

FEDLINE



Policing the pandemic - a year on



Speaking up for Cambridgeshire's Federated ranks



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The chair of Cambridgeshire Police Federation has praised members as “amazing” as she reflected on the professional and personal challenges of the pandemic a year on from the first lockdown.

Liz Groom said officers have been challenged like never before and criticised the Government for not supporting them by making police a priority for the vaccine.

She said: “Our members have been amazing in my view. Never have we been tested like this. From enforcing new laws, to working with PPE, they’ve just got on with it.

“Sometimes we cannot do right for doing wrong. In the early days, there were officers gifted cakes, chocolates, notes and pictures thanking them.”

“As time has gone on we don’t seem to have the public support as we did in the early days. I think it’s just lockdown fatigue now, and when we do have to enforce we’re often criticised for it.

“But this is a health crisis not a policing one and if we don’t enforce the rules who does?”

Liz said it was a “disgrace” that police officers haven’t been prioritised for the vaccine.

“Our members should have been prioritised,” she said, “They have in other countries and yet we’re still waiting and officers feel less valued because of it.

“They enforce the rules and protect the vulnerable. Who do paramedics and the NHS call upon to assist them? It’s the police and yet we’re not afforded the same protection.

“It’s a disgrace and the Government needs to be held to account for this.”

Liz described the response of the Force in the early days of the pandemic, and praised the “Dunkirk spirit” of officers.

“Initially, I did wonder if this would be a very short-term thing,” she said. “How wrong I was.

“As time went on, I was increasingly concerned about the risks posed to colleagues working on the frontline and being exposed to the virus and the lack of understanding from both the Government and the public about how we do our role and cannot always limit contact to mitigate risk.”

Liz added: “Our Force has always kept us involved in every decision that affects our members and from the start of the pandemic we were consulted, although not initially at the Gold Group meeting which after some discussion was changed.

“Our officers were amazing in the early days. Adapting to a new way of working, managing PPE and in pods.

“There was a real Dunkirk spirit with the Thorpe Wood bar committee, for example, really stepping up and even selling toilet rolls.

“Getting people working at home was a bit bumpy at first but it didn’t take long to get people working effectively.

“IT had quite a task of getting everyone set up and they were fantastic at doing this. We’re fairly well equipped and have been a



leading force for slates and laptops, having them before many other forces, so were fairly well prepared.

“Lots of people working from home and using Skype/Teams was problematic with a few connection issues but now it all works really well.”

Liz said that she was concerned about the mental health impact of the pandemic on officers who haven’t had an outlet for the stress of the job.

“Officers are a social bunch,” she said, “They’ve been restricted from spending time with their families and each other outside of work like everyone else.

“The difference is that this is often a way of de-stressing and getting time away from work and switching off. They simply have not been able to do this.

“The situations they dealt with before the pandemic are still there. The calls for service have not significantly reduced and in fact the role has become harder.”

Liz also spoke about the personal impact of the pandemic and the concerns she had for her vulnerable Mum.

“I wasn’t overly concerned for me and my immediate family as we’re generally fit and well,” she said. “But I was more worried about my Mum who had only four months before the first lockdown come out of intensive care after complications following open heart surgery.

“Having COPD (chronic obstructive pulmonary disease) too, and also having



Policing the pandemic: officers praised for “amazing” response

battled bowel cancer eight years ago, she was very vulnerable.

“I knew her being separated from my children would make her very upset as she’d already almost died twice so wanted to cherish every moment with them as she felt she was already on borrowed time.”

Liz said: “I’ve been quite fortunate that my kids are used to years of me working odd and long hours and being a key worker my daughter attended school when my husband worked, which was really helpful.

“It’s been more difficult for my son who, although he’s 18, is autistic and his routine of going to college was disrupted which upsets him and he’s not managed remote learning well.

“The worst thing is being separated from and having to shop for my parents and elderly aunt and ensure they’re OK, but I have a very supportive husband who shares this with me.

