

# FEDLINE

The magazine of Cambridgeshire Police Federation

WINTER 2022



**Season's greetings from  
Cambridgeshire Police  
Federation**

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## VIEW FROM THE CHAIR

# Look out for colleagues at Christmas and be proud of your achievements this year

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

**A**s we enter the final weeks of 2022 it feels almost like time has speeded up.

November passed by in a flash and suddenly Christmas and New Year are around the corner. As always it will be a busy time for colleagues. For those working while the rest of the population tucks into their Christmas turkey it will be those times away from the family that bring into sharper focus the sacrifices of the job.

I know Christmas can be a depressing time for many of us for a whole host of reasons. I would urge you to look out for your colleagues and remind you that the Federation is here to provide help and support or even an sympathetic ear over a cup of coffee.

In this edition we take a month-by-month look at some of the policing stories that made the news here in Cambridgeshire during 2022. And I have been reflecting on some of the highs and lows of the last 12 months.

It's fair to say that the uplift was one of the positives as the new year began. After years of banging our heads against the proverbial wall, arguing that 'cuts have consequences,' finally the Government appeared to be taking notice and we had a major recruitment drive in full swing. By January the Government's uplift programme had resulted in 206 additional officers in Cambridgeshire Constabulary – welcome news!

Unfortunately, it was a case of two steps forward and one back. Before long we were warning that the Force was failing to hold on to experienced officers, with too many leaving the job burned out and disillusioned. A worrying trend for me this year has been the issue of retention. As great as it is to see bright young officers coming into policing, we also need to hold on to our existing workforce and their years of experience.

In fact, a worrying 11 per cent of colleagues told our annual pay and morale survey in February that they were planning

to quit within two years. Food for thought, you might think.

My thanks to Cambridgeshire colleagues who took part in the survey. It really puts power to the Federation's elbow when we make the case for change to those in power.

This was the year the Met was placed into special measures for the first time in its near 200-year history. And it was not the only Force in that position. With crime rising the need for Government to ensure police officers are properly paid and resourced is clear.

After the upheaval of the pandemic, it was a relief and exciting to be able to attend some of the key calendar fixtures in person – not least the Federation's annual national conference, the Police Bravery Awards and National Police Memorial Day. No offence to Zoom or Teams, but there's no substitute for being there. The powerful testimony of DC Vicky Knight, who stood up at conference and told (then Home Secretary) Priti Patel how she – a proud police officer – had been reduced to using food banks and borrowing money from her pensioner parents to get by really resonated.

Despite the challenges we have all faced, there have, of course, been highs. We were delighted to welcome Special Constables into the Police Federation family in July – and usher in new legal protections for police drivers. The quiet but assured way that police officers from across the country ensured that the funeral of Her Majesty Queen Elizabeth II – who we sadly lost in September, only months after the Platinum Jubilee – went without a hitch was inspiring to behold.

Looking ahead to 2023, we can safely say that police pay will remain high up the agenda. Inflation has made us all poorer and is likely to get worse before it gets better. The Federation will continue to fight for fairness. For now, I wish you all a safe and enjoyable Christmas with your loved ones and hopefully a chance to rest and recharge.

Thank you for all you do.

# POLICE DRIVERS WILL BE IMPACTED BY NEW LEGISLATION



**P**olice drivers are being reminded to read a frequently asked questions document giving guidance on new regulations which came into effect at the end of November.

The new regulations set out the prescribed training that will give trained police drivers the better protection in law afforded to them under the Police, Crime, Sentencing and Courts Act.

"The new regulations will have an impact on all officers who are trained to drive police vehicles and they must familiarise themselves with the new provisions," says Tim Rogers, police pursuits and driver training lead for the Federation nationally.

"I cannot stress highly enough how important it is for them to make sure they are fully aware of the changes and how they will affect them."

"Critically, their driving will no longer be assessed by the standards of the careful, competent driver, as was previously the case, but they will now be judged by those of their careful and competent colleagues who have completed the same level of prescribed training."

"The change in the law, which means police officers' skills and professional training will be recognised, is welcomed but we are sounding a note of caution too in that we must now ensure that all drivers are 'in ticket' with their training."

"My advice to any officer who is not up to date with their police driver training is very simple – don't drive a police vehicle because if you do you could be vulnerable to prosecution."

Tim has visited a number of Federation branches around the country, explaining the changes, how they impact officers and highlighting the importance of officers only driving when they are 'in ticket'.

