

Unexpected caring needs

This gives officers leave to take action due to the unexpected disruption or termination of arrangements for the care of a dependant or to deal with an unexpected incident which involves their child while at an educational establishment.

This section of Annex T will be important to those with child or eldercare commitments and maybe particularly to women police officers who may have already reduced their hours to cope with their home life responsibilities.

Working part-time does not limit an officer's entitlement to ToFD. It is expected that all officers will have already put in place ongoing provision for the care of any dependants based on their circumstances. However, every now and again, care arrangements break down and these provisions allow time away from work to put an alternative in place.

It is likely that bad weather that cause a school to close would also come within this. An officer who is unable to leave their child at school or make alternative care arrangements for them should be able to exercise their entitlement to ToFD.

What is not covered?

ToFD is not designed to allow an officer to provide the care required by a dependant – it is to give the officer the time and space to set up care arrangements or to deal with a unexpected event involving a dependant.

It is not designed to deal with personal difficulties such as a domestic appliance breakdown or pets. Neither is it available to provide for regular visits to doctors or hospital.

Some colleagues will have significant caring responsibilities for a parent or, for example, a child with disabilities. The time needed for this should be managed through part-time or flexible working, change of role or hours or other bespoke agreements.

ToFD is the back-up for when there is disruption to the plans in place or a new event, not an alternative to putting long-term solutions in place

Seeking help

If you have any queries about ToFD or difficulties in taking this type of leave, please contact your workplace Federation representative or the full-time officials for further help and advice.

“ AS LONG AS THE LEAVE IS NECESSARY AND THE OTHER CONDITIONS IN ANNEX T ARE MET, THERE IS NO LIMIT ON THE NUMBER OF OCCASIONS IT CAN BE USED IN A YEAR.



The Federation promoted its Copped Enough campaign.

Federation chair supports Walsall wellbeing event

West Midlands Police Federation chair Jess Davies attended a Force wellbeing event.

The Back to Basic themed events have been organised by Sophie Petrie, the Force wellbeing lead.

“As a Federation, we were keen to support these events,” says Jess, “We appreciate the pressures officers are facing and believe it is critical that the organisation puts their wellbeing to the fore.

“The Force’s first priority should be the welfare of its officers, police staff, Specials and volunteers. Only by supporting its own people can the Force deliver the policing services our communities need and deserve.

“These events put the spotlight on the support available to people, serving as a reminder that there is always somewhere people can turn to if they are struggling at work. It can be difficult to admit that you need

some extra support but taking that first step to getting help is so important.

“We need to ensure that once the wellbeing events come to an end, welfare remains on people’s radar. Members can always reach out to their Federation workplace representatives or the branch officials if they need help, support or advice.”

Wellbeing dogs

Jess attended the Walsall wellbeing event which ran from 10am until 2pm on 19 February. The event was well attended with the Force wellbeing dogs, Margot and Brock, proving a hit with visitors.

The branch chair made the most of the

opportunity to talk to members on the day, discuss the support the Federation can provide and answer any queries people had.

Wellbeing events had already been held at Coventry Chase Avenue LPA on Wednesday 4 February, Solihull the following day and Sandwell on Monday 9 February.

These were attended by Patrick McBrearty, the West Midlands Police Federation health and safety lead, deputy secretary Chris James and branch equality co-lead Jon Nott respectively.

Dudley LPA hosted a wellbeing event on 18 March.

“ WE APPRECIATE THE PRESSURES OFFICERS ARE FACING AND BELIEVE IT IS CRITICAL THAT THE ORGANISATION PUTS THEIR WELLBEING TO THE FORE.

'Officers deserve proper support'

New workplace representative Simon Hill gives an insight into why he put himself forward for election, why he wants to support members and the challenge of carrying out his Federation role alongside his Force duties

Having had times in his own career where he needed professional advice and representation, one of West Midlands Police Federation's newest workplace representatives believes it is incredibly important for officers to feel supported, properly advised and fairly treated.

But Simon Hill freely admits that it can be hard to juggle his 'day job' as a response sergeant at Bournville Lane police station with his voluntary work as a Federation rep.

Nevertheless, he is committed to ensuring that he gives members the support they deserve.

"The most challenging aspect so far is balancing my full-time role as a response sergeant with ensuring I am available and accessible to members who need support. Frontline policing is demanding, and the pace rarely slows," says Simon, who was elected as a rep in the latest branch elections in July last year.

"However, representation requires time, focus and proper preparation. It's important to me that when a member seeks advice, they receive my full attention and considered guidance. Officers deserve proper support, not rushed conversations, and I take that responsibility seriously.

