

# FEDLINE

The magazine of Cambridgeshire Police Federation

AUTUMN 2022



## Remembering fallen officers

- see Pages 12 and 13



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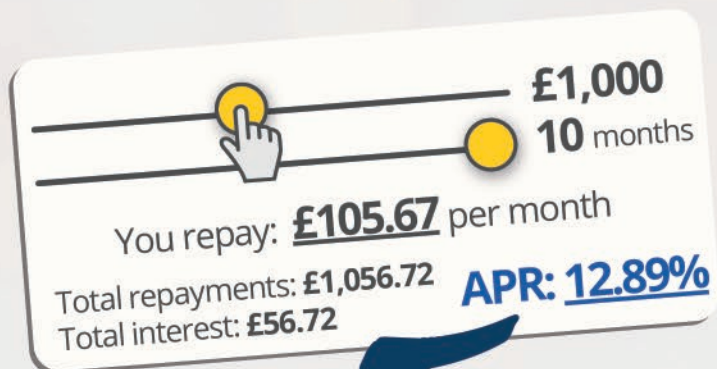
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**Cover photo:** Paper petals symbolising fallen officers fall from the ceiling during the National Police Memorial Day in Belfast. See Pages 12 and 13.



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## VIEW FROM THE CHAIR

# Our sincere condolences to the Royal Family

By **Liz Groom**, chair of Cambridgeshire Police Federation

On Thursday 8 September, as we were putting the final touches to this edition, we received the very sad news about the death of Her Majesty The Queen. The fact she was the grand old age of 96 made her passing no less shocking – and I think, like many of you, I thought she would simply go on and on.

As servants of the Crown, and on behalf of our membership, Cambridgeshire Police Federation offers sincere condolences to the Royal Family and our best wishes to King Charles III for a long and successful reign.

May Her Majesty The Queen rest in peace.

The news from Buckingham Palace has understandably dominated the media in recent weeks, but as life returns to normal, we can expect the widespread concerns about soaring household bills and the cost of living to return to the forefront.

We are hearing of officers relying on food banks and others who cannot afford to put fuel in their vehicles. The reality is that many of our colleagues will face a tough winter with financial worries piled on to an already stressful job.

This is part of the reason that we are in the process of making representations about seeking the South East Allowance for our members and I have written to all Cambridgeshire's MPs seeking their support in this.

The Federation will continue to make the case for police officers to be fairly paid for the vital work we do on behalf of society. It is essential that we can evidence your experiences in our conversations with Government. To do this we need your help, so please – and I cannot stress this enough – take the time to complete this year's Police Federation pay and morale survey. This will give us the tools we need to fight for you.

Speaking of pay, this year's award may have been trumpeted by the politicians as an average five per cent uplift for policing, but let's remember that officers have seen real terms cuts and pay freezes over the last decade. The latest award, while welcome, will not even begin to ease the cost of living

crisis for our members.

Our calculations point to a 30.3 per cent real terms pay cut for constables at the bottom pay point of the pay scale and an 18.5 per cent real terms pay cut for constables at the top pay point of the pay scale.

For sergeants at the top point of the pay scale, the estimated real terms pay drop will be 18.9 per cent. For inspectors at the top of the pay scale, the real terms pay drop will be 19.5 per cent, and for chief inspectors at the top point of the pay scale the real terms pay drop will be 19.7 per cent.

This is why the Cambridgeshire branch is supporting calls from the national Police Federation for the Police Remuneration Review Body (PRRB) to be allowed to operate without Government influence. We need a fair pay mechanism which includes the 'P-factor' payment exclusive to policing to ensure members are paid fairly for the risks we take.

Some may ask: why should policing be any different to other parts of the public sector? It is a fair question, but unlike colleagues in other public sector professions, police officers cannot take industrial action to highlight the huge concerns we have about pay and conditions.

In an agreement with the Government of the day more than a century ago, policing gave up industrial rights in return for the promise of fair treatment. It would appear the Government is not upholding its end of the deal.

The Government must be reminded of this promise time and time again. The irony of workers in other public sectors taking industrial action on pay and conditions while colleagues 'police' the strikes must not be lost on the new Prime Minister and Home Secretary. However, with the arrival of a new Government we must hope for a chance to reset the relationship.

I hope you find the magazine interesting and as ever I welcome your feedback on anything you would like us to feature in upcoming editions. Should you need any help with any aspect of your welfare remember that your Federation is here for you.



# 'MY GRANDAD WOULD HAVE BEEN SO PROUD' SAYS OFFICER WHO REPRESENTED FORCE AT QUEEN'S FUNERAL

**A** Cambridgeshire Police Federation member who was chosen to represent the Force at the Queen's funeral says his late grandad - who was a serving Met officer - 'would have been so proud'.

Inspector Matt Snow reveals he feels honoured to have been selected to work at the funeral of HM Queen Elizabeth II, calling his experience 'the proudest moment' of his career.

Matt was chosen to represent Cambridgeshire Constabulary following the great involvement he has had over the past five years working on Operation London Bridge, the national plans made in preparation for when the Queen died.

"I can't explain how proud I felt being picked from so many, to represent Cambridgeshire Constabulary," said the 51-year-old, "I was shocked when I received the email and, of course, I accepted the opportunity straight away.

"It was, undoubtedly, the proudest moment of my career."

Matt began his service in the Met Police following in the footsteps of his grandad, Gilbert Judge, who was a former officer based in London.

"My grandad worked at Gerrard Row in Central London, so he was regularly seeing members of the Royal family. I know he would've been so proud of me, I have no doubt about it," explained Matt, who admits returning to work in London took him back to the start of his career.

"It really was something very special. I knew there would be officers representing forces from across the country but I didn't ever think there would be so many international officers. It wasn't until I saw so many of our colleagues from across the globe that I realised how huge being part of the event was."