“I also love seeing my friends and being

unable to meet for coffee in person has been hard, but Zoom calls have been fun in the meantime.

“On a professional note, meetings I think have been better on Teams. It saves significant time in travelling and has made me realise in future this is a far better way of getting things done.

“However, when representing officers it’s better to see them in person and we’ve still been able to achieve this while being safe. I do miss just popping into a station and chatting to officers though, but the Force made it clear that was an unnecessary risk.

“I really look forward to getting back out to see officers again and we plan to do some events locally when we’re allowed.

“I also look forward to being able to announce our initiative of free tickets to local attractions soon, so officers can use these to get out and about and enjoy some quality time in the fresh air with friends and family. It’s never been so well deserved!”

“ OUR OFFICERS WERE AMAZING IN THE EARLY DAYS.

ADAPTING TO A NEW WAY OF WORKING, MANAGING PPE AND IN PODS. THERE WAS A REAL DUNKIRK SPIRIT WITH THE THORPE WOOD BAR COMMITTEE, FOR EXAMPLE, REALLY STEPPING UP AND EVEN SELLING TOILET ROLLS. ”

Mental wellbeing: support is available

The chair of Cambridgeshire Police Federation has said she is concerned about the impact of the coronavirus pandemic on officers’ mental health but that she is more worried that they will not seek help.

Liz Groom was speaking out to promote the Mind Blue Light Programme which has been developed to provide specialist support and advice resources in response to the predicted increase in emergency worker mental health issues.

“I fear the impact of the coronavirus pandemic on our officers’ mental health will be devastating – not only to the officers themselves and their families, but also to the service,” Liz said,

“The mental and emotional impact of this pandemic cannot be underestimated and officers need to know they can seek help that is easily accessible. They must not suffer in silence.”

The Blue Light Programme was set up by Mind in 2015 to offer unique round-the-clock advice and support for frontline workers and emergency responders. It campaigns to improve services, raise awareness and promote understanding.

Mind has also worked in partnership with Shout, the Samaritans, Hospice UK and The Royal Foundation of the Duke and Duchess of Cambridge to develop easily accessible Frontline webpages and an Infoline offering a range of tailored mental health information, tips and tools.

Mind conducted a Blue Light survey earlier this year and published the results in April when the first coronavirus-specific support resource was launched. It also promoted the idea that simply talking with someone about how you feel can help on this year’s Time to Talk Day, with its theme of “The Power of Small.”

Liz added: “Our members, along with other emergency workers, have been on the frontline of the nation’s response to Covid-19 and continued to provide a service in extremely difficult circumstances which none of us could have foreseen.

“Police officers can suffer poor mental health just like anyone else. In fact, emergency workers are more at risk of experiencing a mental health problem than the rest of the population yet they are less likely to seek support. It has been a tough year and they need to know there is support available and there’s no shame in asking for help.”

<https://tinyurl.com/4esz287y>

Better welfare and legal protection for officers

Proposed new legislation which will provide better welfare and legal safeguards for officers has been welcomed by Cambridgeshire Police Federation chair Liz Groom.

The new Police, Crime, Sentencing and Courts Bill – formerly the Police Powers and Protections Bill - includes a Police Covenant which introduces new measures to support officers, police staff and their families and follows extensive campaigning by the Federation.

“We welcome the establishment of a Police Covenant and other measures in this bill,” said Liz, “The Federation has long been campaigning for officers to be supported and protected in their line of duty, and a Police Covenant will recognise the unique role we have in society.

“In the spirit of the proposed new covenant the Government could take the very real step of supporting and protecting my colleagues by giving them some priority in the continued roll-out of the coronavirus vaccine.”

Alongside the establishment of the covenant, the bill, unveiled in Parliament in March, legislates to double the maximum sentences for those convicted of assaulting emergency workers in England and Wales to two years – something the Federation has been campaigning for.