"Officers deserve to understand the procedures they are subject to, and they deserve representation that is calm, objective and grounded in regulation.

"When navigating complex procedures or uncertain outcomes, having knowledgeable representation makes a significant difference both professionally and personally.

"My aim is to ensure members are treated fairly and proportionately, and that procedures are applied consistently. One of the most important part of the role is ensuring officers understand the process and do not feel isolated."

He adds: "I also encourage early advice, engaging at the earliest stage can often prevent unnecessary escalation and reduce stress."

While Simon is only a relatively short time into his Fed rep role, he has been able to offer support to members through conduct investigations, performance processes and regulatory matters

"I have found that sometimes representation requires firm challenge; at other times it requires measured guidance and

reassurance. Knowing when each is appropriate is key," he admits.

Simon is already finding the role rewarding.

"It is good to see a member regain confidence after a difficult period. Whether that is resolving a matter fairly, returning to full duties or simply feeling reassured that their position has been properly represented, knowing you have helped someone navigate a challenging time makes the additional workload worthwhile," he explains.

His decision to put himself forward as a Fed rep came from his strong beliefs in fairness, due process and proportionality: "Having worked across response, traffic, custody and immigration enforcement and now as a response sergeant, I have seen firsthand the pressures officers face. I wanted to ensure colleagues had someone approachable who would listen, give honest advice and stand beside them when needed."

Alongside his operational role, Simon is studying law with the Open University with that academic perspective deepening his understanding of legal process, accountability and litigation, and complementing his ability to support members.

He joined the Force in October 2003, having started his policing career with Hertfordshire Police.

Simon served with the Royal Navy and remembers seeing a police recruitment advert featuring the boxer Lennox Lewis.

"It genuinely sparked something in me," he recalls, "The message about resilience, strength of character and stepping forward into challenge resonated strongly.

"I had already been serving, but policing felt like a different kind of service; one rooted directly in communities, where decisions have immediate impact. It wasn't just about enforcement. It was about responsibility, presence and standing up when it matters. That advert stayed with me, and ultimately it influenced my decision to pursue a career in policing."

His first posting within West Midlands Police was at Longbridge Police Station on E1 OCU, working on response. He has worked predominantly in frontline policing throughout his career, including roles in response, traffic and custody, giving him with broad operational experience.

Simon also spent some years working



Simon Hill.

within immigration enforcement, which expanded his experience in investigative casework, evidential standards and regulatory frameworks, and also gave him a different perspective on enforcement, governance and proportionality, which continues to inform his approach to policing today.

Looking ahead, he says there are challenges ahead for the Force. With demand remaining high and the complexity of incidents continuing to increase, he believes supporting officer welfare while maintaining operational effectiveness will remain a key challenge.

"Clear communication, consistent decision-making and strong leadership will be essential in sustaining morale and public confidence," Simon argues.

Meanwhile, he says it is vital the Federation ensures accessibility, transparency and visible support for members. Officers need to know the Federation is approachable, proactive and prepared to engage constructively when required.

Beyond the Force, the police service, Simon explains, must tackle the issues of recruitment, retention and public confidence.

He concludes: "Policing operates under intense public scrutiny, and officers are subject to critique on a daily basis. While accountability is essential in maintaining trust, the volume and immediacy of criticism can at times feel overwhelming for those working on the frontline.

"Supporting officers within that environment, ensuring they feel valued, fairly treated and properly led, will be critical. Maintaining high professional standards while also protecting morale and wellbeing is one of the key challenges facing policing today."

The difference between priority and non-priority debts - and why it matters

With so many types of debt, it can be hard to know which should be paid first. Understanding the difference between priority and non-priority debts helps you budget more effectively and stay in control of your money, according to PayPlan.

What are priority debts?

Priority debts are those that must be paid to avoid serious consequences - from losing access to essential services to facing legal action.

That's why these debts are called priority debts - they should always be paid first over other debts.

What happens if I don't pay priority debts?

The consequences depend on the type of debt and can include:

- **Bailiff action** - for example, if you don't pay your council tax, gas and electricity bills.
- **Disconnection of utilities** - if gas or electricity bills remain unpaid.
- **Losing your home** - in the most serious cases, missed rent, mortgage or secured loan payments can result in eviction or repossession.
- **Repossession of a vehicle on finance** - if you fall into arrears.



What types of priority debts are there?

Common priority debts include:

- **Mortgage or rent arrears**
- **Council tax arrears**
- **Gas and electricity arrears**
- **HMRC**
- **TV licence fines**
- **Court fines or child maintenance**
- **Hire Purchase (HP), Personal Contract Purchase (PCP) or Lease Agreement arrears**

What are non-priority debts?