Matt, who was one of the officers lining The Mall, said you could 'feel the emotion

in the air', with the streets packed full of thousands of people who had travelled to the country's capital to pay their respects to the Queen.

He said: "The Queen's funeral was probably the biggest operation the Met has ever done, if not the biggest operation this country has ever seen, and I was part of that.

"It was a very surreal day. It didn't seem sombre at all, but more like a celebration of the Queen's life. At first, the streets were buzzing but as soon as the service was broadcast over the loudspeaker, the atmosphere changed and everybody fell silent, you could hear a pin drop. The crowds were so respectful."

Matt explains how he was picked up by a colleague at 2am from Peterborough on Monday morning, before travelling to Lambeth at 4.30am. Once briefed, he said that he and around 60 others walked down to The Mall, where they were cheered and clapped by the growing crowds.

"Never in my career have I walked down the street and been thanked so much," said Matt, who has been in the Force for 25 years. "And I don't think I'll ever feel emotions like that again."

Monday's funeral came three years after Matt met the Queen, during a chance encounter when she visited Cambridgeshire.

"I was on duty at the time and I ended up spending 30 seconds with the Queen.



*Inspector Matt Snow with a member of the international policing contingent at the funeral.*

Honestly, I can't remember what I said at all," recalls Matt.

"It was such a blur. I was policing at Queens' College and as Her Majesty arrived, I went to go outside before being ushered back inside, and suddenly, it was just me and her in a room. All I know is, I nodded and greeted her with 'your majesty' and replied to what she said. As for what she said, and I said, I have no idea."

Matt, whose family were watching the service from home, said that his three children, wife and parents were very proud of him.

"My children are 21, 19 and 17, and the youngest actually told his teacher about what I was doing. I don't think he's ever spoken to his teacher about me and my job before," Matt added.

"My wife and parents were proud beyond belief, they were all looking to see if they could spot me on the TV. In fact, I need to re-watch the coverage too, so I can relive the day."

"Their service, dedication and bravery is resolute - they really are the best of us."

**“ THE QUEEN'S FUNERAL WAS PROBABLY THE BIGGEST OPERATION THE MET HAS EVER DONE, IF NOT THE BIGGEST OPERATION THIS COUNTRY HAS EVER SEEN, AND I WAS PART OF THAT.**

**IT WAS A VERY SURREAL DAY. IT DIDN'T SEEM SOMBRE AT ALL, BUT MORE LIKE A CELEBRATION OF THE QUEEN'S LIFE. ”**



# 'REVIEW OF DISCLOSURE GUIDANCE DOES NOT ADDRESS SHORTCOMINGS'

Ben Hudson, chair of the Police Federation National Detectives' Forum.

**T**he Attorney General's review of the disclosure guidelines does little to redress the shortcomings of the latest guidance, according to the chair of the Police Federation National Detectives' Forum (PFNDF).

Ben Hudson believes the review fails to mitigate the huge impact the Crown Prosecution Service (CPS) guidance, known as DG6, has had on police officers and staff.

He explains: "We appreciate that the Attorney General's Office Annual Review of Disclosure has been sensitive towards the plight of police officers with regards to the redaction of case material, which is singularly responsible for overburdening case workloads.

"Though the review identifies several ambiguities, including adherence to data protection laws, it does not provide any major action points to redress the shortcomings.

"Instead, it seeks to blame our members' lack of understanding about the vital role disclosure of case material plays in the criminal justice system. It puts the onus on police forces to make every effort to alter

the current culture around disclosure procedures.

"The review accepts that 'strictly speaking' redaction and data protection are not direct aspects of CPS Disclosure Guidance. However, in the absence of a uniform code and lack of specific guidance, police officers, investigative officers, detectives and specialist disclosure experts are compelled to devote significant time



and resources to the redaction of case material to ensure that data protection laws are adhered to, and personal information is not revealed, even between collaborating agencies."

The Federation says it is also problematic that the review merely suggests that a single source of authoritative guidance for the redaction of case material passed to the CPS is

"preferable" but does not demand it despite identifying an acute need for one.

Commenting on one of the review's key findings that "the police do not always apply their discretion when offering information for disclosure under the rebuttable presumption" leading to needless redaction obligations, Ben said: "The remit of rebuttable presumption is too wide and impractical for police officers to comply with and to stand the test of disclosure they inadvertently end up redacting enormous volume of case material. This ultimately creates a burden on the CPS and justice delivery system as well as the officers themselves struggling under an impossible workload."

The Federation has launched a targeted campaign to appeal to the Government to make amendments to the Data Protection Act to simplify the redaction obligations placed on police officers, and calls on the National Police Chiefs' Council, the College of Policing and the CPS to work with the Federation to ensure all members receive nationally agreed face-to-face training on disclosure procedures.



# FEDERATION TO WELCOME SPECIAL CONSTABLES

Special Constables are now eligible to join Cambridgeshire Police Federation after a change to legislation which came into effect in July.

This is a major change, coming into law as part of the Police, Crime, Sentencing and Courts Act 2022, and will see voluntary colleagues afforded the same legal protections and representation as regular officers, for the first time.

Liz Groom, chair of Cambridgeshire Police Federation, explains: "Special Constables come from a wide variety of backgrounds and enrich policing with their different skills and life experiences. When they put on the uniform, they are police officers like the rest of us and are exposed to the same risks and dangers.

"Until now they have not enjoyed the same protections and support for their welfare. So, this is a big step forward for Specials and for the Federation – and I'm delighted that our years of campaigning and lobbying Government have been successful.

"On behalf of Cambridgeshire Federation, I am delighted to welcome our colleagues from the Special Constabulary. Together we are stronger."

Liz added: "I would encourage any Specials who are interested in joining Cambridgeshire Police Federation to contact the branch and we can talk you through the benefits."

The Special Constabulary was formed in 1831 and its members serve the public in a voluntary and unpaid capacity. In 2020, they volunteered an incredible three million hours across the UK. However, they have never had an umbrella organisation representing them and had negligible legal protection until now.