The new bill allows Special Constables to formally join the Police Federation of England and Wales (PFEW). This follows years of Federation campaigning and regular discussions with the Home Office, Association of Special Constabulary Officers (ASCO), the National Police Chiefs’ Council (NPCC) and the Association of Police and Crime Commissioners (APCC) over the issue.

It also gives better protection to police officers involved in driving

incidents, with the introduction of a new test to assess their driving standards. The test will see officers judged against the standard against a ‘competent and careful peer’ with the same training, rather than with a member of the public.

Liz said: “As a Federation, we’ve been campaigning on many of the issues that are included in this bill. I’m proud of the work we’ve been doing and we hope that once this bill becomes law it will make a real difference.”

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Specials set to be allowed to join Federation

Cambridgeshire’s Special Constables are set to be able to access the wealth of support and advice provided by the Police Federation following a long-running campaign.

The Police, Crime, Sentencing and Courts Bill, which passed its second reading in Parliament on 16 March, includes provision for Specials to subscribe to the Police Federation for the first time.

Cambridgeshire Police Federation branch chair Liz Groom said: “For almost a decade now, the Federation has been campaigning for Specials to have access to our services and support, so we’re delighted to be able to welcome them to the Federation family.

“We have seen that, time and time again, they’ve stepped up to the mark to

work on the frontline of the pandemic alongside full-time officers.

“They give up their time freely and face the same dangers as our members so it’s only right and proper they should have access to the same representation, support and protection as their colleagues from the Federated ranks.”

Joining more than 130,000 regular constables, sergeants, inspectors and chief inspectors as Federation members, Specials will be able to receive support and advice from elected workplace reps and will also be able to call on expert advice and representation during performance and misconduct proceedings.

This will form part of the support

package to ensure they know their rights and entitlements and means they will receive the right support if any workplace issues are encountered.

As Federation members, Specials will for the first time be able to apply for legal assistance in criminal, conduct and civil cases as well as gaining access to Member Service offers.

The Police, Crime, Sentencing and Courts Bill is expected to continue to progress through Parliament before becoming law later this year.

Cambridgeshire’s Specials put in shifts totalling more than 45,000 hours in 2020 – 4,000 more than in 2019. They attended more than 2,600 incidents and made or helped with 686 arrests.

More work needed to properly protect police drivers



The introduction to Parliament of the Police, Crime, Sentencing and Courts Bill is a significant step towards giving police drivers the legal protections they need when doing their job, says the Federation's national driver training and response driving lead.

But Tim Roger says that more work still needs to be done to ensure the new legislation does not serve to further criminalise officers if they breach national driving policies.

"After more than six years of campaigning for a change in the law to ensure that officers' specialist training and skills can be taken into account when their driving is assessed, I was pleased to see this bill unveiled in the House of Commons," says Tim.

"It was a long process to get to this point and I am grateful to everyone who has supported this campaign. The proposed changes to the law set out to ensure that officers are no longer assessed by the standards of the careful and competent driver which was clearly not right.

"But, as the bill progresses through the various stages of becoming law, we have to ensure that there is close scrutiny of the wording of the new legislation. The current wording will see officers' driving assessed according to the standard of the careful and competent police driver and could serve to criminalise breaches of driving policy.

"So as this bill passes to the committee and report stages, we need to further

engage with the Government to ensure all the finer details of the legislation are as they should be to make this truly fit for purpose."

Tim adds that as the initial draft legislation stands it has the potential to see more officers being charged under the very changes being introduced to offer them better legal protection.

He explains: "It is impossible for every element of police driving to be covered by policy but any deviance of policy, perhaps simply because a certain tactic is not included in a driver training directory, could lead to a conclusion that a criminal offence has been committed. We need an exemption to cover these matters.

"Police officers simply should not be singled out for criminal prosecution for behaviour which, if it occurred in any other profession, would be a matter for regulation and a civil action.

"Under the current provisions of the bill, a police driver driving above the standard of the careful and competent member of the public but below that of an elite class of police driver would potentially render themselves liable to criminal prosecution."