Non-priority debts are still important - but the consequences of missed payments are generally less severe. They don't usually put your home or essential services at immediate risk.

What happens if I don't pay non-priority debts?

If you fall behind on these, you could face:

- **County Court Judgments (CCJs)** - creditors may take legal action to recover what you owe.



- Debt collection - your debt could be sold to another company that pursues repayment.
- Damage to your credit file - missed payments can lead to default notices and harm your credit rating.

What types of debt are non-priority?

Common non-priority debts include:

- Credit cards
- Personal loans
- Store cards or catalogue debts
- Overdrafts.

What this means for your budget

When managing your household budget, always make sure priority debts are covered first - they carry the most serious consequences if left unpaid.

Once those are managed, focus on non-priority debts. Keeping up with minimum payments, where possible, can help prevent defaults while you explore longer-term solutions.

We're here to help

If you are struggling with debts call PayPlan on **0800 072 1206**. PayPlan is open from 8am - 8pm Monday to Friday and 9am - 3pm on Saturdays.

Alternatively, you can visit a [dedicated website](#) for West Midlands Police Federation members to speak to us via live chat or more information

About PayPlan

PayPlan works with West Midlands Police Federation to provide free comprehensive advice, guidance and support for anyone struggling with their finances. Its purpose is to help you take back control of your money.

Money worries are constantly on the minds of many, and the stress of having to cope with this - coupled with the effect it can have on work, family life, health and relationships - can be all-consuming. Sharing these concerns with the people closest to you isn't always an option for everyone, but



ignoring these worries can make things worse.

PayPlan has more than 20 years' experience helping people resolve their financial difficulties with free debt advice. Every year, it offers guidance on a wide range of debt solutions to more than 80,000 people who are struggling with debts.

Visit the [PayPlan website](#) or call **0800 009 4146** for free, confidential advice.

Get free debt advice

PayPlan offers free and confidential advice to find a solution that is tailored towards your needs. See PayPlan's [debt advice leaflet](#) for more information.

PayPlan free downloadable documents

[Moneywise](#) - A quick guide to managing your money

[Assess what you owe](#) - Instructions to set up your own income and expenditure statement

[Debt solutions in brief](#) - A simple guide to debt solutions

[Preparing for a telephone consultation with PayPlan.](#)

For more information and to contact us

You'll find our team of trained advisers understanding of your situation and always on hand to help you find a solution that fits

your life. They will never tell you what to do, but they will offer you best advice, share their experience and help you every step of the way.

For free, confidential and impartial money advice, you can call PayPlan on **0800 009 4146** or visit the [PayPlan website](#).

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More than debt advice

Tackle your debts

Debt Awareness Week ran from 16 to 24 March

For many people, the hardest part of dealing with debt isn't the numbers, it's the fear of reaching out.

- Feeling embarrassed
- Worrying there won't be any help
- Concerned about their credit score.

PayPlan's advice is free, confidential and based on an individual's situation. It believes everyone should be able to access free, confidential debt advice, regardless of their circumstances or communication needs.

That's why it offers multiple ways to receive support:

- Phone
- Live Chat and WhatsApp
- Email, or
- Post
- Real-time translation with Language Line
- BSL interpretation via SignVideo
- Large print, Braille and coloured paper.



All tied up for Ben Fund

A retired West Midlands Police chief inspector and a group of fellow police pensioners have helped raise £1,500 for the Benevolent Fund.

Two years ago Dennis Dixon and some former Force colleagues organised a reunion for retired C Division officers and police staff at Harborne Golf Club.

Those who went were asked to pay £5 to attend and the £350 left over when the venue hire was covered was donated to the West Midlands Police Benevolent Fund to support members facing illness, hardship or distress.

Invitation
“The following year we decided to organise a Force-wide reunion, this time at Aston Villa FC

and we also extended the invitation to serving officers and staff too,” explained Dennis.

“We were asked to source ties for the former Birmingham City Police and, on this occasion, a further £1,150 was raised. Once again this was donated to the Ben Fund.”

As an added gesture, the ties remaining were donated in a presentation case to the families of eight former Birmingham City Police officers who had died in recent years.

Last year, Dennis was asked to source ties for the Force and, with the Chief Constable's permission, the Force crest was depicted on three distinctively designed ties and a scarf.

These are now being offered for sale at £13 for the ties and £17 for the scarves, with a £3



charge for packing and postage. Any profits will once again be donated to the Benevolent Fund.