National Police Chiefs' Council (NPCC) police driving lead DCC Terry Woods has welcomed the legislative change: "I believe this is an excellent step forward for police drivers. Standardisation throughout the UK on police driving courses is essential in providing a minimum standard to all officers and making the roads safer for all."

"I would urge officers to ensure they understand the new legislation and the importance of compliance with the relevant driving refresher requirements."

The regulations will be enshrined in law through The Road Traffic Act 1988 (Police Driving: Prescribed Training) Regulations 2022 and came into effect on 30 November.

The new FAQ document has been produced by the Police Federation of England and Wales (PFEW) and the NPCC and aims to help officers better understand the new laws regarding their driving.

"Quite simply, the previous legislation did not recognise the training that police response drivers undertake and the tactics they may need to employ when responding to emergencies or pursuing criminals," says Tim, who for eight years has led a Federation campaign to change the laws affecting police driving.

"This new legislation is a great stride forward but, for the new test to be applied, officers must be driving for police purposes and have undertaken the prescribed training

as set out in the regulations.

"Police driving schools have had months now to ensure that they are compliant with the requirements of the legislation and have undertaken self-assessment exercises."

"But the onus is on the individual officer to make sure that they only drive when they are up to date with the prescribed training as defined in the regulations and legislation."

Training must be delivered by an accredited and licensed police driving instructor, in line with the nationally set learning standards.

Tim is keen to stress that there is only one standard and any divergence by any force or senior officer will mean they are denying officers the ability to respond on blues and twos.

"The new law demands that an officer's driving, when an incident makes the inquisition necessary, is assessed by a professional, knowledgeable and competent individual," he said.

"Each force must have an appropriate mechanism by which these nationally agreed and enshrined in law standards are assessed. Locally, officers will have a driving standards unit. Nationally, and for matters requiring subject matter expert (SME) evidence, there is the NPCC SME group."

"Members of this group have received training at the West Midlands Police Federation office, delivered jointly by the Federation and the NPCC, and with continuing professional development (CPD) each year. As agreed by the Federation, the NPCC, the Crown Prosecution Service, the Independent Office for Police Conduct and the Home Office, they are the only people who can provide the evidence."

As a result of the change in legislation, police driving schools are likely to be licensed in a similar way to firearms units, since there is a higher incidence of risk, and the College of Policing will issue new Authorised Professional Practice (APP).

You can read the FAQs and the 'prescribed training' statutory instrument at [cambridgeshire.polfed.org](http://cambridgeshire.polfed.org) – under the news item posted on 21 November.



## 'WE NEED TO HAVE NEW RECRUITS ON THE BEAT'

The Home Secretary faced calls from Police and Crime Commissioners to get new officer recruits 'out of classrooms and on the beat'.

Sixteen PCCs signed a letter to Suella Braverman warning that up to 10 per cent of their officers are studying rather than fighting crime on the frontlines.

They said that regulations requiring new recruits to undertake three years of study (equivalent to a policing degree) were likely to deter the non-academically minded and older recruits who are thinking of switching careers to policing. They warned this endangered the Government's flagship 20,000 Police Uplift Programme.

Cambridgeshire Police Federation chair Liz Groom said: "My colleagues are already run ragged trying to keep up with the demands of the job. The uplift is supposed to alleviate that pressure, but if new recruits are stuck in class, they are not able to give that support where it is most needed."

Matthew Scott, PCC for Kent, who organised the letter, told *The Telegraph* newspaper: "We are turning away perfectly good people because we have decided you need a degree to be a police officer. There are many fine police officers who have never had a degree."

The Federation supports the view that you should not need a degree to be a good police officer. And it backs the PCCs in supporting a return to "traditional" training methods, where officers can hit the beat after 20 weeks' training.

Since Kit Malthouse signed off on the new regulations during his time as policing minister, it is mandatory from March 2023 for any officer completing their three-year probation to have gained a graduate-level qualification. They must also complete an evidence-based research project as part of their final assessment.

However, the PCCs in their letter, argued that a 'more flexible approach' would give "better options to help recruit a wider range of people with suitable experience, including the military, serving Specials and PCSOs, or people seeking a career change, more quickly".