By way of example, Tim explains that a police officer who delivers a sub-standard commentary during a pursuit could fall foul of the new standard and risk being prosecuted for driving without due care and attention.

He also cites an incident involving a target vehicle being driven the wrong way down a dual carriageway, leading to a clear

risk to the public and an expectation that the police would act.

However, there is no provision for this in the Approved Professional Practice or the TAC directory so this again could lead to an officer being charged with a criminal offence. There has to be an acceptance that officers are expected on occasion to react instinctively in order to protect the public.

Tim is now seeking to have this matter raised with policing minister Kit Malthouse.

"We need an exemption to the offence to be included on the legislation to reflect the fact that there will be occasions where an officer is expected to act outside of their licensed training," says Tim, "This is something I raised almost three years ago as part of the public consultation on this legislation and also in our original submission on this issue in 2016.

"We have to be able to prevent situations arising whereby police officers could be criminalised for acting to protect the public."

He is suggesting wording that would set out reasons why officers could depart from the usual standard by which they would be judged including the departure being 'reasonable' and 'proportionate' in the circumstances.

Tim believes the effective use of the legislation will be backed up by the establishment of driving standards units within forces, a move already followed by West Midlands Police and the Kent, Essex and Lancashire forces.

Pete sets sail into retirement after 57 years

After 57 years in the Force, Pete Wright will be bidding farewell to life in the police and welcoming a much-deserved but busy retirement.

As the 72-year-old prepares to enjoy days jam-packed with windsurfing, swimming, paddle boarding, skiing and perhaps the odd dog walk - if he can squeeze that in - he takes us through the highs, lows and the changes he has witnessed in the Force over nearly six decades.

Where it all began

Life on the Cambridgeshire Police Force frontline has undoubtedly changed since Pete's career began back in 1964. He remembers his first pay packet being just £16 a month at the age of 16, as an enquiry officer. He was a cadet, which is where he met his wife Jenny.

"She has supported me loyally through my career since then," he says.

Three years on and he got a rise to £32 a month, having trained as a police officer by 19, and he has not had a break from the job since.

"I always wanted to join the police. I wanted to be in the water section. I swam every day and still do; water is a big part of my life," says Pete.

Alongside his role on the frontline, Pete was a police diver, searching rivers mostly and he loved it.

Things were so different back then, he recalls. "You cannot believe how much things have changed. There weren't any radios, so you couldn't radio into headquarters."

Pete explains that each officer would be out on the beat and they would have to report into the Police Box five minutes before every hour. There would be a phone at the Police Box that they would answer, and jobs would be given to them.

"You'd go on your own to these jobs,



Pete Wright is looking forward to retirement and spending more time on the water.

you'd have no back up and no radio," says Pete, adding: "And I'd peddle to each job on my bike. We were mostly called to domestics and by the time you got there because of the delay, most incidents would've calmed down.

"If people were nasty or awkward to you back then, you would just talk to them and sort it out."

When he wasn't at an incident, Pete would be patrolling his side of the street in town. He says each officer would have to check each property in their specific area, regularly.

Two years later and Pete became a village beat officer. He remembers that the way he would get told about jobs then, was through the village's Post Office phone.

"The phone outside the Post Office would ring every hour for me to answer. If I was late because I'd stopped to have a chat

with someone, the Post Mistress would answer it for me," he recalls.

Police officers were part of the community back then he explains. They were out patrolling the streets, seen by members of the public and quite often, he says he would be invited into people's homes for a cup of tea.

"Things have changed in today's world. I feel sorry that we, as police, seem to have lost contact with members of the public," he adds.

"I can't help but wonder whether patrolling would make a difference to this 'them and us' attitude. Seeing police officers out on the streets gives the public a sense of security.

"I worry that people have lost respect for police officers."

Around 10 years into his career, Pete trained to be a sergeant. Admitting he was reluctant to do so initially, Pete says his passion remained in police diving. Alas, his then superintendent persuaded him to train for the role and that was where he remained for the next 32 years.