Dave Bamber from the Police Federation of England and Wales National Board said: "Specials play a dangerous and difficult role in society, and they need support in the

workplace to ensure they are treated fairly and not disadvantaged and the Federation will be there to offer that support. From a Special Constabulary point of view, the law change is a really big indication of acceptance within the police family and the Federation wishes to embrace them as well."

Along with the work already carried out by the Specials Working Group, a Branch Pilot Group has been established to ensure all Federation branches are supported regarding the joining process and all other aspects of this change.

Having access to legal protection will also open the opportunity for Specials to take up Taser training, if approved by the local chief constable, if they wish to do so.

**“ SPECIALS PLAY A DANGEROUS AND DIFFICULT ROLE IN SOCIETY, AND THEY NEED SUPPORT IN THE WORKPLACE TO ENSURE THEY ARE TREATED FAIRLY AND NOT DISADVANTAGED AND THE FEDERATION WILL BE THERE TO OFFER THAT SUPPORT. FROM A SPECIAL CONSTABULARY POINT OF VIEW, THE LAW CHANGE IS A REALLY BIG INDICATION OF ACCEPTANCE WITHIN THE POLICE FAMILY AND THE FEDERATION WISHES TO EMBRACE THEM AS WELL. ”**

# Special Constable urging fellow volunteers to sign up for Police Federation

"It is vital that we are given a voice too and have that support," says a Cambridgeshire Special Constable who has responded to the news that volunteers will now be able to join the Police Federation.

Jenny Sands is urging her colleagues to sign up, after it was announced in July this year that Special Constables would be eligible to receive legal protection and representation from the Police Federation.

The 56-year-old, who has been a Special since 2014, said she has been calling for volunteers to be able to become members for years.

**“ WE NEED LEGAL ADVICE AND WE NEED THAT SUPPORT, A VOICE AS SUCH. IT'S NOT NECESSARILY ABOUT NEEDING THEM NOW, BUT HAVING THEM THERE IN CASE WE NEED THEM. I'M SURPRISED THAT MORE SPECIALS AREN'T JOINING. THE POLICE FEDERATION OFFERS SO MUCH. ”**

"I've been asking the question for a long time, 'when can we join the Federation?'" said Jenny.

Jenny decided to become a Special after joining the police as an officer in 1987 but soon finding the shift patterns did not suit her lifestyle. She went on to train Specials and now teaches student officers.

"I wanted to help the community while doing something worthwhile. I wanted to be out there supporting the police but didn't want to do it full-time, which is when somebody

suggested becoming a Special," added Jenny.

During her time as a Special, Jenny has worked within many teams, including on the frontline and in roads policing.

"It's very rewarding," she said, "Being a Special definitely helped complement my career, and helped me gain experience, and learn what I teach.

"Of course being a Special can be challenging at times, and we have quite a responsibility. The role of a Special Constable is the same as a full-time police constable except we do it voluntarily. We have all the same powers as our regular colleagues which may result in arresting and charging someone for a criminal offence."

Jenny said that she feels Specials need the Police Federation too, so being able to become a member is a massive step in the right direction for volunteers.

"We need legal advice and we need that support, a voice as such. It's not necessarily about needing them now, but having them there in case we need them," she explained.

"I'm surprised that more Specials aren't joining. The Police Federation offers so much.

"You never know when you will need to reach out to the Police Federation and you certainly don't want to be in a situation where you need them, but you can't because you're not a member."

The Special Constabulary was first formed in 1831 and its members serve the public in a voluntary and unpaid capacity. Specials can now opt to become a subscribing member of the Federation, with membership costing less than £24 per month, with Cambridgeshire Police Federation currently subsidising the cost for Specials.

To join Cambridgeshire Police Federation contact the Federation office by emailing [cambridgeshire@polfed.org](mailto:cambridgeshire@polfed.org) or speak to a Federation workplace rep.





# OFFICER TELLS HOW 'ROUTINE JOB' LEFT HIM WITH BLEED ON THE BRAIN

Cambridgeshire's PC Leo Clarke has been speaking to the 'Cambs Cops: Our Stories' series of podcasts about a day on the frontline which changed his life.

The young officer reported for duty on 8 February 2021 expecting a routine late shift. While en route to a job he was diverted to an immediate response situation with scarce details other than it was a mental illness job.

Leo, tells the interview: "Me being me I was thinking 'it won't be too bad' but little did I know."

He was met outside the address by a distressed older man who was the father of the individual Leo was there to deal with. At the front door, he was confronted by Joshua Gull (28) who would later admit grievous bodily harm against the officer and receive a 20-month sentence.

Leo explains: "He was clearly quite distressed and annoyed that the police were there. I believe he had been seen by another force in the morning. I rock up, another police officer, he told me basically to 'eff off' so I told to him to go inside, relax and I'll give him five minutes and come have a chat to see what we can do'.

**“ THE BLUE LIGHTS - AND BEING PROACTIVE. THAT'S THE PART OF THE JOB I REALLY ENJOY, HELPING EVERYONE OUT AND MAKING SURE EVERYONE IS THAT BIT SAFER. ”**

"The public might not realise that police turn up to mental health jobs now. And we've had to adapt and take these on because every service is stretched now. We might not be experts, but we're there to make sure that people are okay. And that's what I was doing."

Instead, the man became more aggressive and getting in Leo's face. There was a struggle and the officer deployed Pava, which unfortunately seemed to catch the man's father more than Leo's attacker. While waiting for back-up, Leo took a punch to the head which he shrugged off and used his baton to bring his attacker to the ground.

Once colleagues were on the scene and man was arrested, they started to realise that all was not well with Leo. "They said

to me, 'you're not driving, one of us will take you' so I jumped in the car with one of them. We got back to the station. I went to get out of the car and realised something wasn't right. I was walking up the stairs holding onto the rail thinking 'this isn't good, it's not just a punch.'"