The PCCs represent forces across England and Wales and include: Kent, Lancashire, Derbyshire, Nottinghamshire, Gloucestershire, Dorset, Hampshire, Bedfordshire, Humberside, Surrey, Thames Valley, Warwickshire, Essex, Leicestershire, Northamptonshire and Cleveland.

# HOME SECRETARY SET TO MAINTAIN NON-DEGREE ENTRY ROUTE TO POLICING

**C**ambridgeshire Police Federation has welcomed the news that the Home Secretary is set to ditch a blanket requirement for all police officers to have degrees.

Suella Braverman said she would ensure a non-degree entry route into policing remained open and continued to deliver "officers of the highest calibre".

The move comes after a backlash from chief constables, police and crime commissioners and Police Federation leaders who all warned the degree requirement was having a serious impact on recruitment options.

Cambridgeshire Police Federation chair Liz Groom said: "Suella Braverman has talked about common sense in policing and we are glad that she has now shown some common sense herself.

"I don't think you need a degree to be a good police officer and I don't think we should be turning away perfectly good people because they haven't got one."

"On a practical level, our members work extremely hard to keep up with the demands of the job and want to see new recruits giving support where it is needed, not stuck in a classroom."

"We back a return to traditional training methods where officers can hit the beat after 20 weeks' training."

Since last year, recruits have been required to have a degree or to join as an apprentice while they earn a qualification but police chiefs and PCCs warned that up to 10 per cent of officers were studying rather than fighting crime on the frontlines.

The College of Policing stood by the change and insisted it gave officers recognition and accreditation as professionals.

But Ms Braverman told a conference for police chiefs that she had asked the college to consider options for a new non-degree entry route, alongside the process for recruits who took higher education.

She said: "I have asked the college to build on their work by considering options for a new non-degree entry route, to deliver officers of the highest calibre, which will complement the existing framework.

"In the meantime, the current transitional non degree entry route will be kept open. Our police force must be open to those who do not have a degree or want one."

"And I will take the scissors to any red tape that gets in your way."

# FEDERATION WELCOMES CHANGES TO DG6 GUIDANCE

Cambridgeshire Police Federation has welcomed changes to the Crown Prosecution Service (CPS) DG6 guidance and said it hoped the revised measures will ease detectives' workload.

DG6 was introduced by the Director of Public Prosecutions last year and requires investigators to provide the CPS with trial-ready prosecution before it makes a charging decision.

But the new rules had a massive impact on detectives' workload which led to increased stress levels among members and slowed down the process of delivering timely outcomes for victims.

The Police Federation launched a campaign to simplify the DG6 guidance in August and has worked alongside the National Police Chiefs' Council (NPCC) to produce the revised Joint Principles for Redaction which has now been developed by the CPS.

**“ THESE REVISED GUIDELINES WILL HOPEFULLY START TO REDRESS THE BALANCE AND ALLOW OUR OFFICERS TO LEAVE THEIR DESKS AND GET ON WITH WHAT THEY DO BEST - SOLVING CRIMES. ”**

Cambridgeshire branch chair Liz Groom said: "From day one it was obvious that the new CPS guidelines were going to massively increase the workload of our detectives who already felt they were being stretched to the limit.

"These revised guidelines will hopefully start to redress the balance and allow our investigating officers to leave their desks and get on with what they do best - solving crimes.

"I am pleased that the Police Federation's voice has been listened to on this and it shows that when we work together we can achieve results that improve our working conditions."

The revised principles are supported by legal advice from a King's Counsel (KC) specialising in information law to ensure they're legally robust and have been endorsed by the co-chairs of the Joint Operational Improvement Board (JOIB). The



Ben Hudson.

main changes are:

- New Supporting Guidance to aid redaction decision-making, including how and when non-redaction can be justified on the grounds of disproportionality. To withstand any legal challenges, it's important such decisions are made on a case-by-case basis, with the decision documented and approved at inspector rank or above.
- Updated FAQs following feedback on common disputes – changing approaches to data minimisation in favour of pragmatism, including when to consider the redaction of occupations, dates of births, vehicle registration numbers, suspects not charged and names of potential witnesses from

witness statements. Given the volume of data breaches documented for these categories, the Federation expects to see a significant reduction in the volume of redaction required following these changes.

Police Federation National Detectives' Forum (PFNDF) chair Ben Hudson called for the immediate implementation of the revised guidance.

Ben, who is leading the Federation's work on the issue, said: "It's pertinent that the revised principles are rolled out swiftly by chief constables and the CPS to serve its purpose.