Pete ends his career in the Crime Management Unit. In a unique turn of events, his career has done a complete 360, with his last role being the same as his first, an enquiry officer.

“ THINGS WERE SO DIFFERENT BACK THEN. YOU CANNOT BELIEVE HOW MUCH THINGS HAVE CHANGED. THERE WEREN'T ANY RADIOS, SO YOU COULDN'T RADIO INTO HEADQUARTERS. ”



Pete Wright (top row, second from right) during his initial sergeants' course in the late 1970s.

The good, the bad and the funny

Despite stepping away from his role as a diving officer, Pete continued to use his experience and knowledge of the water as his career continued. He talks about one particular time when he saved somebody's life, after they drove into a river.

"A man had been drink driving. I'd been told and was waiting for him to drive past," Pete begins.

"Anyway, as he went past, he put his foot down and I just couldn't catch him. When I finally caught up with him, he had driven into a river.

"Now, people are usually dead by the time I get to them but in this case, I could see his car and him inside, he couldn't open the doors to get out."

Putting his previous training to good use, Pete says he dived in the river, managed to open the door and get him out. He adds: "I then nicked him, but he was lucky really, that I was there. I saved his life."

Not all cases ended in lives being saved, Pete says, adding: "Those were the darker times, especially when children were involved."

Of course, Pete admits, it was the laughs between colleagues that helped see him through the harder times. He tells of one time, when he received a call about a car in a river and people could see a head in the car.

Pete laughs, as he completes the story:

"We dived in, only to find it was a cabbage, rather than a body.

"I suppose it was funny times like that which got us through. That and supporting one another when we needed it."

It runs in the family

Inspired by Pete, his son is in the Force, while his grandson's girlfriend is also training to be an officer. His grandson, who is currently

in the Army, hopes to join the police when his time in the forces comes to an end, too.

"It's amazing how many police officers' offspring join," he says, adding: "They take on their father or mother's collar numbers, that's a tradition of the Force and something I'm really proud of."

Reflecting on modern day officers, Pete says he wonders whether he would be good enough for the job if he was out on the

Continued overleaf



Pete Wright (front left) during a visit from French police officers.

Continued from Page 7

frontline today.

"Police officers have to stand on their own two feet these days, I really admire them," he added.

As Pete passes down the policing baton to younger generations in his family, he gives them some advice: "Don't wish your life away. I've had a great career, with many rewards and I would recommend anyone to give policing a go.

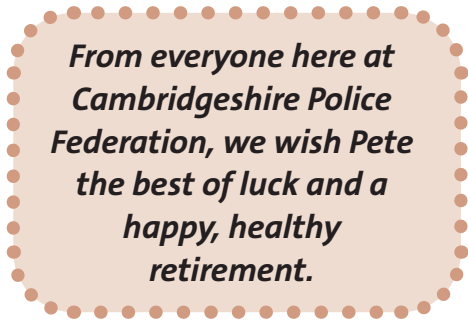
"If I could start over and do it all again, I'd go in exactly the same direction."

A well-earned retirement

Once the national police breaststroke champion, who has also swum for Great Britain police, Pete is looking forward to having more time in the water.

A father-of-two and a grandfather of five, he is sure that between them and his dog, he will be kept busy. Of course, his wife Jenny is sure to have plenty of jobs ready to keep him occupied.

After so many years in the Force, it is undoubtedly a time of mixed emotion for Pete, who says: "I'll be sorry to leave but glad to have a break."



From everyone here at Cambridgeshire Police Federation, we wish Pete the best of luck and a happy, healthy retirement.



Pete's Royal Humane Society commendation.

Review into role of the College of Policing

Cambridgeshire Police Federation chair Liz Groom has welcomed the announcement of a 'fundamental' review of the College of Policing and its role in the police service.

Nick Herbert (Lord Herbert of South Downs), the new chair of the college board, wants to examine how the college works and the way in which it can best support the police service almost a decade after it was set up as the professional body for police in England and Wales.