Leo was unable to remember his address or date of birth, and colleagues quickly understood that something was very wrong and called for an ambulance. Leo's memory of the following hours was understandably blurry, he recalls waking up on a table with doctors around him looking at me and cutting his clothes off.

Leo was in hospital for four days, during the lockdown. It was not until after he was released and had his bandages removed that he saw his hair had been shaved off and realised the extent of his surgery. That began a long process of getting back to normal.

"I got lucky," reflects Leo. "It was a bleed on the brain, which if left unchecked could have caused a lot of damage. So thankfully, the skippers and my colleagues saw something was wrong and got me there early which definitely has helped me get back now."

Leo was off work from February to December last year, when he retired on restricted duties. He is only now about to go back on to the frontline. He admits, "I can't wait. Being in the office was nice to begin with, seeing my colleagues, but I get fed up with keeping seats warm." And his message to colleagues after his ordeal? "Just keep an eye out for each other."

Leo was asked why he had wanted to be a police officer and he had an honest answer. "The blue lights - and being



Leo Clarke's injuries.

proactive. That's the part of job I really enjoy, helping everyone out and making sure that everyone is that bit safer."

He was Cambridgeshire Federation's nomination for the 2021 Police Bravery Awards.

Federation chair Liz Groom said: "I don't think there can be anything worse for the family than having that knock on the door. Leo's girlfriend said she saw the shape of the uniform outside and her heart sank. It was difficult for Leo's mum and dad who couldn't sit with him in hospital because of Covid. It has been really hard on the family but they are incredibly proud of Leo and what he does. You can go 30 years without this kind of assault and hopefully this is the last time."

Listen to the podcast at: [www.cambs.police.uk/police-forces/cambridgeshire-constabulary/areas/campaigns/podcast-series/series-2/episode-1/](http://www.cambs.police.uk/police-forces/cambridgeshire-constabulary/areas/campaigns/podcast-series/series-2/episode-1/)



# CONCERN OVER LEAVE ENTITLEMENTS

**P**olice forces are misleading officers and denying them their entitlements to Time Off for Dependants (TOFD) and Parental Bereavement Leave, the Police Federation has warned.

Researchers who examined the TOFD policy of the 43 forces in England and Wales found that just one was close to acceptable.

They discovered the policies of some forces, including Cambridgeshire Police, state “there is no legal right to be paid” for TOFD, even though it is treated as duty and duty is always paid for a police officer.

A number of forces also limit the number of paid TOFD days or have put a limit on the number of days that can be taken off consecutively.

The Police Federation has pointed out that force policies cannot override Police Regulations, and the regulations do not state such restrictions or limit the number of occasions a year the entitlement can be taken.

Cambridgeshire Police Federation chair Liz Groom said: “TOFD is essentially about

carrying and providing support for loved ones so we are very concerned to hear that many forces downplay this important entitlement with thin documents which fail to explain how extensive it can actually be.

“I would urge any of our members who are experiencing issues with TOFD or Parental Bereavement Leave to get in touch with us immediately.

“It is an important benefit to all our members, but particularly for women, who often find themselves with a greater responsibility for child and elderly care within families.”

Police Federation national equality lead Ian Saunders warned some forces were deliberately downplaying or misrepresenting these entitlements in their policies.

He said: “The low take-up of TOFD in most forces is a sign they have effectively minimised something they should instead be actively promoting to enable those with dependants to remain as police officers and continue to serve the public.

“If this is partly a cost-cutting exercise,



*Cambridgeshire Police Federation chair Liz Groom.*

then forces are mistaken. The cost of losing those in service with invaluable experience massively outweighs the cost of paying officers to take this leave.

“There is also a need for culture change as we found officers taking this leave are made to feel they are letting their team down or should be grateful for taking TOFD leave even in instances where this is less than their entitlement.

“If forces want to successfully recruit and, just as importantly, retain, they need to see the bigger picture.

“We have presented our findings to the National Police Chiefs’ Council, and we would urge chiefs to act upon it.”

**“ I WOULD URGE ANY OF OUR MEMBERS WHO ARE EXPERIENCING ISSUES WITH TOFD OR PARENTAL BEREAVEMENT LEAVE TO GET IN TOUCH WITH US IMMEDIATELY. IT IS AN IMPORTANT BENEFIT TO ALL OUR MEMBERS, BUT PARTICULARLY FOR WOMEN, WHO OFTEN FIND THEMSELVES WITH A GREATER RESPONSIBILITY FOR CHILD AND ELDERLY CARE WITHIN FAMILIES. ”**

## FEDERATION SUBS TO INCREASE FROM OCTOBER

Police Federation subscription rates will go up by 3.1 per cent from 1 October. This works out at 58p per month, net, for basic rate taxpayers.

A motion to raise subs in line with the percentage uplift to police pay for 2022/23 was carried by delegates by 221 votes to 170 following a robust debate at the annual conference in May.

In a message to members, the Police Federation of England and Wales (PFEW) said: “We reviews subscription rates regularly to ensure a balance between affordability for our membership and ensuring the organisation can continue to afford the best representation for members, the training of the Federation representatives who support members across a broad spectrum of areas and the continual business of lobbying Government and stakeholders for positive changes to legislation and guidance that

affects the rank and file directly.

“PFEW is cognisant of the increased costs that will be associated with the rise of inflation and will continue to work with our suppliers and stakeholders to ensure value for money.”

Subs have only gone up once in the last decade.

Conference delegates who supported the motion accepted the Police Federation was facing increased costs linked to soaring inflation, upcoming litigation and preserving the financial health of the National Reserves Fund.

The National Board of PFEW signed off the 3.1 per cent increase based on the Police Remuneration Review Body (PRRB) recommendations, which were accepted in full by the Government, for pay rises of between 3.1 per cent and 8.8 per cent depending on rank.