"We're asking that meaningful and detailed training is provided at the force level to all our members to assist in understanding the material they need to redact as part of evidence disclosure even at the pre-charge stage.

"We also ask that detailed and legally specific training is delivered to inspectors to ensure they fully understand the requirements when signing off the need for non-redaction and explain their rationale as to why they consider it disproportionate.

"We'll continue to champion the cause of our members and highlight the impact of case file building on policing and justice delivery.

"We'll carefully watch and consult with members across the country to see how much mitigation these joint principles bring to the huge task that redaction currently is for our members.

"It's still our position that there's an urgent need for amending the Data Protection Act and we're working with partner agencies in this direction. We hope to formally engage with the Attorney General's office in early 2023 to see how these concerns can be addressed."

## Federation's festive gesture

The Federation branch is hoping to get out and about to provide officers with hot soup and rolls over the festive period.

Branch chair Liz Groom is planning to visit some of those working on New Year's Eve and is aiming to visit a few of the smaller stations to provide some breakfast rolls.

The branch has also been issuing food bank boxes for officers who are struggling and had donations from retired colleagues wanting to help out too.

Members are urged to get in touch with the branch if they need advice and assistance or one of the food boxes.





# MORE FUNDING FOR WELFARE SUPPORT PROGRAMME

The chair of Cambridgeshire Police Federation has urged members not to suffer in silence if they're struggling with their mental health.

Liz Groom said the Federation can help give members access to the help and support they need.

Amid the support on offer is the Federation's Welfare Support Programme (WSP) through which more than 500 members nationwide have received timely and ongoing mental health support since December 2020.

It's run by Defence Medical Welfare Service (DMWS), an independent charity providing medical welfare to the armed forces, veterans, NHS staff and emergency services, and the Federation has confirmed it will continue to fund the WSP until at least December 2023.

The programme offers a wide range of confidential and independent services from

clinical assessments to counselling with fully trained and accredited professionals.

Liz said: "Police officers are often called to difficult and traumatic incidents so it's vital that we know how to strengthen and protect our mental health.

"And sometimes we will need some help and we're pleased as your Federation to be able to offer a range of support through our reps.

"But sometimes we might need more specialist provisions that the Federation or the Force can't provide – which is why our Welfare Support Programme is in place and available to all members.

"If you need support, don't suffer in silence. We're here and can support you and get the help you need."

The Welfare Support Programme provides:

- Practical and mental support
- Clinical assessments and dedicated counselling

**POLICE OFFICERS ARE OFTEN CALLED TO DIFFICULT AND TRAUMATIC INCIDENTS SO IT'S VITAL THAT WE KNOW HOW TO STRENGTHEN AND PROTECT OUR MENTAL HEALTH. AND SOMETIMES WE WILL NEED SOME HELP AND WE'RE PLEASED AS YOUR FEDERATION TO BE ABLE TO OFFER A RANGE OF SUPPORT THROUGH OUR REPS.**



- Person-centred support (via telephone or face-to-face)
- Access to fully trained and accredited professionals
- Independent and confidential support
- Referrals to appropriate follow-on specialist support.

The Federation has received testimonials from members who have been supported by DMWS.

*"That kind of support is priceless, and I count myself as being very lucky to have been provided with such help and support from such an amazing charity,"* said one member, adding: *"I want it to be known what a difference it has made to me – especially when I have felt unsupported by others."*

Find out more by contacting your workplace representatives or full-time officials.

# MENOPAUSE: BREAKING DOWN THE BARRIERS



**H**uge steps have been made in opening up discussions and changing attitudes around the menopause, says Cambridgeshire Police Federation chair Liz Groom.

But Liz said there's still work to be done to create a fully supportive environment for police officers and staff who are going through the menopause.

Liz was speaking in the lead up to World Menopause Day in mid-October.

She said: "There was certainly an issue in previous generations in talking about the menopause – there was a real stigma attached.

"But the more that menopause and the issues for women around it are discussed, the more we're managing to break down the barriers.

"But there's still more we can do in terms of educating people about the potential physical and psychological impact of menopause, and to ensure we create an environment that's supportive of staff transitioning through menopause.

"The symptoms can be debilitating, so it's vital that the support is there for our colleagues who need it during that period in their lives."

Her message was echoed by Hayley Aley, menopause lead and a National Board member for the Police Federation of England and Wales, who has spent the past four years tackling taboos surrounding menopause across forces nationwide.