“More than 100 ties and scarves have so far been sold and are being worn with pride by serving and retired officers,” said Dennis.

Welcomed

Jess Davies, chair of West Midlands Police Federation, has welcomed the fundraising efforts.

“It's great to see former officers continuing to support the Benevolent Fund which does so much for its subscribers,” says Jess.

“I hope that more officers and former colleagues consider buying these ties and scarves to help boost the fund's work.

“For me personally, it's particularly nice to hear what Dennis is doing in retirement as my Dad, who was just a probationer with the Force at the time, worked with him.”

If you would like to buy a tie or a scarf, please [email Dennis](#).

About the Benevolent Fund:

West Midlands Police Benevolent Fund was set up in 1974 after several local forces combined to form West Midlands Police.

You can become a member of the Ben Fund if you pay £2 per month from your salary or pension.

You can apply for these benefits:

- Interest-free loans
- Grants
- Small gifts (sickness vouchers)
- Residential physiotherapy and wellbeing breaks
- Online counselling
- Death grants of £4,000 to nominated person – for serving members only
- £25 per week to children of deceased officer or police staff employee up to 16 years of age or 18 if in full-time education – for serving members only
- Discounted holidays at the fund's holiday properties
- Exclusive rewards scheme offering a range of discounts
- Free will-writing service
- Access to family events.

You can join by completing an [online form](#) or [download a PDF version to print](#), and send it back to the Benevolent Fund at [Guardians House](#).

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

Our experts:

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



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Partner and Head of International Family Desk

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+44 (0)7525 911 737



Marie Kilgallen
Partner

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+44 (0)7823 850 018

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.

Discounted breaks available for members



With the promise of spring upon the horizon, your thoughts may be turning to the holiday season and booking a well-deserved break to enjoy in the coming months.

Being a member of the West Midlands Police Benevolent Fund has lots of benefits including access to our exclusive holiday homes.

Members can book one of our two holiday homes in [Dartmouth](#) or [Weymouth](#) at a discounted rate.

Every year we hold a ballot where members can bid for a week at either property. Any remaining weeks (not allocated in both ballots) can be booked via their online calendar on the website, on a first come, first serve basis.

Our holiday ballot has now closed and everyone who entered has been contacted. Thank you to those who expressed an interest.

If you missed it or weren't successful this time – don't worry, we still have a few weeks available for members to book.

Simply visit the holiday home pages on our website www.wmpben.co.uk for details.

WEEKEND BREAKS IN THE RIBBLE VALLEY
St Michael's Lodge will be re-opening its doors on weekends for guests to enjoy their bed and breakfast offers.

Thanks to our unique partnership with the North West Benevolent, we can offer members discounted weekend breaks at St Michael's Lodge.

During week days, St Michael's Lodge offers state-of-the-art treatment for members wishing to visit for a five-day residential wellbeing break or intensive physio.

On the weekends, it opens its doors to

members who want to experience the friendliness, fine food and hospitality of the North and simply spend a relaxing weekend away.

Set in the beautiful Ribble Valley in Lancashire, St Michael's offers comfortable surroundings, superb facilities, not to mention a hearty northern breakfast.

The two-night brea, is Friday and Saturday night, staying in the thoughtfully decorated en suite rooms that include a TV and a mini fridge.

***Offer price per couple for a two-night stay:**

Superior room - £190.00

Small superior room - £170.00

Standard room - £150.00.

*Prices are based on two adults sharing and include bed, breakfast and full use of St Michael's impressive swimming pool, sauna, gym, outside hot tub and games room. Sorry no dogs or children under 18 years.

Please note this is separate to the residential physiotherapy and wellbeing breaks we offer our members.

The weekend breaks will resume again on Friday 3 April 2026 and their last weekend for the year will be Friday 30 October.

We are now taking bookings. Please visit our website www.wmpben.co.uk and select the B & B breaks page for details on how to book.

MORE OFFERS ON UK BREAKS

You can find more offers on travel through our members exclusive Your Rewards scheme. For details on all the latest offers from cosy cottages to family days out to keep the kids

entertained this half-term visit

www.yourrewards.co.uk

Our membership fees will be frozen for a further 12 months

Membership subscriptions fees will remain frozen again for the 14th consecutive year.

We deliberately keep subs to a minimum to make it affordable for everyone. Here's a reminder on all the membership benefits.

Full members (serving officer or police staff employee)

Subscription per month is £2. You can apply for these benefits:

- Interest-free loans
- Grants
- Small gifts (sickness vouchers)
- Residential physiotherapy and wellbeing breaks
- Online counselling
- Death grants of £4,000 to nominated person
- £25 per week to children of deceased officer or police staff employee up to 16 years of age or 18 if in full-time education
- Discounted holidays at the Fund's holiday properties
- Exclusive rewards scheme offering a range of discounts
- Free will-writing service
- Access to family events.