Liz said: "While the College of Policing has done some great work supporting and streamlining parts of the police service, I'm pleased to hear the news of a review as there is still more to be done.

"I would urge all Federation members to fill in the feedback form and contribute to the review to make sure the college is fit for purpose going forward."

The college says the review will:

- Conduct a fundamental assessment

of the College, its role, effectiveness and how it operates alongside other organisations in the policing landscape

- Ensure that, as the professional body for policing, the college is highly valued by every section of policing, from frontline officers to chief constables and Police and Crime Commissioners.

Lord Herbert said: "This is a critical time in policing with the demands and pressures on the service only increasing during the pandemic. I believe the time is right to look at the work that the college does, as well as the place that it occupies in the policing landscape. It's important that we explore how effective the college is in supporting a police service whose mission has been extended and capability stretched over the last 10 years.

"I'm keen that we listen to people from across policing, regardless of their rank, grade or role, to find what they want from their College of Policing and help us identify

the areas where we need to improve. I'm committed to ensuring that the College stands proudly in the policing landscape to support the service in its mission to protect the public and keep people safe".

The college is contacting a number of policing organisations – including the National Police Chiefs' Council, the Police Superintendents' Association and the Police Federation – to ask for their views. A survey will also seek views from officers and staff working on the frontline while a call for evidence, which will be open until 30 April, has also been issued.

The college will use the feedback it receives to inform a series of recommendations which will be outlined in a report later this summer.

Have your say by downloading the form below and emailing your views to review@college.pnn.police.uk by 30 April 2021.

Download the form at <https://tinyurl.com/2647ja5j>

Call for better training at the IOPC

The national Federation's conduct and performance chair has criticised the Independent Office for Police Conduct (IOPC) at a Government inquiry, stating that for the sake of the police service it is vital that the best investigators receive the best training to investigate members.

Phill Matthews made the comments when he addressed the Home Affairs Select Committee inquiry into the role and remit of the IOPC.

Criticising the depth of knowledge investigators have, Phill also said they were "absolutely unaccountable".

"You cannot get disclosure from the IOPC and I don't think they understand it properly," he said, before adding that he would have more confidence in retired officers delivering the job.

"There are some very good people working for the IOPC, but there are others where we see a staggering lack of knowledge."

Phill repeated the Federation's calls for a 12-month cap on police disciplinary inquiries, as he outlined the damage long delays in investigations into officers' conduct could have on their mental health, their families and colleagues.

He continued to say there should be sanctions for the IOPC when it failed to meet

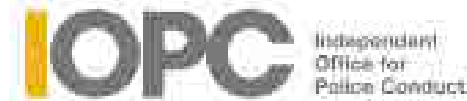


Phill Matthews.

these deadlines.

"A delay doesn't serve complainants or our members at all," he explained.

"There must be some form of teeth because at the moment there is absolutely no incentive for the IOPC, or appropriate authority, to deal with things promptly and properly because they don't need to. If there was an incentive, like there is for police when



you must get a case in front of a hearing within a set period, you would invest the time and money to do that."

With a £72 million budget and 1,000 staff, Phill insisted there was no problem with resources.

"It's how they are using it," he said.

Phill also highlighted the need for greater transparency and feels the organisation is "shrouded in secrecy", suggesting it needs to be audited in the way forces are.

The IOPC, he explained, has failed on numerous occasions to explain why a case is over-running, but he highlighted poor disclosure as a contributing factor.

Phill acknowledged the IOPC, which replaced the IPCC in 2018, had made improvements and there was a better understanding between the watchdog and the Federation.

"It's a step in the right direction and its director general, Michael Lockwood, has done a great deal to build trust with the Federation and is trying to reform his organisation but it's the speed of change we are not content with," he added.

To safeguard genuinely delayed cases, the Federation is recommending a Legally Qualified Chair should then be appointed and should have the power to terminate or conduct robust case management to bring cases to swift conclusions, safeguarding both the complainant and an officer's position.