Hayley has told how she is on a mission to boost the support female officers and staff transitioning through menopause receive while educating their colleagues.

"The impact menopause has on women is huge, there are so many symptoms, including the likes of fatigue, sweating, weight gain, joint problems and not to mention the psychological effects it has, like brain fog," said Hayley, who has been working as menopause lead since 2018.

"And the trouble is, officers that are transitioning through menopause are often at the age when they are achieving their best, the peak of their career, with some even considering career progression. And, then all of a sudden, menopause comes along with a whole host of symptoms they can't control and it strips all their confidence away.

"We're actually losing amazing officers because they no longer feel like they can do their job anymore. We could

prevent this if there was more education surrounding menopause and people felt more comfortable talking about their symptoms."

In the UK, the average age for a woman to reach menopause is 51, but it can generally happen anytime between 42 and 56, as a woman's oestrogen levels start to decline. However, 1 in 100 women experience menopause before the age of 40.

"We can't keep thinking traditionally about this either," explains Hayley, "I've heard from officers who have actually experienced menopause in their 20s and 30s - and there is even more stigma in those cases because nobody believes them."



**Hayley Aley.**

In 2019, a national survey was carried out across all forces to help determine statistics surrounding menopause, and to support the creation of national guidance for all forces to use.

"When we first collected the data, we actually found that nobody could report sickness absence due to menopause symptoms. This has now changed and 22 forces allow it. Of course, we have advanced so much since 2019 but I didn't think we would still have to be pushing for consistency across all forces," added Hayley.

She explained that it is hoped to distribute a secondary survey next year, to see what has changed in recent years.

"Not only do we want to see how far we've come but we need to know what areas can still be improved," said Hayley, "Ultimately, we need that consistent approach across all forces, and the support and education officers receive needs to

**THERE'S NO DENYING IT, MENOPAUSE CAN TOTALLY FLOOR YOU. BUT THIS ISN'T SOMETHING WOMEN SHOULD WORRY ABOUT. WE SHOULD NOT BE ASHAMED THAT THIS IS HAPPENING.**

be continuous. It's amazing that we have initiatives like World Menopause Day but forces need to be supporting women who are transitioning every single day of the year."

Hayley said that since working on raising awareness of menopause, they have held regular mornings, supported officers by providing places to chat confidentially, and launched training sessions.

She is also a part of 'MAG' – the Menopause Action Group - which has hundreds of members from all emergency service teams looking for ways to improve education and awareness of menopause.

"The trouble is, we avoid talking about it - even as women and it's common for us to be in denial about the symptoms too," added 49-year-old Hayley, who revealed she first noticed symptoms when she was 45.

"Even I was in denial about going through menopause, because it just creeps up on you. And I'm 12 months post-menopause and I'm still experiencing symptoms, I still get brain fog.

"And I've heard some horror stories from officers who feel so anxious and worried about transitioning, they actually believe they can no longer do their job. I've heard of women actually covering up their symptoms either because they don't want to look like they can't do their role or they are embarrassed - and that's more common than you think.

"There's no denying it, menopause can totally floor you. But this isn't something women should worry about talking about. We should not be ashamed that this is happening."

Hayley continued to say that as well as supporting officers currently experiencing menopause, she is determined to prove to others who will be transitioning in the future that the correct advice, guidance and help will be there.

"I want to help ensure these women feel worthy. We cannot see any more of our fantastic officers leaving the force because of menopause."

The theme for this year's World Menopause Day was cognition and mood.

**WE'RE ACTUALLY LOSING AMAZING OFFICERS BECAUSE THEY NO LONGER FEEL LIKE THEY CAN DO THEIR JOB ANYMORE. WE COULD PREVENT THIS IF THERE WAS MORE EDUCATION SURROUNDING MENOPAUSE AND PEOPLE FELT MORE COMFORTABLE TALKING ABOUT THEIR SYMPTOMS.**

# COUNTY MP TAKES INTEREST IN CALLS FOR MEDAL FOR FALLEN OFFICERS

**N**orth West Cambridgeshire MP Shailesh Vara expressed interest in the Police Federation's #Medalsforheroes campaign when he attended a Parliamentary engagement event at the House of Commons at the start of December.

Mr Vara was one of 50 MPs to attend the event at which a number of key Federation campaigns were discussed including the drive for a posthumous medal for fallen police officers through #Medalsforheroes.

