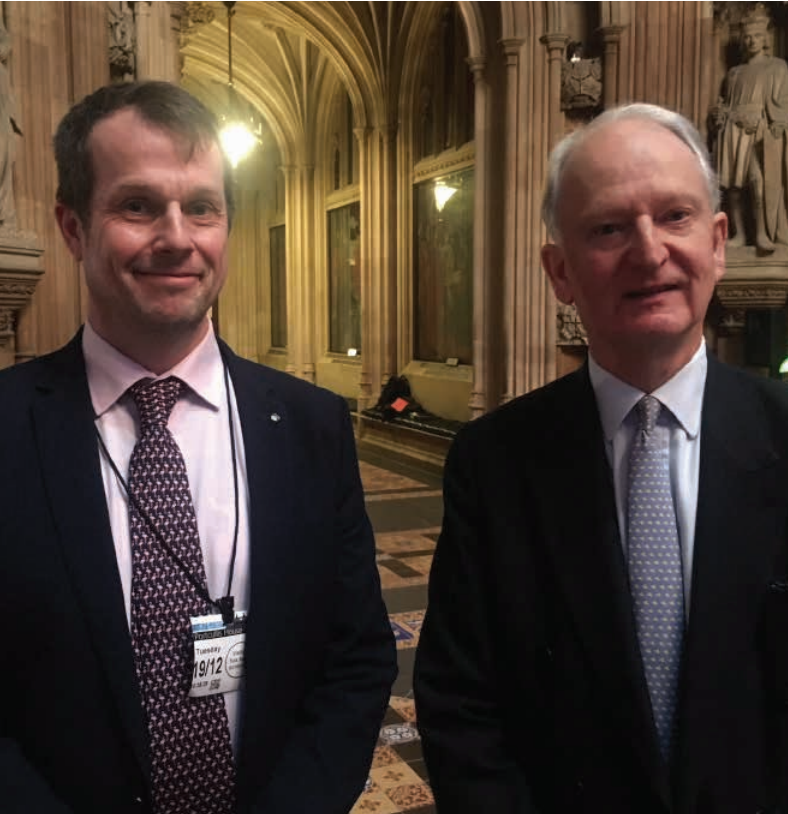


FEDERATION



West Midlands Police Federation

April/May 2026



**BRANCH SECRETARY
TIM ROGERS RETIRES**

Pages 6 and 7



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WELCOME

Welcome to the April/May 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.

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West Midlands Police Federation

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Federation is produced by XPR (UK) Ltd on behalf of West Midlands Police Federation.

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One year on: the challenges remain



Branch chair **Jess Davies** became branch chair in May last year, she looks back on her first year in post

It is now a year since I was elected as West Midlands Police Federation chair, which hardly seems possible.

But then so much has happened in the past year, and I have learned so much.

When I took on this role – becoming the first female officer to lead the branch – I vowed to ensure that West Midlands Police Federation truly reflected the strength and diversity of the officers it serves, and I have kept that aim in mind in all that I have done.

I came straight from frontline policing to the full-time position as chair and was acutely aware of the need for a representative and supportive Federation.

I still feel proud and honoured to have been elected to this position and it is incredibly important to me to be able to provide our

members with a voice.

As such, I was delighted to be asked to take part in the Response Policing Conference organised by the Police Federation and the National Police Chiefs' Council in Manchester on 23 April.

As a panellist during a debate on the issues around response policing, I was able to set out the realities of this critical area of the police service, putting forward members' views on where the pinch points are and how these can be eased.

You can read more about the conference on Page 10 but suffice to say here that the Federation is working with senior officers to address the issues our members are facing.

Words are not enough, we need to see action, and we need to be part of efforts to tackle the current challenges of response policing.

I can honestly say this last year has been a steep learning curve, but I have been grateful for the support of the other full-time Federation officials at Guardians House, as well as the office staff and of workplace representatives.

We work as an effective team, putting the members at the heart of all we do.

It is therefore slightly unsettling when any team member leaves us, but perhaps a little more so when the branch's longest serving official moves on.

Tim Rogers KPM, most recently our branch secretary retired on Friday 24 April, taking with him a depth of experience that has made him everyone's 'go to' in recent years.

I am immensely grateful to Tim for the support and guidance he has given me first as a workplace representative and then as deputy chair and chair.

I want to put on record my thanks to him for everything he has done for the branch and for the members, and also wish him a long, happy and healthy retirement.

His departure leaves us with a huge gap to fill but, as I said earlier, we are a team, and we will all work together to ensure that we continue to provide the very best service and support to members.

With Tim's retirement, we welcome Chris James as branch secretary and Matt Manwaring steps into the role previously held by Chris - deputy secretary. I am sure they will both soon get into their stride, and I am looking forward to working with them.

I remain committed to building on the

“ POLICE OFFICERS HAVE A UNIQUE PLACE IN SOCIETY, RUNNING TOWARDS DANGER WHILE OTHERS RUN AWAY AND SEEKING TO SERVE AND PROTECT THEIR COMMUNITIES. BUT THEY ARE FEELING DEMORALISED AND UNDERVALUED AS THE GOVERNMENT EXPECTS TO PROVIDE A 21ST CENTURY POLICE SERVICE WITH 20TH CENTURY FUNDING. THIS HAS TO BE ADDRESSED.

branch's legacy of progress, inclusion and bold leadership and to ensuring that every voice is heard and value.

As part of that commitment, I have already resurrected our Federation roadshows so that we can get out to police stations across the Force area and be as accessible as possible to members.

“ I STILL FEEL PROUD AND HONoured TO HAVE BEEN ELECTED TO THIS POSITION AND IT IS INCREDIBLY IMPORTANT TO ME TO BE ABLE TO PROVIDE OUR MEMBERS WITH A VOICE.

These have been a success and have often been combined with deputy chair Mat Minton and I joining officers on response to see first-hand the issues they are facing.

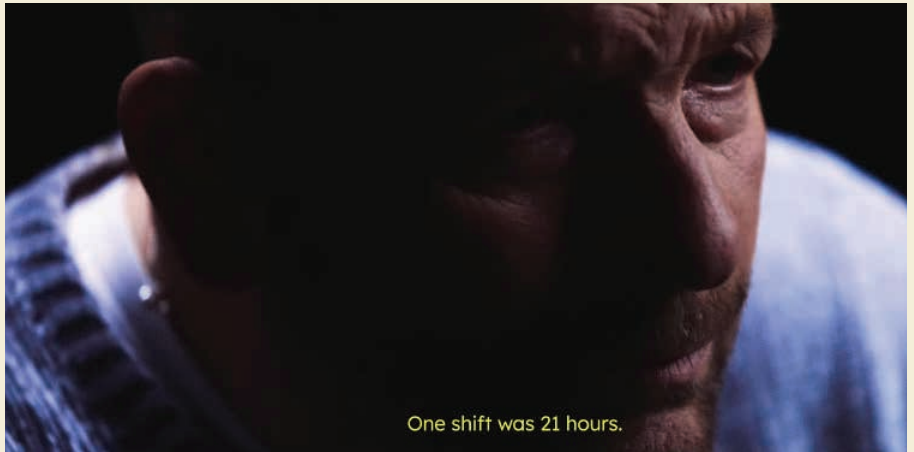
We will organise further dates soon so please keep an eye on our website – where there is a roadshows page under the News and events tab.

I have also built effective working relationships with senior officers and managers across the Force and will continue to develop these so that we can seek to influence the decision-makers for the benefit of members.

As I said a year ago – and sadly little has changed in this area – we need the Government to commit to long-term and sustained investment in policing. Short-term fixes are not going to solve the crisis in policing.

Police officers have a unique place in society, running towards danger while others run away and seeking to serve and protect their communities. But they are feeling demoralised and undervalued as the Government expects to provide a 21st century police service with 20th century funding. This has to be addressed.

Nine in ten officers cite staffing shortages as new film reveals policing in crisis



One shift was 21 hours.

Nine out of ten officers say they are working in unsafe and understaffed teams, a new Police Federation survey of nearly 2,000 emergency response officers has revealed.

The survey also found that more than half (52 per cent) of officers believe response policing is not working well, with just six per cent saying it is working “very well”.

The survey includes responses from officers in all 43 police forces in England and Wales, with the majority being constables and sergeants working on the frontline.

Jess Davies, chair of West Midlands Police Federation, said she was not surprised at the results and said the survey's findings were further evidence of the crisis in the police service.

“We know that officers working on response are under huge pressure,” said Jess, “I think response policing is one the most important and crucial areas of policing, but it never receives the investment it deserves.

“This needs to change. The welfare of officers on response is massively overlooked and many suffer from burn-out due to the pressures they are under. It should come as no surprise to anyone that burnt out officers have been found to make poor decisions and are at increased risk of facing conduct investigations.”

The Police Federation survey also revealed that more than a third of officers who took part believed travel distances and the size of the areas understaffed teams cover were affecting their ability to respond,

while almost one in five cited equipment failures.

Officers described “constant pressure to move onto the next incident”, “being singly crewed”, and “full shifts wiped out by the first job of the day”, painting a picture of response teams stretched not just by volume, but by distance, weak systems and too little support.

Alongside the survey, the Federation has launched a new film, “My Last Set”, which uses actors to portray the unedited words of police officers who were asked one very simple question: tell us what your last week of shifts were like.

Campaign

The film is part of the Federation's Copped Enough campaign, which highlights the crisis facing policing across the country.

The film reveals a consistent picture of everyday frontline policing:

- Teams operating well below safe staffing levels
- Officers working extended hours, often exceeding 60 hours a week
- Repeated exposure to traumatic incidents including suicides, stabbings and mental health crises
- Officers unable to take rest days due to the demands of the job and
- Officers starting work feeling exhausted and traumatised.

[Watch the film.](#)

- *Hands Off Our Rest Days* – see Page 9.

Driving force behind roads policing campaign retires

Twenty-four years after first becoming a workplace representative, West Midlands Police Federation secretary Tim Rogers has retired from the Force.

Tim has enjoyed a wide and varied career that saw him recognised for his work as a senior investigating officer in collision investigation and awarded the King's Police Medal (KPM), the highest honour in policing for distinguished service.

While honoured to receive the KPM, he remains most proud of delivering lasting change to roads policing legislation, knowing it has made a real and enduring difference to officers across England and Wales.