Not a member of the fund? You can join online via our website or QR code.



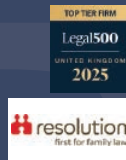
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Contact your dedicated force
representatives today on

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



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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)

In the latest in a series of features putting the focus on Police Regulations, we turn to expenses and travelling time.

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

Expenses and travelling time

Q I've been retained on duty and had to buy a meal what can I claim?

A If you have been retained on duty more than two hours past your normal finish time then you are entitled to claim for a meal. The only requirements under regulations are that the meal is reasonable and receipted.

There is no requirement for you to purchase this meal after your normal finish time. If you were aware earlier in your shift that you would be retained on duty you can purchase this meal in anticipation. However, if you are then not required to remain on duty you would not be entitled to claim for it.

Q Am I entitled to claim for a meal during my shift?

A If an officer is unable to obtain a meal in their usual manner and as a result it costs the officer more money, then the officer can claim the difference between what they normally pay and the cost of the replacement meal.

There is no distinction between an officer being on a scheduled tour of duty or being required to work on a rest day. It all hinges around being able to obtain a meal in their normal manner. If they can't then they can claim.

It is a reasonable expectation that if your role means you may not be able to return to your parade station for refreshments then you ensure you have the facility to take your food with you (ie cool bag). However, if you have a microwave meal, for example, you should be provided with facilities to heat this when you take your break. These facilities do not have to be at a police station providing they are available for you to use.

If these facilities are not available to you

and this means you are unable to take your meal in the usual manner, then you are entitled to claim for a replacement meal.

In conclusion, unless the officers can show they were unable to obtain a meal in their normal manner and have deducted the cost of that meal from the replacement meal, the claim will fail.

Q I was injured in the execution of duty and have had medical costs, am I entitled to claim?

A You are entitled to be reimbursed by the Force for any NHS medical, dental or optical charges as a result of being injured in the execution of duty. This is set out in Regulation 35 Annex V and covers any charges under Section 77-79 of the National Health Services Act 1977.

Q I'm having to attend a police residential training course what can I claim?

A At the Police Negotiating Board meeting on 9 February 2005, it was agreed that the incidental expenses allowance for those attending residential training courses should be frozen at its current level of £4.43 per night. The maximum allowance is £17.77 per week, except where an officer has to attend for a week's course of training on the preceding Sunday night and will therefore be in attendance for five nights.

Q What will I get paid if I have to work away from home?

A Currently officers are only entitled to payment for working away from home if they are 'held in reserve'. The allowance for being 'held in reserve' is £60 per night.

An officer is 'held in reserve' if they are

servicing away from their normal place of duty and are required to stay in a particular, specified place rather than being allowed to return home. An officer is not 'held in reserve' if they are servicing away from their normal place of duty only by reason of being on a training course or carrying out routine enquiries.

If you are 'held in reserve' you may also be entitled to hardship allowance of £40 per night. This only applies if 'proper accommodation' is not provided. The definition of 'proper accommodation' is a single occupancy room with use of en suite bathroom facilities.

The hardship allowance is reliant on the 'held in reserve' allowance. Therefore, if you are not 'held in reserve' you are not entitled to the hardship allowance irrespective of the level of accommodation.

Q What do I get paid for being on-call?

A As of 1 September 2025, WMP amended the on-call allowance to fall in line with Police Regulations. This sets the on-call allowance at £30 per day for any day that a person is on-call, there is no longer any uplift for being on-call on rest days or bank holidays.

A 'day' means a period of 24 hours starting at a time determined by the chief officer after consultation with the Branch Board (currently 07:00 - 07:00 in WMP). However, they are not required to be on-call for the whole day as some departments on-call is only for outside of normal working hours.

On-call is a voluntary activity.

Q How do I claim tax relief on my Federation subscriptions and other expenses?

A You can claim tax relief on your Federation subscriptions and flat rate expenses via the HMRC portal. Find out more.

Q I am being asked to work at a different location on occasion (also includes training) what am I entitled to?

A You are entitled to travel time of 1 hour (30 minutes each way), this can either be included in your normal duty time (so you would arrive 30 minutes later and leave 30 minutes earlier) or added on to your duty time in which case you are entitled to payment or TOIL (your choice) for the extra hour.

You are also entitled to claim mileage expenses in accordance with the Force mileage policy.

For further information please refer to: Annex V - Expenses.



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