Liz Groom, chair of Cambridgeshire Police Federation, said: "I am really pleased that Mr Vara has taken an interest in this campaign which would bring recognition for family and friends left behind of the sacrifice their loved one made. This award would be a symbol from the state to recognise the dangers faced by emergency service workers every day."

"We hope that he gets behind the Federation on this issue and that other county MPs will also offer their support."

The event, which was also attended by Daniel Zeichner, MP for Cambridge, was opened by the Police Federation of England and Wales deputy chair Tiff Lynch who is also the staff association's Parliamentary lead.

She told MPs: "We won't leave here today without an ask: for you to spread the word among your colleagues and recognise the unique position police hold, as they continue to hold the thin blue line and service our communities 365 days a year."

"We are entering the Christmas period and it is going to be incredibly busy. Our

officers are out there working extremely hard, and they are tired."

"The thin blue line is broken, and without sufficient investment in policing, officers will not be able to keep up with new technology innovations criminals use, will not be able to stretch resources to attend all crimes and, ultimately, will not be to keep our communities safe from the rise in violent crime."

During the event, which was sponsored by Bexley and Sidcup MP Louie French, Federation representatives spoke to MPs including shadow home secretary Yvette Cooper, Tom Pursglove, Minister of State at the Department for Work and Pensions, former Home Secretary Priti Patel and former policing minister Kit Malthouse.

Others guests included members of the House of Lords and police and crime commissioners and discussions focussed on the pressures faced by police officers, the lack of investment in policing and the need for fair pay, conditions and recognition.

In addition to the #MedalsforHeroes campaign for an honorary medal that will be awarded to those who work in the emergency services killed in the line of duty, other Federation campaigns championed at the event were:

**#FairPayForPolice** – calling for alternative to the unjust police pay review mechanism that has impacted officers for years and been the source of disputes with successive governments. The Federation is calling for a pay rise to cover the cost of living crisis which ties into the Early Day

Motion 547 tabled by Emma Lewell-Buck MP. **#SimplifyDG6** – changes to the Crown Prosecution Service guidance on disclosure has impeded justice and has seen victims of various crimes withdraw from active participation due to officers having to find at least an extra four hours to spend on redacting case material at the pre-charge stage. The Federation is lobbying the Government for amendments to the General Data Protection Regulation, Data Protection Act 2018 and the disclosure guidance itself to rectify the damaging and time-consuming problems the current legislation creates.

**#TimeLimits** – the Federation wants a time limit of 12 months for disciplinary proceedings being brought against officers to be introduced.

Reflecting on the event, Ms Lynch added: "It has been a great success and we have a number of MPs willing to support us in the House of Commons moving forward. We will not stop here, and we will continue engaging with MPs."

The Cambridgeshire branch also met with three local MPs the previous week (Mr Vara, Mr Zeichner and Jonathan Djanogly, MP for Huntingdon), locally to try to gain their support to obtain officers in the Force a South East allowance.

Liz Groom, branch chair, explained: "They are supportive as is our PCC and Chief. We feel there is a huge disparity in pay when the two forces we collaborate with, Beds and Herts, are in receipt of allowance so we have officers sat side by side doing exactly the same role, and even working here in Cambs and have up to a £1.5 to £3k a year pay difference. This means with the other incentives forces are offering to transfer we could lose officers as they look to earn more elsewhere."

## MINISTERS URGED TO BACK ELIZABETH MEDAL

Home Office ministers are being urged to approve proposals for a medal to honour officers who die while on duty amid growing support for the Police Federation-backed campaign.

The calls for a posthumous award, which would be similar to the armed forces' Elizabeth Cross, are being led by Bryn Hughes whose daughter PC Nicola Hughes was murdered alongside her colleague PC Fiona Bone when they responded to a fake 999 call in Manchester in 2012.

But despite widespread support among MPs, Police and Crime Commissioners and senior officers, there has been little indication that the Home Office is ready to give proposals for an Elizabeth Medal the green light.

Police Federation national deputy chair Tiff Lynch appeared with Bryn on BBC Breakfast to discuss the campaign and why such a medal was so important to the families of fallen officers.

When asked why the UK did not formally honour its emergency services personnel who died on duty, Tiff said: "That's a good question and it's a question that we are asking and have been asking."

"It's not until you walk in the family's shoes that you get that understanding and that feeling of how much this means to them."