Tim, who served West Midlands Police for 31 years, led a successful eight-year campaign to change the law so that police drivers are no longer judged by civilian standards when responding to emergencies. It was a campaign marked by persistence, setbacks and resistance at senior levels, but one he continued to drive forward, knowing the consequences officers faced under the existing legal framework.

Thanks to his efforts, the legislative change was delivered through the Police, Crime, Sentencing and Courts Act 2022, ensuring that officers' driving is assessed against that of a "competent and trained police driver", rather than a "careful and competent member of the public". It is widely recognised as a generational shift in the protection of officers carrying out high-risk duties.

Reflecting on the award at the time, Tim said: "I knew how much this change mattered to officers on the ground. They deserved to be protected in law for doing what they were trained and expected to do. That was what I fought for. This recognition is appreciated, but the change itself was the reward."

Looking back on his service, Tim says he has no regrets, describing a career where each role he performed felt like the best job



The Princess Royal presents Tim with his KPM.

at the time.

After a short spell in media sales with the Trinity Mirror Group, he joined West Midlands Police in May 1995 and was posted to Coventry, where he quickly developed a passion for roads policing that would remain throughout his service.

Four years in, he became a traffic officer and remained in roads policing for the rest of his operational career. He later led a local traffic division, developing a proactive motorcycle capability that delivered visible impact in reducing volume crime and improving road safety. Combining traffic enforcement with a highly mobile bike team proved both operationally effective and personally rewarding.

Alongside this, he was involved in a number of significant operational and strategic projects across Coventry. These included planning and delivering traffic management for the opening of the Ricoh Arena, implementing a city-wide ANPR scheme, and leading the re-engineering of Coventry's PrimeLines bus corridor following a series of fatal collisions.

"These were practical interventions where the aim was simple," he explains. "Reduce harm, manage risk and make the network safer while still allowing policing to function effectively. They required strong partnerships."

In 2002 Tim was promoted to sergeant, shortly after becoming a Federation representative, and in 2005 he became a senior investigating officer working on road death investigations.

He later helped establish the Force's Road Death Investigation Unit, professionalising the approach to fatal and serious collisions and aligning it with national standards.

"There can be an assumption that when

“AS YOU GET OLDER, YOU HAVE HAD MORE LIFE EXPERIENCE AND THEREFORE YOU RELATE MORE TO THE FAMILIES WHO HAD LOST LOVED ONES. THE EMOTIONS AND FAMILY CONNECTIONS WERE THEN MORE FIERCELY FELT.”



Tim was a regular speaker at Federation conference.

someone dies on the road, someone must be to blame," Tim says. "Families quite understandably want answers. The role was about finding the truth for them and supporting them through the worst moments of their lives.

"I worked with a dedicated team whose commitment to getting those answers was second to none. The pressures they worked under were significant, often comparable to major crime investigations, but without the same level of resource."

Despite his experience, he says the emotional weight of the role never diminished: "People often ask if it gets easier. It doesn't. If anything, it gets harder. As you get older, you understand more about what those families have lost. That stays with you."

Alongside his operational work, Tim remained committed to his role as a workplace Federation representative, something he considers central to the organisation.

"This is perhaps the most important part of what we do in the Federation," he says. "Workplace reps are the lifeblood of the organisation. They see what is happening day to day, they hear directly from officers and staff, and they give people a voice. That should always be where the focus sits."

That work provided the platform for him to take on the Federation's roads policing portfolio nationally, bringing officers together through conferences, sharing best practice and influencing both policy and legislation.

The campaign to change the law on police driving required sustained engagement with the National Police Chiefs' Council, Government departments, legal experts and politicians.

"I worked with a number of policing ministers during that time. Some were supportive, others less so. There were points where it would have been easier to stop, but

the issue was too important. Officers were being judged against a standard that did not reflect their training or the reality of what they were asked to do," he explains.

Following the legislative change, Tim remained closely involved in ensuring that training standards and post-incident assessment processes were properly embedded across policing: "The legislation only works if it is applied properly. There is still a tendency in some areas for people to drift from the standard or misunderstand it. That requires firm competent leadership, otherwise you risk putting officers back in the same position the law was designed to fix."

From a Federation perspective, he is also proud of the work carried out within the West Midlands branch.

"At times we have been criticised for asking difficult questions of the national Federation, but we have always done so in the best interests of the membership. It is essential that governance is robust and that finances are handled properly. Every pound of members' money matters," Tim says.

Tim served as deputy branch secretary from 2015 and branch secretary from January 2022, during which time the branch developed new ways of working, including the introduction of a regional solicitor model to better support members across the region.

However, he acknowledges that recent years have brought significant challenges.

"There have been clear fault lines at a national level. Issues around governance, transparency and accountability should have been addressed earlier and more openly. In some cases, concerns that were raised were not well received at the time but have since been borne out," Tim explains.

"There has been a repeated narrative of reform, but reform has to be real. The organisation has been given a number of opportunities to reset. Confidence will only be rebuilt through consistent action, not statements."

Despite this, he remains clear about the importance of the Federation: "The Federation matters. When it works well, it is a vital support for officers. The challenge now is ensuring it consistently delivers on that purpose."

As he reflects on his career, Tim also acknowledges those who supported his work along the way, particularly senior leaders who recognised

the value of his national work and gave him the time and space to deliver it.

"Chief officers – including former Chief Constables David Thompson and Craig Guildford – I worked under understood the importance of what we were trying to achieve and supported it. Without that, much of the work would not have been possible."

He also praises Terry Woods, the NPCC lead for roads policing who saw the need for a change in the law. Tim describes him for his accessibility and pragmatism but also for his reputation as a 'doer' who listens intently to the people around him who know the business.

Tim also singles out Steve Barry, the Sussex ACC who, like Terry, has had a focus on roads policing. But finally, closer to home, Tim speaks of his respect for former 'gaffer' – Superintendent Paul Keasey – who he said recognised the high level of pressure and emotion in the accident investigation role.

On retirement, Tim has taken up a role within the Force working in employee relations.

It is a natural progression of the work he has been doing throughout his career.

"A lot of what I have done, whether in operational policing or the Federation, has been about people," he says. "Supporting them properly, making sure they are treated fairly, and ensuring they are able to do their jobs effectively."

"In employee relations, that continues. It is about keeping people at work where possible, resolving issues early, and making sure the organisation gets value from its people while also doing the right thing by them. When you get that balance right, it benefits everyone."

Despite the move, he admits stepping away from Federation work will not be easy.

"I am going to miss it. Representing colleagues, challenging where needed, and working with a strong branch has been a privilege. But I am not too far away."



Tim and the office team on his final day.

Chris is elected as new branch secretary

Chris James has been elected as the new secretary of the West Midlands Police Federation branch.

He takes over from Tim Rogers, who retired on Friday 24 April.

"I am delighted to have been elected to this position and looking forward to building on the strong foundations we already have in the branch," says Chris, who first became a workplace representative in 2018.

"Having served alongside Tim as his deputy secretary for four years, I want to put on record my thanks to him for his guidance and support and wish him all the best in his retirement.

“ WE MUST STRIVE FOR BETTER MEMBER ENGAGEMENT, ACCOUNTABILITY AND TRANSPARENCY. MEMBERS WANT TO SEE ONE FEDERATION WORKING TOGETHER TO BRING CHANGE THAT WILL POSITIVELY IMPACT THEM. WE NEED TO ENSURE THAT EVERY MEMBER HAS A VOICE. SOMETIMES WE ONLY HEAR THE LOUDEST VOICES, WHEN IT IS THE QUIETEST ONES WE SHOULD BE LISTENING TO.

"I plan to continue ensuring the branch remains member-focused, independent in thought, constructive in challenge, and recognised as a benchmark for excellence. I believe this can only be achieved by working collaboratively, harnessing individual strengths, and engaging effectively at local, regional, and national levels.

"I have built strong and effective working relationships with senior leaders within the Force and key stakeholders. These



New secretary Chris James.

relationships support open dialogue and constructive challenge."

Chris officially takes up his position on 1 May and says that he intends to 'hit the ground running'. Admitting that there will still be a learning curve, he believes his experience to date will enable him to significantly reduce its steepness."

The new secretary joined the Force on 23 April 2007, signing up as he wanted a job where he felt he could make a difference. With a sound knowledge of Police Regulations, he first became a Federation workplace representative to support colleagues and stand up for them when he felt things were not right.

He acknowledges that being a rep is not always plain sailing: "One of the biggest challenges is accepting you can't help everyone or solve everything. You must always balance the needs of the individual with the needs of the membership as a whole. The reward is when you finish a case and can see that you have made a significant, positive impact on a member."

Chris has undertaken Federation courses in health and safety, equality, conduct,

advocacy and post-incident procedures and is also experienced as a trustee. He is a Force Bluelight Mind Champion and has completed mental health first aid training.

Looking ahead, he believes the branch has to rise to the challenge of restoring members' confidence in the Federation.

"We need to ensure we continue to improve the engagement with the membership while also holding the Force to account," Chris explains, "At the same time, we must work to improve the Federation nationally. We must ensure that the Police Federation is representative of our diverse membership and always puts them first.

"We must strive for better member engagement, accountability and transparency. Members want to see one Federation working together to bring change that will positively impact them. We need to ensure that every member has a voice. Sometimes we only hear the loudest voices, when it is the quietest ones we should be listening to."

Chris will work closely with branch chair Jess Davies and deputy chair Mat Minton and says they will work together with the new deputy secretary, Matt Manwaring.

Hands Off Our Rest Days: Federation reacts to NPCC proposals

Plans by police chiefs to reduce officers' pay when they have to work on what would have been a rest day have prompted the Police Federation of England and Wales to launch a new campaign.

The *Hands Off Our Rest Days* initiative will sit under the Federation's current Copped Enough campaign for better pay, working conditions and support.

Disruption

Officers are entitled to a minimum four hours' compensation at time and a half when they work on a cancelled rest day or bank holiday. This aims to recognise the disruption to their protected rest and family commitments.

But the National Police Chiefs' Council (NPCC), in its annual submission to the Police Remuneration Review Body, is proposing this is reduced to time and a third, calculated 15-minutes at a time for the exact period worked. It also wants to tighten the rules around the re-rostering of cancelled rest days.