“THERE ARE SOME VERY GOOD PEOPLE WORKING FOR THE IOPC, BUT THERE ARE OTHERS WHERE WE SEE A STAGGERING LACK OF KNOWLEDGE.”

Support from PCCs

The Police Federation of England and Wales (PFEW) campaign to limit the length of conduct investigations has been given a boost – by Police and Crime Commissioners (PCCs).

The Home Affairs Select Committee heard evidence from three PCCs about the devastating impact lengthy Independent Office for Police Conduct (IOPC) probes can have – echoing the Federation's Time Limits campaign.

Cambridgeshire Police Federation chair Liz Groom has welcomed the PCCs' comments.

Liz said: "Our Time Limits campaign calls for investigations to be completed within 12 months of the allegation, and to hear PCCs giving direct evidence to MPs about the impact they have on officers is a real boost.

"We know that professional standards have to be maintained and improved, but there is a significant human and a financial cost to lengthy investigations.

"They can have a real impact on officers, their families and colleagues and they also cost the taxpayer.

"Our Time Limits campaign is getting results and we'll continue to push for improvements because protracted and inappropriate

investigations are in no one's interests."

The Home Affairs Select Committee inquiry into the role and remit of the Independent Office for Police Conduct (IOPC) heard evidence from the PCCs and two academics about how police conduct complaints are handled.

North Yorkshire Police and Crime Commissioner Julia Mulligan was among the PCCs to give evidence.

She said: "The timeliness issue was causing all sorts of problems for individual officers. In fact, the impact of it was much wider, in terms of views of lack of competency on the part of the IOPC and lack of fairness to officers."

Sue Mountstevens, Police and Crime Commissioner for Avon and Somerset, acknowledged that progress had been made at the IOPC especially in restricting the time limit to 12 months before an explanation has to be given to the PCCs, but also mentioned that greater accountability was necessary, adding: "I wonder where the accountability is to the IOPC if they go longer than 12 months."

Alun Michael, Police and Crime Commissioner for South Wales, said: "We ought to look at the acceptable length of time being reduced from 12 months to something much shorter than that."

Women in Policing Award: nominations open

Nominations are now open for this year's national Women in Policing Award.

Members are being encouraged to nominate women who have made an outstanding contribution to policing.

The award, which was launched by the Police Federation of England and Wales in 2015, is designed to recognise a current, or recently retired officer who has gone above and beyond their job, while on duty.

The first ever Women in Policing Award was presented to the families of Fiona Bone and Nicola Hughes, the two Greater Manchester Police officers killed in a gun and grenade attack in 2012.

Due to the Covid-19 pandemic, the award was not presented last year so the most recent winner was Lancashire Sergeant Hana Alayli-Moore in 2019.

Sgt Alayli-Moore introduced the idea of 'Maternity Buddies' after noticing that officers felt isolated both before and after pregnancy. Male and female volunteers were identified within the workplace to receive relevant training to enable them to support their colleagues.

The closing date for all nominations for this year's award is 30 April. Nominators can be police officers or police staff and all nominations must be submitted to Cambridgeshire Police Federation for approval.

This year's winner will be presented with the award at the Federation's annual



Sergeant Hana Alayli-Moore (left) receives the 2019 Women in Policing Award from Dame Cressida Dick, Metropolitan Police Commissioner.

national conference in June.

Find out more about the criteria for the award at <https://tinyurl.com/pe9mwu69>

You can download the nomination for the award at <https://tinyurl.com/pe9mwu69>

Quick Reference Guide updated

The Police Federation has issued a new Quick Reference Guide (QRG) for officers' terms and conditions of service.

The new guide, which replaces the issue dated July 2020, reflects the removal of the bottom pay point for sergeants as well as the extension to paid maternity leave and adoption leave and to Targeted Variable Payments.

The QRG is supplemented by the most recent set of Frequently Asked Questions on matters where clarification on practices during the pandemic were given.