"There is currently no formal recognition from the state. We have spoken with numerous MPs and we have not met one MP who doesn't support this campaign."

"Manchester Mayor Andy Burnham and the PCC's office also fully support it and Philip Davies MP, who wrote an open letter to the Home Secretary, has said himself that 'we are here to make the laws'."

"Let's make this law so all emergency service workers are formally recognised for the sacrifices they actually make when they die in the execution of their duty."

Tiff said there had been "a lot of talking" but not much action and said she had no



Tiff and Bryn with BBC Breakfast presenters Jon Kay and Sally Nugent.

idea why it was taking so long to get an answer from the Government.

She said: "What we are asking for is someone from the Home Office to come and meet with us to discuss what the need is and how we can actually move this forward and get the cogs turning one way or another."

The campaigners believe emergency services workers deserve the same recognition as military personnel who are posthumously honoured with the Elizabeth Cross which is presented to relatives of soldiers, sailors and airmen killed in action.

# HELP SHAPE POLICE ONLINE MEMORIAL

**C**ambridgeshire officers are being urged to help the Police Arboretum Memorial Trust to create a pioneering new online tribute to fallen colleagues.

Federation chair Liz Groom is calling on members to complete a short survey on behalf of the trust that will help to shape the development of the new digital memorial, which will accompany the UK Police Memorial at the National Memorial Arboretum in Alrewas, Staffordshire.

Liz said: "We all feel deeply that the courage and dedication of police officers who make the ultimate sacrifice on duty

**"I'M DELIGHTED THAT TRUSTEES ARE DEVELOPING A VIRTUAL MEMORIAL TO EXTEND THE REACH TO THOSE WHO CANNOT ATTEND IN PERSON, AND I AM URGING ALL OUR MEMBERS TO COMPLETE THE SHORT SURVEY - IT ONLY TAKES A COUPLE OF MINUTES AND IS FOR A GOOD CAUSE."**

should never be forgotten. The memorial in Staffordshire is therefore highly poignant and important to us.

"I'm delighted that trustees are developing a virtual memorial to extend the



reach to those who cannot attend in person, and I am urging all our members to complete the short survey - it only takes a couple of minutes and is for a good cause."

The trust funded the physical police memorial at the Staffordshire site and sees a digital memorial as the next step. Those accessing the website would see an 'on this day' tribute which highlights the names of officers who died on a particular day and search for an officer by name, force, date of death and rank.

Enhanced tributes will be developed that tell the personal stories of those behind the badge including interviews with family, friends and colleagues, access to news archives and personal photographs.

Martin Hewitt, chair of the Police Arboretum Memorial Trustees, said: "Working with our partner, the Police Roll of Honour Trust, the digital memorial will give visitors access to the records of almost 5,000 police officers who have dedicated their lives to policing, from as far back as the Bow Street Runners in 1749.

"However, we need the help of the service, the wider policing family and the general public to help us develop the next stage. We want to hear from you about what you would like to see on the digital memorial and how you and visitors may wish to use it."

People can participate and contribute to the consultation process by completing [an online survey](#).

## REVIEW OF POLICE DISMISSEALS

A Home Office review of the way police dismissals are handled as part of its plans to raise standards and public confidence in policing across England and Wales has been welcomed by Cambridgeshire Police Federation conduct lead Scott Houghton.

Scott, who attended a two-day seminar for Police Federation conduct and performance liaison officers in Birmingham in November, said any reforms had to be fair and balanced and should include measures that bring an end to lengthy and expensive misconduct investigations.

He said: "Police officers who fail to meet the high standards of conduct expected of them should be removed from the Force as speedily and efficiently as possible so we welcome this review.

"But other aspects of the disciplinary mechanism should also be looked at improvements made where necessary.

"The Police Federation has been campaigning for a 12-month cap on conduct investigations for a long time now and this Home Office review seems like the ideal

opportunity to examine our proposals in detail and introduce measures to ensure such inquiries are not allowed to drag on for years and years."

The review is also likely to consider:

- **The effectiveness of the existing system to dismiss those who fall seriously short of the standards expected by policing and the public**
- **The impact of the introduction of changes to misconduct panels, including legally qualified chairs whether forces are making use of their powers to discharge officers during their probationary period**
- **Working with policing partners, it will also assess whether the regulatory framework for the police disciplinary system should be changed.**

Scott said: "Members of the public have every right to expect the highest standards of behaviour from police officers. In my experience, most officers are decent, honest and dedicated men and women who live up to those expectations day in and day out.