A Federation poll shows 85 per cent of police officers who responded oppose such changes.

"These proposals threaten to further damage morale and also affect officer retention which is an issue already crippling many forces," says Jess Davies, chair of West Midlands Police Federation.

Struggling

"I find it difficult to comprehend what is going through chief officers' minds in putting

forward these proposals when we are already struggling to maintain numbers during a time when we are actively recruiting new officers.

"Instead of supporting their officers who are being pulled in all directions trying to meet day to day demand as well as police large scale demonstrations, they have put forward

another proposal that will be a detriment to our hard-working members.

"I make no apology for repeating what I said when these proposals first came to light: you cannot run a 21st century police force on a 20th century budget. We need to see long-term, sustained investment in the police service not changes to pay and conditions that put further financial pressure on police officers who each and every day give their all to serve and protect their communities."

Following a summer in which more than 3,000 protests were policed across the UK, NPCC chair Gavin Stephens acknowledged cancelled leave and redeployments had repeatedly disrupted officers' "precious time with their loved ones".

[Stand against the NPCC proposals. Sign the digital picket line.](#)



“ YOU CANNOT RUN A 21ST CENTURY POLICE FORCE ON A 20TH CENTURY BUDGET. WE NEED TO SEE LONG-TERM, SUSTAINED INVESTMENT IN THE POLICE SERVICE NOT CHANGES TO PAY AND CONDITIONS THAT PUT FURTHER FINANCIAL PRESSURE ON POLICE OFFICERS WHO EACH AND EVERY DAY GIVE THEIR ALL TO SERVE AND PROTECT THEIR COMMUNITIES.

Response policing: 'The pressures are intense'



Branch chair Jess Davies takes part in the panel session.

The pressures on response officers were discussed at the National Response Policing Conference in Manchester.

Among those taking part in the event, which was jointly organised by the Police Federation and the National Police Chiefs' Council (NPCC), was Jess Davies, who up until becoming West Midlands Police Federation chair in May last year, worked on response.

"This was a great opportunity for me to bring the issues facing response officers to the fore," says Jess, "It seems to me that they are just pulled from pillar to post, with pressure to get in and out of a job as quickly as possible because of the demands that are placed on them.

“THERE ARE ONLY A FINITE NUMBER OF OFFICERS AVAILABLE, AND THE STRAIN IS BEING FELT ACROSS THE WHOLE FORCE.”

"There appears to be no thought to the fact they actually need to deal with each job once they arrive at it. No consideration is given to delivering a quality service and dealing with incidents thoroughly.

"I am a firm believer that response officers are gifted with 'professional curiosity'. For example, once in someone's home, they are perfectly placed to observe and listen for things that don't sit right. This could be

domestic violence, coercive and controlling relationships, child neglect or child cruelty. The pressures are intense, and they are required to move quickly from one incident to the next, this means there is less opportunity to spend the time needed to notice those more subtle warning signs.

"In our own force, as well as responding to incidents, response officers now carry a workload – such as, investigations of lower end crime including shoplifting, criminal damage, low level assaults and public order offences which they are expected to do in between responding to incidents or during 'down time' which is actually non-existent. Sergeants will try to allocate officers' workload days, but this is all dependent on staffing levels, abstractions, sickness and so on.

"In addition to this, they will take on prisoner hand-overs. So, if on earlyies they arrest a shoplifter, this will be handed over to those on lates to interview and charge and so on – that will mean that a response crew is written off. Then, if another prisoner needs to be taken to hospital or is already on a hospital or suicide watch, that's another crew written off to do that.

"Scene watches would be the same. You can frequently have a full shift of staff wiped out with a couple of watches of hand-overs. The Service Level Agreement (SLA) times will still need to be met though for incoming incidents and the existing workload has to be completed in a timely manner – the competing demands quickly become impossible. You've also got football matches and other public order events to provide trained officers to.

"Certainly, for the officers, it also becomes difficult at times for them to take refreshment breaks and their annual leave due to minimum staffing levels and other abstractions."

West Midlands Police Federation is working with the Force at a senior level to help address the challenges faced by officers on response, with Jess stressing that the Federation was keen to not just highlight the problems but also be part of finding the solutions.

Jess also highlighted the fact that the funding formula worked against West Midlands Police with Greater Manchester Police (GMP) covering a similarly sized population and yet receiving around 10 per cent more in its budget. As a result, GMP, like many other forces, has more officers than it did in 2010 (pre-austerity) and 500 more than West Midlands Police which has around 400 fewer than in 2010.

"This means that as a large metropolitan force we are having to try to do more with less. There are only a finite number of officers available, and the strain is being felt across the whole force. However, response is the department that the public normally see first in their hour of need," Jess explained.

Jess took part in an afternoon panel session, hosted by broadcaster Ian Collins. ACC Matt Boyle, the NPCC lead for response policing, was also on the panel. Earlier in the day, she took part in a shorter session in which response officers talked first-hand about their experiences.

The one-day conference brought together senior leaders, frontline officers, policymakers and key stakeholders to focus on the future of response policing.

"Conference gave me the chance to discuss all these issues and raise awareness of the Federation's Copped Enough campaign when responding to questions from delegates," said Jess.

"It put the spotlight on response policing and demonstrated the need for issues to be addressed. Ultimately, the public deserve to be given a good service and it is alarming that response officers are trapped in a broken system that does not allow them to deliver the service their communities rightly deserve."

Other speakers at the event included Steve Phillip, the founder of the Jordan Legacy. Steve set up the charity following the death of his son, Jordan, at the age of 34. The charity raises awareness about suicide and the practical actions schools, workplaces and communities can take to prevent one of the most preventable deaths in the UK and globally.

Jess said: "Steve's input was really moving. It was inspiring to hear about how he strives to bring something positive out of the tragic loss of his son. I would urge anyone who gets the opportunity to hear him speak to do so."

[Find out more about the Jordan Legacy.](https://www.polfed.org/westmids)

Federation's new office manager off to a flying start

With a solid background of customer service, team leader, HR and accounts roles under her belt Tracy Keeley didn't hesitate to apply when she saw the position of West Midlands Police Federation office manager advertised.

Equally when she was interviewed during the recruitment process, Federation officials felt she would be ideally placed to take up the vacancy created by the retirement of branch stalwart Janet Lee.

Now, six months in, Tracy is relishing her new role and is looking to further build on the progress she has made.

During my interview, I was asked what my initial priorities would be if I was offered the job," she explained, "My response was that one of my first priorities would be to get to know my team properly. Only by getting to know the people in the team and how they work could I hope to run the office effectively and ensure that we were all supporting each other and the members.

"I need to know my team well so that I can provide them with support when they need it and so that I am aware when they are facing issues that I may be able to help with.

"I feel that I have made a good start with that, and we are a happy, strong team, pulling together for the benefit of the members and providing effective support not just for the wider membership but also for the branch's full-time officials and workplace representatives.

"In addition, I have started to build effective working relationships with Force departments, such as payroll and IT, the national Federation and external partners such as our Member Service providers, as well as the Serve and Protect credit union and the Benevolent Fund who share our building.

"I am feeling really settled in now, and I am loving the new position. I have been given a strong foundation to build on."

Tracy is keen to put on record her thanks to the Federation's office team who she says have made her welcome and helped her get to grips with her new position and the workings of the Federation.

"I knew how to be an office manager, but I



New office manager Tracy Keeley.

didn't know much about the Federation and how it worked. Everyone has been amazing, though. The full-time officials and the rest of the office team have been happy to answer my questions and, when they have not had the answers, have been able to point me in the right direction of someone who might have them.

"In the early weeks, I would walk into the office of the branch secretary, Tim Rogers, with a notepad full of questions, prioritised if I thought time would be short, and he would work through them with me.

"Nothing has been too much trouble for people and that has been amazing."

Tracy has put several new things in place to help the office team, and also improve the service provided for members. Within a few weeks of starting in the office, she set up a new out of office email response so that anyone emailing the branch email inbox would get a response with links providing the answers to frequently asked questions. Beneficiary update forms were also sent out to ensure that the details held by the office were completely up to date. More than 350 responses were received.

She is also looking to undertake an AAT

level accountancy course which will further enhance her skillset.

After leaving school in 1996, Tracy's first job was at National Express, initially working as a telesales adviser. But, with evident abilities for leading people, she soon moved into the operations control centre with responsibility for ensuring passengers were kept safe and reached their destination if a coach broke down.

In 2003, she was named as the Customer Services Adviser of the Year and later became a team leader in a sales role and then in the company's airport services division before being promoted to assistant operations manager.

While at National Express, Tracy pioneered a card-free ticket system, saving the company thousands of pounds and ultimately leading to a digital system being put in place.

From National Express, she moved to Sandwell Council as a customer improvement service manager, a position she held for five years and earning her an 'In it together' award for the positive impact she had on customers.

Her career then took her to an online footwear retailer where she was able to move the firm from a bronze Feefo rating to a gold level standard before then taking redundancy and spending around a year looking after her two young children.

On returning to work she took on various positions, slowly building on her customer service and team leading background with roles that combined personal assistant duties for senior managers but always finding time to improve processes and streamline administrative work where possible. Tracy was also able to study for the CIPD Level 3 HR qualification, adding another string to her bow.

Before joining the Federation, she worked in HR for a vehicle repair centre with depots across five sites.

But, now firmly settled in at Guardians House, she is determined to drive forward change and improvements to ensure the office is run as smoothly as possible.

"When I saw the job advertised, I was ready for a new challenge. I know I can add value with all the experience and qualifications I have. When I first started, there was a hand-over period with Jan, and I was soon made to feel part of the team. Everyone has just put me at ease, and I am really looking forward to developing this role," she says.

“ I NEED TO KNOW MY TEAM WELL SO THAT I CAN PROVIDE THEM WITH SUPPORT WHEN THEY NEED IT AND SO THAT I AM AWARE WHEN THEY ARE FACING ISSUES THAT I MAY BE ABLE TO HELP WITH. ”

In the latest in a series of features putting the focus on Police Regulations, we turn to changes of location - temporary and permanent. Remember you can find the answers to many of your queries about regulations [on our website](#).

Changes of location - temporary and permanent

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. Travel time also applies when you are required to work over-time from a location that is not your normal parade station.

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

Q I am being moved temporarily to a different parade station what am I entitled to?