# OFF-DUTY PC RECOGNISED AT NATIONAL POLICE BRAVERY AWARDS



*PC Dave Byrne and his wife Sadie outside the famous door of No 10 Downing Street.*



A brave Cambridgeshire PC who intervened in a knife fight while off-duty has been honoured at the 2022 national Police Bravery Awards.

PC Dave Byrne, who has 21 years' service, and his wife Sadie joined fellow nominees from across the country at a Downing Street reception which was followed by an awards ceremony in central London.

Cambridgeshire Police Chief Constable Nick Dean, Police and Crime Commissioner Darryl Preston and Police Federation branch chair Liz Groom were all in attendance.

The Downing Street event was hosted by the then Home Secretary Priti Patel who praised the officers for their "incredible courage".

Dave was cycling to work in February last year when he passed an alleyway and saw a physical altercation between two men. He heard a member of the public scream that one of the men had a knife and that the other was being stabbed.

Despite having no body armour, radio or other personal protective equipment, the officer bravely intervened and took the aggressor to the floor. The other man managed to get hold of the knife and tried to assault the one Dave was restraining. At this point, he managed to push him away to prevent further injuries to either man or the public who were watching or passing the scene.

**“ DAVE WAS OFF-DUTY WITH NO BODY ARMOUR OR BACK-UP AND HAD NO HESITATION IN PUTTING HIMSELF IN THE MIDDLE OF A VERY DANGEROUS SITUATION TO PREVENT LOSS OF LIFE. HIS EXAMPLE SHOWS THE VERY BEST OF POLICING AND HE IS A CREDIT TO THE FORCE AND IT WAS AN HONOUR TO ACCOMPANY HIM TO THE BRAVERY AWARDS. ”**

Dave continued to detain the man and waited for on-duty colleagues to arrive. The injured man got medical attention and the brave officer carried on his journey, completing his late shift as usual that day.

The fight is thought to have been related to drug dealing but resulted in no further action as the injured man would not engage and the Crown Prosecution Service decided not to continue.

Liz said: "Dave was off duty with no body armour or back-up and had no hesitation in putting himself in the middle of a very dangerous situation to prevent loss of life. His example shows the very best of policing and he is a credit to the Force and it was an



At the awards ceremony left to right: Cambridgeshire Police and Crime Commissioner Darryl Preston, Sadie and Dave Byrne, Cambridgeshire Chief Constable Nick Dean and Cambridgeshire Federation chair Liz Groom.

honour to accompany him to the bravery awards."

Dave, who previously worked as a language teacher, achieved a longstanding ambition to become a police officer when he joined Cambridgeshire Constabulary 13 years ago – he describes attending the Bravery Awards as the highlight of his career so far.

He said: "It was great to wake up in a hotel in Westminster looking out at Parliament and the Elizabeth Tower, and to have my photograph taken outside the famous Downing Street door. I never expected I would get to go inside Number 10 and look around; the weather was glorious and Sadie and I enjoyed spending the time in the Downing Street garden with the other nominees.

"I think my favourite part of the day was attending the ceremony and listening to the stories of all the brave acts that go on every day; it was incredibly inspiring and made me feel proud to be in policing."

Speaking at the Downing Street reception, Ms Patel told the nominees: "Your work involves an extraordinary degree of sacrifice that should never be taken for granted. These awards play an important part in ensuring your deeds are recognised.

"I would like to thank the organisers of the 2022 awards, the Police Federation, and Police Mutual for their continued support for the event."

Dave and his fellow nominees also received warm praise and a message of thanks from the outgoing Prime Minister Boris Johnson.

He said: "These acts of bravery, honoured here today by your colleagues and the public, are outstanding and in the finest traditions of policing. I salute each and every one of the fantastic nominees at the awards. You are truly the best of the very best."

Speaking at the awards ceremony, Police Federation national chair Steve Hartshorn said:



Dave Byrne and his wife Sadie outside the gates to Downing Street.

"Tonight, we heard extraordinary stories of bravery, selflessness and acts of courage that are not just part of the job.

"The bravery shown by these nominees is truly outstanding. From putting their own lives at risk to save others, facing violent attackers and terrifying weapons, to rescuing people from perilous situations in fast flowing water or stranded hundreds of feet in the air, they have faced danger head on."

This year's overall winner was Lincolnshire Police's PC Steven Dennis who was stabbed as he tackled a double murder suspect he has spotted while off duty and out walking his dogs.

# 'AN HONOUR TO ATTEND MEMORIAL DAY SERVICE'

Cambridgeshire's Police Federation chair Liz Groom said it was an honour to join colleagues from across the UK in remembering fallen officers at the National Police Memorial Day (NPMD) service.

Liz attended the ceremony at Belfast's Waterfront Hall on Sunday 25 September with Chief Constable Nick Dean and roads policing officers PC Ian Swales and DC Sue Swales.

She posted on Twitter that they were attending in memory of PC Andy Newbery, who was killed in 2003 while dealing with a road traffic collision.

Liz said: "It was an honour to be part of such a moving and poignant service and to be able to pay our respects to all of the officers who have given their lives in serving the country.

"Their service, dedication and bravery is resolute – they really are the best of us.

"I hope that the service can give some comfort to the families, friends, and colleagues of officers who have died. Their sacrifice will not be forgotten – we will remember them."

A congregation of almost 2,000 people attended the service including secretaries of state, police chiefs, and family and friends of fallen officers.

Home Secretary Suella Braverman, who gave a reading during the service, said: "To all the officers who lost their lives while working to keep us safe, we thank you and we honour you.

"Their bravery and commitment to their duty was unflinching. Society owes them and their loved ones a debt we cannot repay, but it

is one we will not forget.

"As Home Secretary I make a promise to give police the powers and tools they need to do their jobs safely."

During the service, candles were lit by relatives in remembrance of officers throughout the country who have lost their lives, one from each of the four nations of the United Kingdom.