Read the QRG at <https://tinyurl.com/yjrw4f7y> and Covid-19 FAQs at <https://tinyurl.com/5366uz2d>

Federation support for Day of Reflection

Cambridgeshire Police Federation supported the National Day of Reflection.

The event, on 23 March, marked a year to the date that Prime Minister Boris Johnson told everyone to stay at home when announcing a national lockdown to try to halt the spread of Covid-19.

At midday, a minute's silence was observed across the country.

Led by national charity Marie Curie, the Day of Reflection also included a 'beacon of light' at 8pm with people standing on their doorsteps or at their windows while shining a light.

"As a Federation, we supported this Day of Reflection to remember all those who have sadly lost their lives during the pandemic but also to show their families

that they are not forgotten," says Liz Groom, chair of Cambridgeshire Police Federation.

Liz also encouraged officers and police staff who have dealt with bereavement, at work or in their personal lives, to seek support if they need it.

"The Federation can help you access a range of support services so no one should suffer in silence," she says.



Federation seeks 'thank you' payment for officers

A 'thank you' payment is the least our police officers deserve for their selfless, tireless work and for putting aside fears for their own safety."

These were the words of Cambridgeshire Police Federation chair Liz Groom after the Police Federation of England and Wales (PFEW) called for officers to be awarded a one-off reward payment for the risks they have taken to protect the public during the Covid-19 pandemic.

The request is part of this year's annual PFEW and Superintendents' Association submission to the Police Remuneration Review Body (PRRB). A three per cent pay rise for officers is also being sought.

Liz said: "Police officers have worked selflessly and tirelessly to keep communities safe throughout this pandemic, which is ongoing. They have been on the frontline and put not only their own health at risk but also that of their families. A financial 'thank you' would be a welcome nice gesture."

The Federation will seek the three per cent pay rise for all officers and a 'thank you' payment on the basis that an uplift is feasible and that the private sector has rewarded key workers with a similar payment.

Liz added: "The last 10 months have been incredibly tough for everyone but particularly for police officers. They have continued to fight crime while working to keep communities safe and being attacked themselves. An acknowledgement of that is the least they deserve."



Support for detectives

The national Police Federation is working with police chiefs and trainers to develop a toolkit to help support officers who become unwell through the job.

Karen Stephens, secretary of the Federation's National Detectives' Forum, says the work is vital for officers' physical and mental health.

Karen said: "Like many roles within policing, the job can hugely impact your wellbeing, both physically and mentally.

"Detectives come face-to-face with some harrowing scenes, which is why it's so important that colleagues recognise the signs when things are getting too much and that the right support is in place from a welfare perspective.

"I'm currently working with the National Police Chiefs' Council (NPCC) and College of Policing (CoP) to develop a preventative toolkit to assist with treating officers who have unfortunately become unwell due to the job.

"Tools like this will be vital in keeping the officers we have fit and hopefully attract new recruits to what is ultimately one of the most rewarding careers out there."

Karen made the comments in a blog published as part of a month-long Federation focus on the role of detectives.

Read more on the Detectives in Crisis campaign at <https://www.polfed.org/campaigns/detectives-in-crisis/>



Focus on response policing

Cambridgeshire Police Federation chair Liz Groom says officer wellbeing has to be a priority as she welcomed the National Police Chiefs' Council (NPCC) first response policing week of action.

The initiative, launched in March, aimed to recognise and celebrate the work of response police officers with a specific focus on their wellbeing.

The week also highlighted resources available to officers to help them address important issues such as fatigue and resilience.

Liz said the week could not have been launched at a better time.

"Now more than ever, it is important that we look after our own

wellbeing and that of those around us," she said, adding, "This week is an opportunity to encourage response and all other officers to reach out for support if they need it and also signpost useful resources for them if they need help.

"However, I want to remind officers that although this week gives us a good platform to talk about wellbeing, it is important to remember that the Federation is here to support our members all year round.

"Looking after our members' wellbeing is an absolute priority and it is vital that they each feel supported and listened to."



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