A For the 28 days after you are informed of the temporary move 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.

Any notice prior to the move is deducted from the 28 days and either way once 28 days have elapsed these entitlements cease.

Q I am being moved permanently to a different parade station what am I entitled to?

A The Force can require any officer to work from any location. If the move is permanent, then there is no requirement under regulations for a specific notice period. However, we have a local agreement with the Force that they will give officers 28 days' notice, unless there are exceptional reasons why this cannot be provided.

[Working into or on a Bank Holiday](#)

Ali becomes Federation health and safety lead

Alistair Rowe is on a mission to improve conditions, wellbeing and support for all Federation members across the Force.

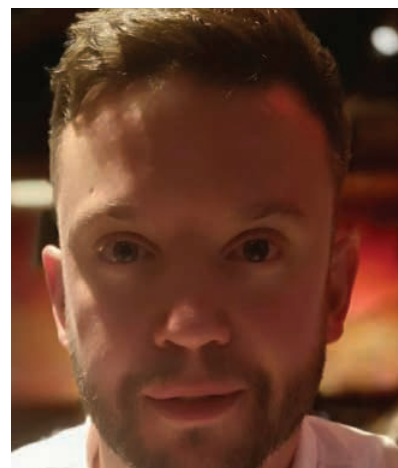
Alistair (Ali) has become branch health and safety lead, and wants to work with other branch officials and the Force to make improvements.

Having joined the Force in April 2016, he became a Federation workplace rep in April 2024.

"I put myself forward simply to support officers who don't feel they don't have a strong enough voice to speak up themselves and to be an advocate for fairness in supporting members and the Force in achieving this. I also wanted to use my own experiences to help others not suffer at the hands of poor culture and poor decision-making," Ali explained.

"This role offers me the opportunity to dedicate all my working time to supporting the Federation and its members.

"I want to help build on the excellent work by Patrick McBrearty and also expand the wellbeing aspects of this role as this is something I am very passionate about."



Federation endorses Road Safety Strategy

Efforts to reduce the number of people killed or seriously injured on the roads by 65 per cent and by 70 per cent for under 16s have been endorsed by the Police Federation.

But Tim Rogers, secretary of West Midlands Police Federation and co-lead for the national Federation, says there needs to be a more joined up approach to improving road safety if these targets are to be met.

“The Government has published its Road Safety Strategy (RSS), which is a significant step forward for road safety,” says Tim.

“The bid to reduce the number of killed or seriously injured (KSIs) by 65 per cent is to be welcomed and certainly gives everyone involved in making our roads safety a clear focus.

“But we need to see a clear commitment to

“ **EVERY SINGLE DEATH ON OUR ROADS IS A DEATH TOO MANY AND WILL HAVE A DEVASTATING IMPACT ON THE FAMILIES WHO ARE LEFT BEHIND.**

these targets, with evidence-led improvements and the accurate measurement of progress.”

The Police Federation has one of a number of signatories of a Consensus Statement for the sector which was drawn up through the Parliamentary Advisory Council for Transport Safety (PACTS).

The statement comes after PACTS worked in partnership with the Road Safety Trust to stage a summit on 24 February this year to give everyone concerned with road safety the opportunity to consider the Government’s RSS.

The consensus sets out strategic priorities and accountability:

- **Highlighting the challenging but achievable KSI targets**
- **Welcoming the Government commitment to the Road Safety Investigation Branch (RSIB) as a positive and important step forward, and**
- **Supporting the functional speed and infrastructure reform and the intended shift from reactive engineering to proactive, vision-led highway and traffic management.**

The road safety sector, the Consensus

Statement points out, is prepared to act as a ‘supportive, critical friend’ to the Government, advocating for robust measures by generating and disseminating research and evidence to support the case for their introduction.

These include licensing reform and a more graduated penalty framework.

The consensus also looks at governance and sets out a commitment to embedding a proactive Safe System approach, including a functional speed hierarchy.

The sector welcomes the development of an independent evidence body, comparable to NICE or the Rail Safety & Standards Board, to provide oversight of research, standards and objective guidance for the system as a whole.

“This consensus is incredibly important if everyone involved in trying to make our roads safer is to get behind the Government strategy and deliver the improvements to road safety that are needed to keep all roads users and pedestrians as safe as possible when they are using our roads,” says Tim.

“Every single death on our roads is a death too many and will have a devastating impact on the families who are left behind.”



Federation legal support helps Steve win medical negligence compensation claim

Six years ago, Steve Jones was feeling so ill that he could do little more than lay on the settee all day.

Despite numerous trips to his GP and three hospital visits where on one occasion he was advised to eat jelly and ice cream due to problems with his stomach, he failed to get a diagnosis.

Luckily, encouraged by his partner at the time, Steve, who is a Temporary Detective Inspector with the Central Multi Agency Safeguarding Hub in the Public Protection Unit, decided to get a second opinion and a private consultant identified a cancerous tumour in his colon which was then removed.

He was fitted with a stoma, which three years later was reversed.

As a subscribing Federation member, Steve was able to access legal advice via West Midlands Police Federation and has received a settlement of £87,500 from Worcestershire Acute Hospitals NHS Trust after a medical negligence case was taken up by [NBB Waldrons](#).

"In April 2019, I was just progressively getting more and more ill," he recalls, "I was suffering with bloating and stomach cramps and went to the hospital three times and, despite a letter from my GP querying whether there was an obstruction in my bowel, they simply failed to admit me or carry out any further investigation. It appeared like they were just not interested and since I was under 40, I was 39 at the time, they didn't see me as a risk for this type of cancer.

"On the third visit, a colorectal consultant spent barely 10 minutes with me, said it was a virus and told me to eat jelly and ice cream. I kept thinking it must just be me and that I was making something out of nothing."

Luckily, his partner intervened at this point and an appointment was made at a private hospital in Solihull where the tumour was discovered and Steve, who has 24 years' service with the Force, underwent emergency surgery that same evening, followed by six months of chemotherapy.

Once on the road to recovery, he contacted the Federation to see if he could make a claim



Temporary Detective Inspector Steve Jones.

against the NHS, partly to be compensated for everything he had been put through but also to try to prevent other people facing the same treatment as he did.

"On three separate occasions, the doctors had failed to admit me for treatment and to investigate the bowel obstruction which turned out to be bowel cancer. The basis of the case was that had they admitted me on any of those occasions when I was turned away, they would have identified the tumour and I would have been operated on earlier," Steve explains.

"This would have avoided the need to have a stoma for three years and the need for a second major operation to reverse the stoma. If it had not been for me seeing the private consultant and being immediately referred into the NHS for emergency surgery I would have had a much worse outcome."

The case, led by [Adam Smith](#) from NBB Waldrons, involved obtaining reports from three medical experts and also a trip to Liverpool where Steve was examined.

"It was a really lengthy process but, at the end of it, a figure for the settlement was

agreed out of court thanks to Adam's negotiations. He had said all along that it was a strong case worth pursuing and that the defendant had not properly grasped the issues in the case," Steve explained, "If I am honest, I didn't really expect to get anything but the support of the Federation and NBB Waldrons gave me the confidence to pursue the case. I didn't really feel I had anything to lose."

Adam, a [medical negligence](#) solicitor, said: "The claim was a clear example of how repeated presentations with worsening symptoms should trigger further investigation. From a legal perspective, this case was not about a single decision, but a pattern of missed opportunities. Steve presented multiple times with symptoms that were consistent with an evolving bowel obstruction, and each of those attendances should have prompted closer scrutiny and escalation.

"What stands out in cases like this is the difference early diagnosis can make. While Steve thankfully made a good recovery, the delay meant he underwent far more invasive treatment than would otherwise have been necessary, including living with the consequences of a stoma at a relatively young age. With the support of the Police Federation, we were able to pursue the claim robustly and achieve a settlement that recognises the avoidable impact of those missed opportunities, as well as the importance of learning from them to help prevent similar situations in the future."

Now fully recovered, Steve is encouraging others to stand their ground when facing medical issues and not to allow themselves to be fobbed off if they know something is not right.

"I have always been very respectful of doctors, but now I will challenge them when I feel it is necessary," he said.

As for his compensation, Steve has used some of the money to pay off a chunk of his mortgage and put some towards a newer second-hand car.

** This service is available to all subscribing members for personal injury and clinical negligence matters. It is not restricted to matters at work and is also available to family members. If you feel you might have a claim please get in touch with your local Federation representative (details of which can be found on our [Find a rep](#) page). They will then assist with submitting a C1 form to establish whether you have a claim.*

“ON THREE SEPARATE OCCASIONS, THE DOCTORS HAD FAILED TO ADMIT ME FOR TREATMENT AND TO INVESTIGATE THE BOWEL OBSTRUCTION WHICH TURNED OUT TO BE BOWEL CANCER.



GUARDIAN PROTECT

We have you covered

The West Midlands Police Federation Group Insurance Scheme – soon to be re-launched as Guardian Protect - represents value for its subscribing members by providing a range of cover, including RAC motor breakdown, worldwide family travel cover plus critical illness insurance - and all at a competitive price.

Specifically developed for those working within the Force – serving officers, police staff and members of the Special Constabulary, as well as retired officers - it is designed to protect you when you need it most.

Serving officers – and Specials – pay £32.17 per month to subscribe to the scheme, with partner cover costing an extra £11 per month.

Police staff (under the age of 70) can subscribe for a wide range of cover for £36.18 a month, and add a partner (up to the age of 70) for £11.50 monthly.

Retired officers aged 65 to 69 pay £27.19 a month, with retirees under 65 paying £38.82. They can pay extra for partner cover too.

The package includes the following cover* - with full details available on our Group Insurance Scheme pages of the branch website.

- [Care on Demand](#)
- [Life assurance including terminal illness benefit and Child Death Grant](#)
- [Additional life insurance option](#)
- [Critical illness with the option for additional cover for an added monthly cost](#)
- [RED ARC](#)
- [RAC motor breakdown](#)
- [Legal expenses](#)
- [Personal accident](#)
- ['Best Doctors'](#)
- [Regulation 28 - sickness insurance](#)

- [Worldwide family travel insurance**](#)
- [Gadget insurance.](#)

* Policy limits and exclusions may apply, please see policy wording for full terms and conditions.

Not available on the Police Staff Group Insurance Scheme.