Representing England was Kat Dumphreys, widow of PC Nick Dumphreys, who died on 26 January 2000 aged 47. He sustained fatal injuries when the police vehicle he was driving was in a single vehicle collision on the M6.

Liam Kelly, chair of the Police Federation for Northern Ireland, read the names of officers who have lost their lives during the past year – PC Daniel Golding, Metropolitan Police, PC Craig Higgins, Greater Manchester Police, PC Alex

*Candles were lit in memory of officers from all four nations.*



“ IT WAS AN HONOUR TO BE PART OF SUCH A MOVING AND POIGNANT SERVICE AND TO BE ABLE TO PAY OUR RESPECTS TO ALL OF THE OFFICERS WHO HAVE GIVEN THEIR LIVES IN SERVING THE COUNTRY. ”

Photos courtesy of Anderson Photography.





*Home Secretary Suella Braverman addresses the congregation.*



*Paper petals fall to symbolise fallen colleagues.*

Prentice, Northamptonshire Police, and PC Darryl Street, Civil Nuclear Constabulary.  
 He said: "National Police Memorial Day is an occasion to reflect and celebrate the best in policing not only in Northern Ireland but throughout the United Kingdom.  
 "Daily we see officers stepping up to the mark to safeguard communities and, sadly, on occasion, some officers are injured or lose

**“ TO ALL THE OFFICERS WHO LOST THEIR LIVES WHILE WORKING TO KEEP US SAFE, WE THANK YOU AND WE HONOUR YOU. ”**

their lives in the execution of their duties. This weekend, we say to assembled families that the police 'family' recognises, appreciates, and empathises with what you are experiencing and will never forget the sacrifices your loved ones made."

There was silence as petals of remembrance, representing all who have lost their lives, descended from the gallery as the orchestra played Abide with me and the Last Post was sounded.

Canon David Wilbraham MBE, national police chaplain and co-ordinator of National Police Memorial Day, said: "This is the first time the National Police Memorial Day family has been able to gather in remembrance since the pandemic. Today we held those lost in honour - their service and sacrifice will never be forgotten."

- Remembering PC Andy Newbery - see Page 15.



*Standards are lowered in the act of remembrance.*



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# REMEMBERING PC ANDY NEWBERY

Cambridgeshire's Police Federation member PC Ian Swales has described this year's National Police Memorial Day service in Belfast as "poignant and moving".

Traffic officer Ian and his wife Sue, a detective constable with Cambridgeshire Police, were once again representing the family of PC Andy Newbery, his crew partner who was killed aged 34 while trying to protect a crashed car on the A1 near Alconbury on 5 February 2003.

Andy was standing at the rear of his police car on the hard shoulder of the motorway at the scene of a vehicle crash when a passing car spun on the icy conditions and struck him.

Ian, who travelled to Belfast on Saturday ahead of the Sunday service, said: "As usual it was a very poignant, very moving occasion and it is very important to the families of fallen officers."

"A lot of them had travelled some distance to be there but I think in the grand scheme of things Northern Ireland has probably lost more police officers than any other force so it was very important to hold it in Belfast."

Ian and Sue were joined in Belfast by Cambridgeshire Police Federation chair Liz Groom and the county's Chief Constable Nick Dean.

Ian, who retires from the Force on 24 December, gave a reading when the service took place in Cardiff five years ago and has attended each once since on behalf of PC Newbery's family and Cambridgeshire Police.

Home Secretary Suella Braverman and Northern Ireland Secretary Chris Heaton-Harris along with chief constables were among the dignitaries who attended this year's event at the Waterfront Hall in Belfast.

Mr Heaton-Harris said the Government

"owes a tremendous debt of gratitude to the brave men and women of the Royal Ulster Constabulary and the Police Service of Northern Ireland for their tireless work to keep the people of Northern Ireland safe".

There was silence as petals of remembrance, representing all who have lost their lives, descended from the gallery as the orchestra played Abide With Me and the Last Post was sounded.

**“ AS USUAL IT WAS A VERY POIGNANT, VERY MOVING OCCASION AND IT IS VERY IMPORTANT TO THE FAMILIES OF FALLEN OFFICERS. ”**





# 'LOSS IS FOREVER BUT SO IS LOVE'



*Gathered for the service.*

## POLICING FAMILY COMES TOGETHER WITH THE FAMILIES OF FALLEN OFFICERS FOR ANNUAL COPS SERVICE OF REMEMBRANCE

This year's Care of Police Survivors (COPS) Service of Remembrance took place on Sunday at the National Memorial Arboretum in Staffordshire, with the theme of families supporting one another to heal at its heart.

Those left behind by the death of a police officer in service were reminded that the sacrifices of their loved one will never be forgotten and that officer – and their families – continue to be part of the police family.

The event began as always with the arrival of the Police Unity Tour cyclists – around 300 of them – including officers, supporters and even a Police and Crime Commissioner – Bedfordshire's Festus Akinbusoye.

They were joined by the Blue Knights, a fund-raising group of serving and retired police personnel with a motorcycle interest, and at the head of the procession was an American Ford Crown Victoria police car decked out with COPS livery.

The US link was a reminder that the

idea of bereaved police families (known as survivors) supporting one another originated from across the Atlantic, while

the COPS charity itself was founded by 'survivor' Christine Fulton 19 years ago. Gill Marshall, national president of



*The Police Unity Tour cyclists ride into the arboretum ahead of the COPS Service of Remembrance.*



COPS, spoke of the death of her husband Alan on duty in 2006 and quoted CS Lewis: "He wrote 'You too? I thought I was the only one.' This is how friendships are formed."

Other speakers included the chief executive of COPS, Tim Buckley, and the charity's chair of trustees, Sir Peter Fahy QPM. The West Midlands Brass Band played throughout the service and there were two songs from singer Diane Whyllie.