** Pre-existing medical conditions with regard to worldwide family travel insurance are detailed on our website.

Benefit levels and premium rates change on retirement. Cover ceases at age 70. Partner benefit levels depend on the age of the officer. If you wish to join the scheme, please complete an application form available from the [Group Insurance Scheme documents page](#) and return it to us at **Guardians House, 2111 Coventry Road, Sheldon, Birmingham, B26 3EA** or email us at admin@guardianprotectinsurance.org

If there is any change of circumstances it is vital you contact the Federation as soon as possible to check your beneficiary is up to date. Failure to do this can affect any claims.

You can download a serving officer beneficiary form in the [Group Insurance Scheme documents page](#), just complete (you can type in the form before you print), sign and send back to the Federation office via email to admin@guardianprotectinsurance.org or post back to us.

GROUP INSURANCE PACKAGE: ADDING SPOUSE/PARTNER COVER

You can also cover your spouse/partner on the scheme, which covers life assurance, personal accident cover, RAC breakdown cover, mobile phone/gadget insurance and critical illness cover for a supplementary cost per month.

Under normal joining conditions, members can insure a spouse within three months of marriage or a partner within

three months after they have lived together for six months. If you fall within this criteria then simply fill out and return the Package with Partner Cover application form on the [Group Insurance Scheme documents page](#).

If you wish to insure your spouse/partner but do not fit the above criteria, the underwriters will accept spouse/partners at any time provided they meet the requirements of a health declaration. Under these circumstances, simply fill out and return the Late Joiner Declaration form to add your spouse/partner to the scheme on the [Group Insurance Scheme documents page](#).

If your spouse/partner does not meet the requirements of the health declaration, and their health conditions are not likely to change, we will be unable to provide you with insurance. However, you can phone Gallagher Insurance Brokers on **01403 327 719**, who will endeavour to arrange alternative insurance for you.

Serving police officers who have a partner that is also a West Midlands serving officer, may also extend the spouse/partner cover to include sickness (Regulation 28) insurance at a supplementary cost a form to join is available on request by sending an email to admin@guardianprotectinsurance.org

CANCELLING MEMBERSHIP

If you wish to terminate your membership, or stop paying subscriptions, you must give not less than one months' notice to us in writing.

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



Wide range of benefits for police staff

Police staff and PCSOs – and their partners - are being urged to sign up to the Group Insurance Scheme to access a wide range of cover at competitive prices.

The package includes:

- Life assurance including terminal illness benefit and child death grant*
- Critical illness cover*
- RAC motor breakdown cover*
- Personal accident cover*
- Best Doctors cover*
- GP Care on Demand
- Reduced pay sickness insurance*
- Worldwide family travel insurance*
- Legal expenses insurance*
- Gadget insurance*
- Care First counselling service*.

*Policy limits and exclusions may apply, please see policy wording for full terms and conditions.

Cover ceases at age 65. Partner benefit levels depend on the age of the member.

For details please download the booklet on the [Group Insurance Scheme documents page](#) police staff section.

The application forms to join this scheme can be found in the [Group Insurance Scheme documents page](#) police staff section.

If there is any change of circumstances it is vital you contact the Federation as soon as possible to check your beneficiary is up to date. Failure to do this can affect any claims.

You can download a police staff beneficiary nomination form on the [Group Insurance Scheme documents page](#) police staff section, just complete (you can type in the form before you print), sign and send back to the Federation office via email to admin@guardianprotectinsurance.org or by post.

Partner cover

Partners may join the scheme at the same time as a new employee or within three months of either marrying or qualifying as an employee's partner**. Partners who wish to join at any other time may do so provided they are able to satisfy the Health Declaration detailed in the application form on the [Group Insurance Scheme documents page](#) police staff section.

Partner cover will cease immediately an employee leaves the scheme or when the employee or the partner attain age 65, whichever happens first.

**Definition of partner - partner means the person to whom the subscribing member is married or in a civil partnership with or, if not, a person who is openly co-habiting with him or her and who has been so cohabiting for the six months period prior to the date of inclusion in the policy, and on whom such a member is financially interdependent.

ARC Legal Law Assistance scheme

24-hour, 365 days per year claims and telephone helplines are below:

Personal tax and legal advice: **0344 770 1058**

Stress and debt counselling: **0800 177 7894**
RAC motor breakdown cover for police staff

RAC motor breakdown cover for personal cars and motorcycles is included for all police staff members and their partners who subscribe to the Group Insurance Scheme.

Cover is comprehensive: roadside, recovery, at home, onward travel and even European assistance are all included on a personal basis covering the member in any vehicle they are driving or a passenger in.

Partners will also be covered for RAC motor breakdown if the member is subscribing for spouse/partner life assurance benefits.

If you need to contact the RAC for breakdown assistance, please contact them on **0330 159 0283** quoting reference **X800**.

Further information about the breakdown cover and telephone numbers are available on the [Group Insurance Scheme documents page](#) police staff section.

Standalone travel insurance scheme (existing members)

| Age | Monthly cost |
|----------|--------------|
| Up to 65 | £7.70 |
| 65 - 69 | £15.98 |
| 70 - 75 | £22.18 |

Cover ceases at age 75
 Premiums correct as of 2025.

Comprehensive breakdown cover will keep you on the move

RAC motor breakdown cover for personal cars and motorcycles is included for all serving and retired members and their partners subscribing to the Group Insurance Scheme.

Cover is comprehensive; roadside, recovery, at home, onward travel and even European assistance are all included on a 'personal' basis covering the member in any vehicle they are driving or are a passenger in.

Partners will also be covered for RAC motor breakdown if the member is subscribing for spouse/partner Life Assurance benefits.

The cover extends to mis-fuelling. If the vehicle has broken down due to a mis-fuel, the RAC will attend to either:

- **Drain, flush and clean out the fuel system.**
- **Fill the vehicle with up to 10 litres of fuel to get the vehicle mobile and allow the driver to drive to the nearest fuel station, and**
- **Arrange the safe disposal of the contaminated fuel.**

Or, if they cannot repair the vehicle due to a mechanical damage caused by the mis-fuelling, RAC will recover the vehicle and passengers to a destination chosen by the driver up to a maximum of 10 miles from the breakdown.

All the benefits RAC provides to your vehicle will also apply to your caravan or trailer if it is attached to your vehicle when the breakdown happens.

But they will only cover caravans or trailers that are less than:

- **3.5 tonnes**
- **7.0 metres long, and**
- **2.55 metres wide.**

In addition to the cover already outlined, the policy also covers a wide range of other benefits. If your vehicle can't be driven, but it's not because of a mechanical or electrical breakdown, the RAC can still help. For any of the following problems, just give them a call on **00 33 472 43 52 55.**

- **Road traffic collisions**
They will arrange recovery of your vehicle to a local garage.
- **Running out of fuel (or charge for an electric vehicle)**
They will take you to the nearest fuel station or electric charger. You will need to pay for your fuel/charge.
- **Flat tyres**
If your vehicle is carrying a spare tyre, they will fit this to allow you to continue your journey. If you don't have a spare tyre, they will arrange to recover your vehicle to a local garage. If

a tyre needs to be ordered, this can take two days or more.

If the delay causes you to miss a pre-booked ferry or train connection, they will reimburse you under Missed Connection (section F3). You will need to pay for the tyres and any associated costs.

- **Locked-in keys**

If your keys are locked in your vehicle, RAC will arrange for local experts who could help to try to get them out. They are not liable if damage is caused to the vehicle in this process. You will need to pay for this service.

- **Flooding**

If your breakdown's caused by driving through flood water, they will arrange for your vehicle to be taken to a local repairer. All further service needs to be covered by you or referred to your motor insurer.

Further information about the breakdown cover and telephone numbers are available in the [RAC documents](#).

** Policy limits and exclusions may apply, please see [policy wording](#) for full terms and conditions.*



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Teladoc
HEALTH






Make medical decisions with confidence

As a member of the Federation Group Insurance scheme, you and your family* have access to Best Doctors, at no extra cost to you.

Best Doctors gives you access to the world's leading medical specialists who will provide you with an expert second medical opinion.

Best Doctor medical experts:

-  Provide a second opinion on an existing diagnosis or treatment plan
-  Review conditions like heart disease, joint pain, skin conditions, cancer and more
-  Recommend alternative treatments or modified diagnoses

When can I use Expert Medical Opinion?

- Did the doctor give me the right advice?
- I see little improvement in my current treatment plan
- Do I really need this surgery?
- I have medical questions and need answers

Our services are 100% confidential and available to you from the comfort of your own home.

Get help with a second opinion today.
Contacting us is easy, simply call: 0800 085 6605

*you, your spouse/partner and any legal dependent under the age of 21 (or 25 if in full time education) residing in the same household

Care on Demand provides access to GPs



Care on Demand FAQs

- Q. Is the service 24/7?**
A. Yes.
- Q. How do I get the ID reference for the App?**
A. Contact the Federation office.
- Q. Is it accessible worldwide?**
A. Yes.
- Q. How long will I wait for an appointment?**
A. You select a time from the schedule and GP callback is typically within one to two hours.
- Q. How long is an appointment call?**
A. Depending on complexity the average is 15 minutes by phone or 30 minutes by video call.
- Q. Is there a limit to the number of times I or my family can use this?**
A. No, there are no limits to the consultation service.
- Q. Can I add a partner/spouse to my Care on Demand account?**
A. No, partners will need to download the app and create their own account using the same ID reference as medical information is confidential.
- Q. What is the phone number to call?**
A. +44 (0) 203 499 4891.
- Q. Is the information shared with my GP?**
A. Yes, if you give your consent.
- Q. Can the GP issue a prescription or referral letter?**
A. Yes, if considered necessary.
- Q. Does an adult need to be present for child consultations?**
A. Yes, if considered necessary.
- Q. At what age will cover for my children cease?**
A. Cover for children ceases at age 21 or 25 if still in full-time education.
- Q. If accessed outside of the UK will advice be country appropriate?**
A. Yes, GP recommendations will reflect where you are at the time.

The GP Care on Demand service provides the subscribing member of the Group Insurance Scheme and their resident family with unlimited access to a GMC licensed practising GP from the comfort of their home or workplace.

You can conveniently schedule a video consultation or request a telephone call back consultation from an experienced GP who'll take the time to support your individual needs. Where appropriate, they will be able to issue an open private specialist referral letter or a private prescription.

If it is identified you will benefit from a second medical opinion the doctor will support you by connecting to the Best Doctors® service which has a network of more than 50,000 world leading specialists to review your case in full and help support some of the most important decisions you may have to make around your health.

Brought to you by Teladoc Health, a world leader in virtual care, you can use the GP service when you are abroad to access doctors who are practised in supporting patients wherever they are in the world.

Key benefits:

- 24/7, 365 days a year, worldwide access
- Connect via the App, or simply call
- Discuss all aspects of your physical and mental wellbeing

- Unlimited consultations; you can use the service as much as you need
- Connect with a high quality GP* who has the time to listen and to help you.

To arrange an appointment simply download the 'Care on demand' App** create an account and book a consultation:

[Apple Store](#)
[Google Play](#)

Contact the Federation office for the code. Or you can call: **+44(0) 203 499 4891**

No pre-existing medical condition exclusion or age limit applies.

To access Care on Demand you must subscribe to the Group Insurance Scheme. [Sign up to the scheme.](#)

**Teladoc GPs are carefully selected and actively practising medicine. They have more than six years of professional experience, undergo quarterly appraisals and continuous training.*

***As part of Care Quality Commission (CQC) regulations patients, when engaging the service for the first time, will be asked to go through a positive ID process.*

GP Care on Demand is provided by Teladoc Health, Inc.

Teladoc Inc is a telemedicine company that uses telephone and video-conferencing technology to provide on-demand remote medical care via mobile devices, the internet, video and phone. www.teladoc.com

Physio service now available to GIS subscribers

A number of new features have been added to the West Midlands Police Federation Group Insurance Scheme (GIS) so that it can provide extra benefits for subscribers.

From 1 April 2025 the policy has included:

- **£750 cover for dog bites**
- **Convalescent benefit of £70 per stay if a member has to stay in a police convalescent home on the recommendation of a registered medical practitioner in respect of accident or illness**
- **The addition of ear pods (up to £250) and smart glasses (up to £1,000) in the mobile phone and gadget policy**
- **Enhanced cover under the legal expenses policy.**

The added benefits also include the introduction of an online virtual physio service through the Care on Demand cover and in association with Teladoc Health. This offers quick, easy access to chartered physiotherapists via video or phone, without the need for a GP referral. This service is available to members and their partners, residing children over 18 and up to 21, or 25 if still in full-time education.

It will provide personalised, evidence-based care from the comfort of the subscriber's home, providing expert rehabilitation for a wide range of musculoskeletal conditions with flexible scheduling five days a week, accessible booking through an App, an initial assessment and follow-up sessions to support recovery.

The system analyses more than 100 points on the body to improve rehabilitation and provide real-time feedback on form and technique. This gives patients better insights into their recovery while reporting on compliance which helps decision-making for the physiotherapists.

The combination of physiotherapy and real-time AI motion tracking provides personalised data driven treatment plans to improve recovery outcomes. No pre-existing

medical condition exclusion or age limit apply.

Tim Rogers, secretary of West Midlands Police Federation, said: "We feel the scheme offers excellent value for money and provides the specialised cover police officers need to cater for their particular needs.

"The Group Insurance Scheme policy has been specifically developed for police officers and is designed to protect them when they need it most."

The package includes the following*:

- [Care on Demand](#)
- [Life assurance including terminal illness benefit and Child Death Grant](#)
- [Additional life insurance option](#)
- [Critical illness cover with the option for additional cover for an added monthly cost](#)
- [RED ARC](#)
- [RAC motor breakdown cover](#)
- [Legal expenses cover](#)
- [Personal accident cover](#)
- ['Best Doctors' cover](#)
- [Regulation 28 - sickness insurance for officers and sickness benefit for police staff](#)
- [Worldwide family travel insurance ***](#)
- [Mobile phone/gadget insurance.](#)

* Policy limits and exclusions may apply, please see policy wording for full terms and conditions.

** The premium includes Insurance Premium Tax (IPT) and the Federation's administration fee

*** Further information about pre-existing conditions in relation to the travel policy.

For more information, visit our [Group Insurance Scheme pages.](#)

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Testimonials for the physiotherapy service

PHYSIO ON YOUR SCHEDULE: GETTING HELP AROUND SHIFT WORK

"As a shift worker dealing with recurring lower back pain, I finally reached out for help when one episode lasted longer than usual. Accessing physiotherapy through the app was refreshingly easy—just a few taps to book an appointment, and I could review each therapist's bio and expertise to find someone who suited my condition and schedule.

"Within days, I had my first session with the physio, who not only addressed the pain but focused on my personal goal: being able to play actively with my three-year-old daughter.

"The app-based exercises were a game changer, letting me track pain levels and progress while tailoring my therapy between sessions. With the physio's support and the flexibility of virtual care, I've regained mobility and confidence - simple things like climbing stairs or lifting my daughter no longer feel impossible. I now swim regularly, manage flare-ups better, and understand the long-term lifestyle changes I need. Having rapid access to expert help, even for my wife, who also struggles with musculoskeletal pain, has shown me just how valuable this service is - especially when traditional routes are hard to access."

Service user 2025

SUDDEN BACK PAIN ON HOLIDAY

"On holiday in Spain, I woke up to chronic back pain and was unable to get out of bed. Luckily, I had access to a UK-based GP and virtual physio service delivered by Teladoc Health UK.

"I called Teladoc Health and took the next available consultation slot. During the consultation, the Virtual GP was warm and reassuring. I was feeling quite scared that I had done something very serious to my back. After a thorough consultation, the GP diagnosed that it was muscular and that I should recover in a couple of days with pain medication and some physio. The GP gave me an e-prescription by email, which I could send to my cousin to collect from a pharmacy.

"On the GP's recommendation, I had a physio consultation with Nicoleta and was given recovery exercises and advice for protecting against future back issues. Nicoleta was really lovely and so helpful. I got back to my holiday within two days. I'm so grateful. I don't know how I would have got help otherwise. It would have been complex and expensive!"

Service user 2025



Find out more about the Police Treatment Centres

Serving and retired officers, PCSOs, Specials and detention and custody officers can all subscribe to the Police Treatment Centres (PTC) opening up access to a range of physical and mental health support.

The PTC held its first virtual information session of the year on 16 April but there are three further dates available for anyone wanting to find out more about the support on offer.

You can book a place on any of the following dates:

- 8 July
- 22 September
- 17 December.

Simply email engagement@thepolicetreatmentcentres.org to register. The PTC is a registered charity supported by

voluntary donations from the police family and provides two treatment centres where its subscribers can receive treatment following an illness or injury.

The centres are St Andrews, in Harrogate, North Yorkshire, and Castlebrae in Auchterarder, Perthshire. The charity also offers a remote physiotherapy service.

Almost 4,000 serving and retired officers attend the treatment centres each year and most receive intensive physiotherapy.

Others seek support with stress-related conditions or anxiety and depression as part of the Psychological Wellbeing Programme.

Subscribing to the PTC

All student officers will receive their first 12 months' subscription to the PTC free of charge.



If you are not currently subscribing, please visit the [PTC website](#) where you can also find the sign-up forms. Officers currently make a donation from their pay of £9.99 a month.



You're not alone if money worries are keeping you awake at night



How to sleep better when you're worried about money

You're not alone if money worries are keeping you awake at night. For many people, concerns about managing monthly payments, unexpected bills or financial uncertainty don't fade when the lights go out - they often feel louder.

Lying awake worrying about money can leave you feeling exhausted and overwhelmed, especially when you know you need rest to cope with what's on your mind.

The tips below are designed to help improve your sleep, even when your finances feel uncertain.

Why does worrying about money affect sleep?

When something is weighing on your mind, your body releases the stress hormone cortisol. Elevated cortisol levels can make it harder to relax and fall asleep. Over time, this can create a difficult cycle. Stress disrupts sleep and poor sleep then increases stress and anxiety, making worries feel even harder to manage.

Steps to help you sleep better when money is on your mind

1. Write your worries down

If your thoughts are racing at night, try creating a 'worries list' before bed.

Write down everything that's concerning you - such as bills, payment deadlines or phone calls you may be putting off. Next to each worry, note one small action you could take, for example seeking advice. This can help your brain feel more in control and make it easier to switch off.

If you feel able to, talking to someone about your worries can also help - you don't have to deal with money concerns alone.

2. Create a wind-down routine

It's difficult to move straight from stress to sleep.

In the hour before bed, try to follow a routine that signals to your brain it's time to relax. This could include going screen-free, reading, listening to calming music or practising gentle breathing exercises.

3. Set boundaries for money thoughts

If money is the first thing on your mind when you lie down, gently remind yourself that you've acknowledged the worry, added it to your list and will deal with it tomorrow. You may find it helpful to set a specific time during the day to look at your finances or seek advice, so those thoughts don't spill into bedtime.

4. Be mindful of stimulants

Caffeine, nicotine and alcohol can all interfere with your sleep - particularly when your mind is already overstimulated by worry. Where possible, avoid caffeine later in the day and limit alcohol, as it can worsen anxiety and disrupt sleep quality.

PayPlan can help

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

Alternatively, you can visit the [PayPlan website](#) to speak to them via live chat or WhatsApp.

PayPlan
More than debt advice

Charity can offer support for members experiencing grief

Members can access independent and confidential support when facing grief or bereavement through a partnership between the National Grief Advice Service (NGAS) and West Midlands Police Federation.

NGAS is a UK charity offering free, confidential support to anyone affected by grief whether it follows a death, a relationship breakdown, the end of a career, injury, illness

or an unexpected change.

Awareness

Its volunteers and professionals are trained in grief awareness and active listening.

"This partnership will add to the support we can already offer through the Federation," says Tim Rogers, secretary of West Midlands Police Federation.

"While people tend to associate grief with



bereavement, it can stretch far wider. In terms of police officers, it can also be linked to the stress of a conduct investigation or a stressful or traumatic incident, for example.



Rebuild

"We hope that any officer experiencing grief of any type will access this structured and professional support as getting help can prove to be a real lifeline. It can provide people with the tools to process what they are going through and rebuild their lives.

"Members do not need permission to contact the service and nothing is shared back with the Force or the Federation without their consent. It is an appropriate, confidential and essential resource."