Emma Fields took the lectern to describe the awful moment on Christmas Day five years ago when the family festivities were interrupted by a knock at the door, and she learned that South Yorkshire PC Dave Fields, her husband, partner of 22 years, and father of their two children, had been involved in a fatal car crash.

**“ IT WAS NICE TO SPEAK TO SOMEONE WHO HAD BEEN THROUGH WHAT I WAS GOING THROUGH AND MADE ME REALISE THAT, ALTHOUGH HARD YOU COULD CONTINUE TO LIVE. ”**

"That day we'd watched the kids open presents, had Christmas dinner and I'd kissed him goodbye not knowing it would be for the last time. Then I was a widow, feeling scared and wondering how my life could possibly continue without him."

Emma spoke movingly about having to break the hearts of her two children by telling them their dad would not be coming home – a terrible experience which others in the audience knew only too well.

Then, amidst the dark days following the funeral, Emma received a letter from the COPS, which she responded to, and she was put in touch with a local 'survivor' called Angela.

"It was nice to speak to someone who had been through what I was going through and made me realise that, although hard you could continue to live," she recalled. Emma also thanked everyone who took part in the Unity Tour, ending with the poignant observation that "loss is forever, but so is love."

Wreaths were laid on behalf of policing organisations and the service was concluded by families and colleagues of fallen officers placing red roses on the trees representing the police forces of the UK.

Next year's COPS Service of Remembrance will be the 20th anniversary event.



*Guests gather at the National Memorial Arboretum.*



*Welcoming the Police Unity Tour.*



Bryn Hughes chats to then Home Secretary Priti Patel at the UK Police Memorial.



# BRYN PRESSES ON WITH ELIZABETH MEDAL CAMPAIGN

**C**ampaigners calling for fallen police officers to be honoured with a posthumous medal have vowed to continue with their fight for official recognition.

Bryn Hughes, whose daughter PC Nicola Hughes and her colleague Fiona Bone were murdered in a gun and grenade ambush while responding to a report of a burglary in Manchester in September 2012, admitted the “wheels of bureaucracy were turning slowly” but insisted he would keep pressing ministers to give the initiative the green light.

Bryn was speaking at the National Police Memorial in Staffordshire, after an emotional meeting with fellow campaigners Adrian Hunt and David Taylor, whose police officer fathers were both killed while on duty.

He said: “We all share that common bond but we also share a common purpose. And when we met for the first time it was like we’d known each other for years. We share a lot more than we knew and it is coming to light that we are all in this together.”

Adrian’s father, Detective Sergeant Ross Hunt, died in 1983 after being stabbed by three members of the same family while investigating an attempted murder in the Scottish town of Larkhall and David’s father, PC George Taylor, was murdered by two escaped prisoners in Scotland in November 1976.

Both men had known one another when they served in the same division of Strathclyde Police.

Speaking on BBC Breakfast in August, Adrian said: “Without a doubt, the three of us and the

wider police community are really proud of the legacy these officers have left.

“It is personal, it is public and at the end of the day we look back with fondness and with sadness but mainly with pride.”

David said the bonds between surviving family members of police officers killed on duty were incredibly strong.

He said: “Adrian and I had met before at different memorial services and had conversations but nothing in depth. It is almost unspoken, you understand one another and there is an affinity.

“But it was like a strange revelation when the three of us sat down and had this open conversation which continued throughout the filming and into the evening.

“And you realise how much closer you are and you share that same love, pride and loss.”

When asked about the campaign and the importance of a special medal being created in memory of fallen officers, David said: “They chose to do the job they did knowing full well what could happen.

“However, their legacy was ours and we have memories but nothing tangible, nothing to show for the pride in what they did and their heroism.

“Even if it’s just to look at or to touch something that recognises what they did for the greater community.

“To be recognised for it is such an emotional feeling and it is well deserved without any shadow of a doubt.”

The medal would be similar in status to the

Elizabeth Cross, which is awarded to the bereaved relatives of members of the British Armed Forces killed in military action.

Bryn said: “We have said all along that it’s that small emblem and it’s that recognition and you can take it home and look at it whenever you want and you can look at it with pride or look at it with sadness.

“But you have got it and it is yours and it is official recognition for the sacrifice they made.”

Adrian said he agreed with suggestions that members of the public appeared far more supportive of the campaign than the authorities.

“That stretches a long way back,” he said, “I was an 18-year-old police cadet at the time and asked if my father was entitled to or eligible for a bravery award and I was told by a senior officer that he didn’t qualify.

“So race forward 36 years and the same question came up and three chief constables supported it but when it went to the Cabinet Office they said anything beyond five years couldn’t be included or couldn’t be reviewed so we were back to stage one.”

The case was raised by MSP Graham Simpson in the Scottish Parliament and the campaign for a medal now has the support of the Scottish Government as well as the Mayor of Manchester.

The Police Federation, the Police Superintendents’ Association and the Prison Officers’ Association are also giving the campaign their full backing.

Bryn said: “We have got the campaign and we are supported massively by the Police Federation, we have got cross-party support from a number of MPs but it seems the wheels of bureaucracy are turning a little bit slower than we would like but we are going to keep on pushing.”

**“ WE HAVE SAID ALL ALONG THAT IT’S THAT SMALL EMBLEM AND IT’S THAT RECOGNITION AND YOU CAN TAKE IT HOME AND LOOK AT IT WHENEVER YOU WANT. IT IS OFFICIAL RECOGNITION FOR THE SACRIFICE THEY MADE. ”**



# 'DON'T DRIVE POLICE CAR IF YOU'RE OUT OF TICKET'

## FEDERATION CALLS FOR MEETING WITH NEW HOME SECRETARY



Home Secretary Suella Braverman.

The Police Federation is calling for urgent talks with new Home Secretary Suella Braverman to discuss the financial and work pressures on its 139,000 members across England and Wales.