You can [self-refer](#) or [contact a local Federation representative](#) for more information and a referral.

[Find out more about the National Grief Advice Service.](#)

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

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

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For members of the police force we offer:

- A free initial consultation
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- Fixed fee divorce service
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Our experts:

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



Clare Wiseman
Partner and Head of International Family Desk

✉ clare.wiseman@irwinmitchell.com
☎ +44 (0)7525 911 737



Lucy Todd
Associate Solicitor

✉ lucy.todd@irwinmitchell.com
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Hundreds attend Community Iftar

Police officers came together with the public when the West Midlands Police Association of Muslim Police (AMP) hosted another successful annual Community Iftar at the Force's Tally Ho training centre.

More than 230 people attended the event and raised more than £5,600 for the chosen charities – Islamic Help and Children with Cancer UK.

West Midlands Police Federation

sponsored prayer facilities and both branch secretary Tim Rogers and deputy chair Mat Minton attended along with Acting Chief Constable Scott Green and the West Midlands Police and Crime Commissioner Simon Foster.

“The Federation sponsorship provided a clean and safe space for Muslim colleagues and the community to pray,” explains Ed Barnes, chair of the West Midlands Police (AMP).

“Both Tim and Mat took part in the Ramadan Experience in solidarity with the Muslim community and its colleagues and even shared their experiences with the audience on the night.

“Without the support of the Police Federation, we would not be able to host such special events. The kindness and compassion the Federation has shown in support of its Muslim members during the holy month of Ramadan is commendable and I want to put on record my thanks on behalf of WMP AMP and its members to the Federation for its amazing and heart-warming support. I hope we can continue to work together and support both our members in the best possible way.”

Meaningful

Iftar is one of the most spiritually and socially



Tim Rogers, Federation branch secretary, with Dr Mariam Malik.



Federation deputy chair Mat Minton with Dr Mariam Malik.

meaningful moments of the day for Muslims during Ramadan, marking the end of daily fasting and a transition from restraint to gratitude.

Tim said after the event which was held on Saturday 7 March: "Taking part in the Ramadan Experience gives a real moment of reflection. You feel the hunger and the tiredness through

the day, but you also know that when the sun sets there will be a meal waiting and people to share it with.

"That is a reminder that many people around the world live with that same hunger but without the certainty of when their next meal will come. It brings a real sense of gratitude and perspective."

Retirement seminars: book your place

Officers within three years of retirement are urged to attend a West Midlands Police Federation Retirement Seminar to ensure they are prepared for life post-policing.

The Federation holds monthly one-day retirement seminars at its [Guardians House office](#).

Spaces for the first five seminars of 2026 are already taken so if you are within three years of retirement please consider booking a place at one of the remaining dates for this year to avoid missing out.

Topics covered

Among the topics covered by the facilitators will be:

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

We strongly recommend that you make the most of this valuable opportunity to shape your future.

Remaining dates available:

- 18 June
- 16 July
- 20 August
- 24 September
- 15 October
- 19 November
- 17 December.

Booking your place

Please [send us an email](#) with the details stated below, and we will confirm your booking.

Ensure you put 'Retirement seminar' and the date you wish to attend in the subject title. Please include:

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



Giving Muslim officers a voice

More than 460 officers and staff across the Force area are now members of the West Midlands Police Association of Muslim Police (AMP), and that number is continuing to grow.

The association aims to offer fellowship and support to its members, raise awareness of the Muslim faith across the Force and help build bridges between the Force and Muslims within the communities of the West Midlands.

"The Force is a lot more aware of the needs of Muslim officers and staff and is doing more to accommodate them," says Ed Barnes, who took over as the chair of the Force's AMP in February this year.

"Reasonable adjustments are put in place for Muslims who are fasting and there is much more general awareness of Ramadan and Eid, for example. It has massively improved.

"The Ramadan Experience, which we include as part of our annual Community Iftar, has definitely helped. The AMP has become a recognised voice for Muslims within the Force, and we are continuing to build on that as well as developing what we offer to members too.

“ WE TAKE A VERY HOLISTIC VIEW AND CONSIDER EQUALITY, DIVERSITY AND INCLUSION IMPACTS IN ALL THAT WE ARE INVOLVED WITH.

"For example, some of our members are acting as mentors for others seeking promotion or development within the Force and that is something that we want to encourage more.

"We are also forging stronger links with other staff associations across the Force area, and we have an effective working relationship with West Midlands Police Federation which has been supportive of our aims.

"There is a fine line between where the Federation can offer support - legal matters, conduct inquiries and the like - and where we can help members."

Ed, who is a change practitioner in the Force's corporate change department, joined Force Contact in a despatcher role in 2018 and was initially based at Bournville Lane. After five years in the contact centre, he became a performance and delivery co-ordinator and three years ago took on the change practitioner role.

Based at Lloyd House, Ed enjoys being able to engage with officers, staff and staff associations on change programmes and work with the Force to ensure these are implemented effectively in line with the results of consultation processes.

"We take a very holistic view and consider



Guests at the 2026 Community Iftar.

equality, diversity and inclusion impacts in all that we are involved with," says Ed, who became a Muslim around 19 years ago and joined the largely inactive West Midlands Police AMP around the time of joining the Force.

"At that time, there was really only one yearly meeting, and not much activity at all," says Ed, "A lot of the people in the association's executive came up to retirement at around the same time so when Emad Choudary, my predecessor, became chair of the association four years ago, there were only about 100 members.

"Under his leadership, recruitment was boosted, and the group's numbers began to grow. I became the communications lead for the AMP, and this aligned well with my Force role.

"At the last Community Iftar, which was held at Tally Ho in March, we had 420 members."

In addition to increasing the membership, Emad also instigated a change to the AMP constitution limiting officials to two, two-year tenures in post so in 2025 announced that he would stand down when his four-year term as chair came to an end.

At this point, Ed put himself forward and was duly elected at the association's annual general meeting in February.

The Force allows him eight hours a month 'facility time' to carry out his work on the behalf of the AMP, though Ed admits he regularly gives up his own time to the group.

He is keen to continue to build up the group's membership.

"We have had a real influx of new members," says Ed, "We had 460 members just a few weeks ago and we are now getting three or four new members each week.

"More and more officers and staff are getting involved with many volunteering their time to mentoring others, perhaps supporting constables seeking promotion to sergeant. If officers and staff are looking for promotion or

they need welfare support, they can come to us, and we will help.

"There can be that fine line between what we do and what the Federation does. We are keen to make sure that we work closely with Federation officials and workplace representatives, but we do want to say in our own lane.

"We can help members with welfare issues, but the Federation is the best port of call for anyone needing legal advice or support through conduct procedures since they have the specialist trained officers to do that.

"Our members can, however, provide a listening ear, listen to what they are saying, offer advice and work collaboratively with the Federation from a welfare perspective. We give a religious perspective too. If a member feels they are being treated differently because of their religion that is something they can discuss with us.

"We have always had a good relationship with the Federation. Branch secretary Tim Rogers has always been very supportive, and we were pleased to welcome Tim and branch deputy chair Mat Minton to the Community Iftar earlier this year."

Having made great progress in terms of raising awareness of the Muslim faith, the association wants to continue to educate everyone from the Chief Constable down and ensure that members can thrive within the Force while also firming up the bridges between the Force and Muslim communities.

"There will always be an ebb and flow in these matters, but members of our communities are fully aware of the work of the AMP and can come to us if they want to raise any concerns," says Ed.

"We are keen to help improve community cohesion and feel we have an important role to play here but we are also helping force closer links between individual LPAs and Muslims within their communities.

"There is still an education process to go through, but we are all working on that."

Worried about rising mortgage interest rates?

Uniform Mortgages Ltd offers independent mortgage advice and has been working with Police Federation members for more than 23 years.

Assistance is provided for varying needs and preferences - whether you are a first time buyer, moving home, wanting to raise money from equity in your home or buying an additional property.

Rates can be secured up to six months in advance, so if you have a mortgage now and your fixed rate will be expiring within six to seven months, Uniform Mortgages Ltd can help you explore options and is fully up to date with all Government schemes.

Eligibility to use the free service:

- West Midlands Police officers
- West Midlands police staff
- Police Federation employees
- Immediate family of all of the above groups including spouse or partner, children, parents and siblings.

For more information:

Visit: www.uniformmortgages.co.uk

Call: **01767 316 626**

Email: Info@uniformmortgages.co.uk

Mortgage clinics: In conjunction with West Midlands Police Federation, Uniform Mortgages hosts regular online one to one clinics, normally between 10am and 3pm.

Register your interest [by email](#) or call **01767 316 626**.



Uniform Mortgages are running an independent, no obligation mortgage advice clinic to help you secure a competitive rate.

We can also secure a rate up to 6 months in advance - so if you have a mortgage now and your fixed rate will be expiring within 6-7 months then please contact us to speak to a Mortgage Advisor today with your requested date, time and best contact number.

If you are interested but unable to attend you can also arrange an appointment at a mutually agreeable time with the Uniform Mortgages team.

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Email info@uniformmortgages.co.uk

Adhnan's marathon effort for Children with Cancer UK

A bucket list entry was struck off when a Wolverhampton chief inspector crossed the finish line at this year's London Marathon.

And, in doing so, Adhnan Afzal raised £2,251 for Children with Cancer UK, beating the target he had set for himself.

"World records were broken, London came alive and the atmosphere was awesome. It was definitely a bucket list experience. I had an 18-week training plan which included Ramadan nearer the end, and it was the single hardest physical activity I have ever done. I've entered the ballot for next year!"

“ I HAD AN 18-WEEK TRAINING PLAN WHICH INCLUDED RAMADAN NEARER THE END, AND IT WAS THE SINGLE HARDEST PHYSICAL ACTIVITY I HAVE EVER DONE. I'VE ENTERED THE BALLOT FOR NEXT YEAR!



Charity fundraiser Adhnan Afzal.

With a love of travel, Adhnan had already completed half marathons in Marrakech, Istanbul, Barcelona, Milan and Madrid and says that the best way to see a city is to run through it.

Adhnan, who has been with the Force for 22 years and is a proactive crime manager, has

only been running for around two years and generally completes one 5k and one 10k run each week.

But he admits it's not something he really enjoys: "It's the only sport I have done that wants me to stop every few steps. But it's a challenge and good for longevity and wellbeing. I have always been an active person, having played football for 20 years and tried boxing, MMA, cricket and now running."

He is following the Ben Parkes plan to train for the marathon on Sunday 26 April. The plan involves twice weekly runs and one strength session.

Adhnan signed up for the London Marathon on Sunday 26 April as it was a bucket list run but also because he wanted to raise money for the Children's Cancer Trust.

Support Adhnan

Children with Cancer UK has partnered with the West Midlands Association of Muslim Police (AMP) to raise money through this year's Ramadan Experience.

Adhnan is the community lead for the Force's AMP which has supported the Ramadan Experience, a national initiative that aims to raise awareness of Ramadan by non-Muslims experiencing fasting for a day.



Remand Fostering: Your questions answered

Police officers are uniquely equipped to support vulnerable young people at critical turning points. Remand Fostering allows you to use your skills in a new, rewarding way by offering a safe and structured home to a young person awaiting a court decision.

What is Remand Fostering?

Remand Fostering provides a temporary family environment for young people awaiting court outcomes. Instead of spending this period in a youth offending institution, they live with specialist foster carers who provide boundaries, routine, and emotional support.

These placements are usually short-term - ranging from a few weeks to a few months. Once the court reaches a decision, a young person may return home, move to a longer-term foster family, or, in some cases, enter custody. Until then, the focus remains on keeping them safe, supported, and connected.

Why does Remand Fostering matter?

Young people involved in the justice system are often extremely vulnerable. Many face challenges such as trauma, exploitation, or instability. Time spent in a youth offending institution can exacerbate these issues and increase the likelihood of reoffending. Remand Fostering provides a healthier, community-based alternative that prioritises stability and emotional support.

Why are police officers ideal Remand Foster Carers?

Officers bring a highly relevant skillset, including:

- Skilled communication and de-escalation
- Safeguarding awareness
- Calmness under pressure

- Ability to set consistent boundaries with empathy
- A strong sense of fairness and public service.

Young people on remand need adults who provide structure, consistency, and understanding - qualities central to policing.

What does the role involve day to day?

Remand Foster Carers support young people through routine, emotional stability, and safe boundaries. You'll help them attend court hearings, solicitor meetings, appointments with the Youth Offending Team, and maintain their education, all while offering a therapeutic family environment.

Your influence during this period can help them stabilise, reflect, and prepare for their future with clarity and support.

What support will I receive?

In recognition of this specialist role, you will receive:

- £937 per week, plus a child maintenance allowance and 6 weeks paid leave
- Specialist training, including PREVENT, PACE and County Lines awareness
- Support from Youth Offending Teams, TESS, and Forward-Thinking Birmingham
- Therapeutic support and a dedicated supervising social worker
- Clear and supported transition planning for every child
- 24/7 support, 365 days a year.

What commitment is needed?

Remand Fostering requires resilience, consistency, and a willingness to engage with young people during unpredictable periods. Carers must:

- Have a spare bedroom
- Have the ability to travel across the city and transport children to appointments, school, and court-related meetings
- Have experience supporting children or young people (e.g. youth work, residential care, education, police, probation, or previous fostering)
- Be available to foster full-time and provide flexible fostering support / emergency foster care when you don't have a child placed with you
- Provide a stable, supportive home environment
- Bring patience, empathy, and emotional resilience.

Can I really make a difference?

Absolutely. For a young person facing uncertainty, one calm, consistent, and dependable adult can make a real positive difference. Your policing experience positions you perfectly to guide them at a turning point in their lives.

Want to find out more about remand fostering?

Join us at our next **Remand Fostering DropIn Event on Thursday 18 June at the Midlands Arts Centre (MAC), Cannon Hill Park, B12 9QH.**

You can drop in at any time between 5:30pm and 7:30pm.

Please book your place via fosterbirmingham.co.uk or call **0121 303 7575** for more information.

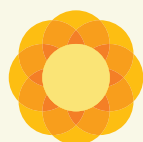
Help change their path

Join our **Remand Fostering Scheme** and help young people at a turning point.

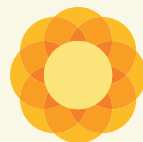
Remand Carers receive **up to £937 a week** as well as **ongoing training and support.**

Interested?

Call **0121 303 7575** or enquire online at fosterbirmingham.co.uk/remand



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Helen trebles fundraising target

West Midlands Police Inspector Helen Jackson completed the Manchester Marathon and, in doing, so trebled her initial fundraising target of £500.

She finished the race in mid-April in just under six hours and will be handing over at least £1,500, boosted by a further £300 in Gift Aid, to Cancer Research, in memory of her Dad, a former West Midlands Police officer who died 10 years ago.

Helen said: "I loved every minute of it, finished slightly slower than I had hoped for after starting out strong, but just remembering what I was doing it for kept me going.

“UNTIL ABOUT HALFWAY, MY PREDICTION ON THE TRACKER WAS TO FINISH IN 4 HOURS 30 MINUTES, BUT AT ABOUT MILE 20, AN OLD INJURY STARTED TO HURT AND I HAD TO SLOW RIGHT DOWN, FINISHING IN 5 HRS 53. THAT WAS A BIT DISAPPOINTING, BUT I DID IT.

"Until about halfway, my prediction on the tracker was to finish in 4 hours 30 minutes, but at about mile 20, an old injury started to hurt and I had to slow right down, finishing in 5 hrs 53. That was a bit disappointing, but I did it.

Overwhelmed

"It was one of the best experiences ever, the crowds, the support, the live music... but probably one I won't repeat.

"I'm overwhelmed by the response and the support - after aiming to raise £500."

Helen, the partnerships inspector at Wolverhampton, decided to attempt her first marathon to mark a year of full of significant dates including her retirement in August and her 50th birthday in December.

"Dad was born in Manchester in April, so it all seemed to be perfect timing," she said.

Her Dad, Peter Jackson, was in the Royal



Helen during the marathon.



Navy and joined the Force in 1986 when he was 39 and was based at Birmingham Road, Wolverhampton.

Beat officer

He then transferred to West Mercia, working as a beat officer in Bridgnorth, and then at the ID suite at Malinsgate, Telford.

He retired and returned to West Midlands Police as a member of police staff, working as a witness care officer at the Glidewell Unit in Wolverhampton up until his retirement in 2011.

He died in 2016 just a month after being diagnosed with stomach cancer.

Helen started running when her children were young, just to feel more fit and healthy. Before deciding to tackle the marathon, she had stopped at a distance of 10k.

Having started her policing career in Wolverhampton in 1996, Helen was promoted to sergeant at Walsall in 2007. She went onto child protection in 2009 and became an inspector at Wolverhampton in 2018.

[Support Helen's fundraising.](#)

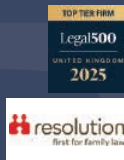
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Legal Services for West Midlands Police

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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Weekend B & B breaks in the Ribble Valley

Welcome to the spring update from West Midlands Police Benevolent Fund

St Michael's Lodge has opened its doors on the weekends for members of the West Midlands Police Benevolent Fund to enjoy its bed and breakfast offers.

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

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

Please note this is separate to the convalescence and rehabilitation benefit offered to Ben Fund members.

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

On the weekends, it's now open to members who want to experience the friendliness, fine food and hospitality of the North and simply enjoy a relaxing weekend away.

Bookings are now being taken. Please visit the B & B page of the [Benevolent Fund website](#) for details on how to book.

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

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

As well as good food, small pretty villages and rolling countryside, the Ribble Valley offers an abundance of trails, scenic walks, historic buildings, cycle routes and great eateries.

Blackwell Court Adventure Day - save the date!

The Benevolent Fund's family event, 'A Day to Remember', will be returning on Friday 29 May (the last day of the school May half-term holidays).

This will be the seventh year the charity has funded an Adventure Day for members. The fund introduced the family events as a way of thanking members for their continued support.

Blackwell Court Adventure, which is near Bromsgrove, is a non-profit organisation offering more than 20 indoor and outdoor activities. Set in 50 acres of beautiful parkland, it has been the home of the family fun day since 2019.

This year's event promises to be yet



another great day out for members and their families.

The day's activities will include: crate stacking, archery, a giant zip wire or dual zip wire and tree climbing - with a difference!

Can you survive Laser Tag?

Last year, the Benevolent Fund introduced a new activity, Laser Tag. Families battled it out in teams and enjoyed the non-impact game. This adrenaline rush, heart-pumping, ground-based, high-energy activity proved so popular it is being offered again this year.

Please note: Activities are suitable for children ideally aged nine and over.

If you and your family are interested in attending, please visit the Family Event page on the [Benevolent Fund website](#).

Your mental health matters

Mental Health Awareness Week, hosted by the Mental Health Foundation, runs from Monday 11 to Sunday 17 May. The theme this year focuses on taking action to improve mental health, encouraging small steps that create a big difference.

If your mental health is being affected, the Benevolent Fund is there to help.

Through its unique partnership with the holistic treatment centre St Michael's Lodge, Benevolent Fund members can receive mental health support as part of their membership benefits.

The fund offers up to eight online counselling sessions from a professional team of psychotherapists who are trained in many areas of counselling, including:

- Cognitive Behavioural Therapy (CBT)
- Person-centred therapy
- Bereavement counselling.

Don't forget, the fund also offers a sickness voucher scheme. If you have recently had a period of sickness or are currently off work (for more than 21 consecutive days) you can apply for £30 in e-vouchers.

If you are off for more than four months you can claim a further £30 in vouchers. Please visit the [Benevolent Fund website](#) for details.

AGM reminder

Here's a quick reminder about the Benevolent Fund's forthcoming AGM on **Friday 15 May at Guardians House, Sheldon, Birmingham, B26 3EA. The meeting will commence at 11.00am and conclude with light refreshments.**

You will be able to view last year's accounts [online](#).

Please enter the password: WMPBENCHARTY to access the accounts.



NATIONAL ASSOCIATION OF RETIRED POLICE OFFICERS



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

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

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

ARE YOU RETIRING SOON?

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expertise in workplace related harm, illness and occupational stress, enabling me to guide officers through some of the most challenging moments of their lives with clarity, care and determination."

Contact Matthew: matthew.c.tomlinson@slatergordon.uk | 0330 995 5737

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