In a letter to Ms Braverman, the Federation congratulated her on her appointment but made it clear it was unacceptable that police officers have seen a 25 per cent real term pay cut over the last 12 years.

A letter has also been sent to new Prime Minister Liz Truss, drawing attention to the serious concerns over police pay and working conditions and pointing out that this year's pay award, which came after the pay freeze of 2021, will barely be sufficient to meet heightened energy costs this winter.

Cambridgeshire branch chair Liz Groom said policing wanted to re-set its strained relationship with the Government after years of feeling undervalued.

She said: "All we have ever wanted is for our members to be respected, recognised for the courage they show when they place their lives and health on the line to protect the public and properly rewarded for the incredibly challenging jobs they do.

"Unfortunately, that has not always been the case with previous administrations and it is no secret that the relationship between policing and the Government has broken down as a result.

"Hopefully, the new Prime Minister and her Home Secretary will appreciate the importance of maintaining good relations with the men and women who play such a unique and vital role within society and will start to address some of the issues which have created such tension.

"Cambridgeshire Police Federation congratulates Ms Truss and Ms Braverman on their appointments and looks forward to forging a close working relationship with them."

The Federation has also written to the Chancellor while the Home Secretary has sent an open letter to police leaders.



The Federation is warning colleagues who are 'out of ticket' not to get behind the wheel of a police car.

Sgt Tim Rogers, Secretary of West Midlands branch, and who was heavily involved in shaping new police driver legislation, says the new legal exemptions which protect the emergency services only apply if the officer's permissions are up to date.

He explains, "The message is quite simple: if you're not trained, if you don't tick all the boxes, you should not be driving at all, no exceptions."

Prior to the Police, Crime, Sentencing and Courts Act becoming law in April, police officers using their advanced driver training could still be prosecuted for dangerous driving, leaving too many colleagues, in Tim's words, "gripping the rail."

Following an eight-year campaign by the Police Federation of England and Wales a new standard has been introduced for police drivers. However, to enjoy the

protections officers must ensure their training is current.

Where previously, driving out of a ticket would be a breach of policy, it is now a breach of legislation, with potentially more dire consequences.

**“ THE MESSAGE IS QUITE SIMPLE: IF YOU'RE NOT TRAINED, IF YOU DON'T TICK ALL THE BOXES, YOU SHOULD NOT BE DRIVING AT ALL, NO EXCEPTIONS. ”**

Tim is working with the National Police Chiefs' Council to update the amend the Authorised Professional Practice (APP) made to cover situations that might not be covered by police training, such as tactical contact with mopeds.



## 'POLICE FORCES IN SPECIAL MEASURES IS A SIGN OF A SERVICE IN CRISIS'

Cambridgeshire Police Federation chair Liz Groom reacted to the news that the Metropolitan Police has been placed into special measures.

The nation's largest police force has been told it must do better by Her Majesty's Inspectorate of Constabulary and Fire & Rescue Services (HMICFRS). Five others are also in the same position – Cleveland, Gloucestershire, Greater Manchester, Staffordshire and Wiltshire.

Liz said: "If this is not a clear sign of a police service in crisis, I don't know what is. In the case of the Met, it has been placed under special measures for the first time since it was established in 1829. This is a crisis of the Government's making caused by years of underfunding and pay freezes.

"Thankfully Cambridgeshire is not in special measures, but we know that 39 per cent of our colleagues 'never or rarely' take a full rest break. They are expected to carry out their roles while exhausted, with lives often depending on it, and then after a difficult and dangerous day at work, they go home and worry about paying the bills.

"Police pay has lagged behind inflation for the past decade and is now more than 20 per cent below where it should be. This means we are failing to hold on to experienced officers and morale is at rock bottom. The lack of long-term funding also means the service cannot properly plan – it's a perfect storm and something needs to change before it gets worse."

The results of the HMICFRS inspection of the Met are still to be formally published, but are understood to identify 14 significant failings, including inadequate responses to

emergency calls, failures towards victims of crime, errors in stop and search, and subpar crime recording – with almost 70,000 crimes going unrecorded in London.

Chair of the Police Federation of England and Wales Steve Hartshorn said policing is "on its knees" and predicted that more forces will be placed into special measures.

**“MORALE IS AT AN ALL-TIME LOW WITH A PAY FREEZE, AT A TIME WHEN OTHER SECTORS RECEIVED A PAY RISE, THIS WAS PARTICULARLY HARD FOR OFFICERS TO STOMACH.”**

He explained: "They have been facing huge challenges set against a decade of austerity during which we saw officer numbers plummet at a time when demand was soaring. Forces have been stretched to breaking point and that has had a detrimental impact not just on the service we have been able to provide but also on the officers themselves.

"Morale is at an all-time low with a pay freeze, at a time when other sectors received a pay rise, this was particularly hard for officers to stomach. Officers have seen a 20 per cent real terms pay cut and the 'cost of living' crisis has created a situation where some officers are being issued with food vouchers and others are struggling to afford to put fuel in their cars."

## WEIGHT LOSS GROUP FOR BLUE LIGHT WORKERS



Ian Cooke.

Struggling to shift the pounds? You might like to join 'Blue Light Lifestyle' – a Facebook page that provides a safe and supportive network for police officers and other emergency workers who want to lose weight.

The page was started by Ian Cook, a West Midlands Police traffic officer, who recognised the impact regular shift work has on emergency workers and their health.

Using his degree in sports coaching, Ian is supporting colleagues across the country with motivational posts and 'how-to' videos, updated daily.

He said: "So often people suffer in silence and people are scared or fear speaking out about their weight, especially to the likes of occupational health. The good thing about this group is it's more like speaking to your mate, who understands what you're going through."

Father-of-two Ian offers one-to-one support for those really struggling with their diet and weight. He creates a paid-for 90-day plan with the main goal to change their attitude to food and exercise long-term.

Search at Facebook.com for **Blue Light lifestyle nutrition**.