"Any police officer who fails to uphold

the standards of professional behaviour should rightly face disciplinary action and, if appropriate, dismissal from the Force.

"But we must also remember that police officers are human beings who have to make split-second decisions often under extremely tense circumstances and sometimes they get it wrong and this has to be reflected in any overhaul of the misconduct system."

Scott said safeguards against spurious allegations must also feature in any modernised disciplinary mechanism and stressed the Police Federation would always be available to support its officers through any such inquiries.

The Government has already overhauled the police discipline system over the last seven years to make it more transparent, more proportionate and more accountable.

Public misconduct hearings were introduced in 2015, Legally Qualified Chairs to lead conduct panels in 2016 and the Police Barred List, which ensures officers and staff who are dismissed cannot rejoin the police, in 2017.

# 2022 – a year in review

## January

The year began with news that Cambridgeshire Constabulary's [officer headcount had grown](#) by 3.6 per cent as part of the Government's uplift programme. Some 206 new officers had joined, but Federation branch chair Liz Groom wondered if it was enough. Liz voiced the need to go further and to ensure that experienced officers were not being lost. "This can only be achieved with good pay and conditions, welfare and support," she said.

Oscar Kilo, the national police wellbeing service, ran a webinar to support Federation members who [suffer from lack of sleep](#) due to anxiety. They unveiled a 'Better Sleep Toolkit' to help officers and staff.

## February



The Federation's [Pay and Morale Survey](#) of 792 Cambridgeshire officers revealed that three quarters thought they were not being paid fairly for stresses and strains of the job. A total of 66 per cent felt worse off financially than five years ago. In addition, 11 per cent said they were planning to quit policing in the next two years. Liz Groom said: "Colleagues are at breaking point, and it is simply unacceptable that so many police officers should be scrimping and saving so their families can make ends meet."

Two officers needed hospital treatment after being [assaulted in Whittlesey](#). It prompted Federation chair Liz Groom to call for further action to tackle assaults on police officers. "This was a brutal and scary attack on officers who were just doing their job," said Liz. The Assaults on Emergency Workers (Offences) Act 2018 was fought for by the Federation and introduced a sentence of up to 12 months in prison for those convicted of attacks on blue light workers. However, during the pandemic there were 36,969 assaults against police in England and Wales, a rise of 20 per cent.

The Federation welcomed a '[fundamental review of the College of Policing](#)' intended to ensure it boosts professionalism, leadership, and consistency. Lord Herbert, chair of the College, said: "The review shows there is appetite from the rest of the service to work with the college to help policing meet the high standards the public rightly expect."



[Cambridgeshire's wellbeing dog](#) and her owner were named among the first ambassadors for Flint House Rehabilitation Centre. Holly, a seven-year-old Labrador, and PC Paul Roe were asked to take on the role and support those receiving treatment at the centre, as well as the staff who work there. The ambassadorial roles came after Paul spent time at Flint House receiving physio for a dislocated ankle and post-traumatic stress disorder (PTSD).

## March

Marking [International Women's Day](#), Liz Groom, the first female chair of Cambridgeshire Police Federation, described policing as a "wonderful career for women" and encouraged more to join the service. Liz joined the Force in 1996. She reflected: "Policing today and how women are perceived has most definitely changed. After I joined, we had intakes of just women and the recruitment of female officers has really increased and been improving over the years. We also have more women working in more specialised roles such as firearms and roads policing or dogs but still not enough, so this area needs more work."



Sir Tom Winsor, the departing chief inspector of constabulary, commended the "courage and commitment" of police officers in [his final report](#). He described how online crime was now the most prevalent type of crime and that public expectations cannot be met without sufficient funding. Policing had struggled to keep pace with criminals in use of new technology, he said.



MPs praised the Independent Office for Police Conduct (IOPC) [for concluding 91 per cent of its cases](#)' backlog. But the Home Affairs Select Committee added it was "troubling" that there were still concerns about delays. Cambridgeshire Federation chair Liz Groom said: "We certainly agree there should be greater transparency and accountability around investigations."

The Police Federation of England and Wales (PFEW), with the Chief Police Officers' Staff Association (CPOSA) and the Police Superintendents' Association (PSA), has filed an application for Judicial Review calling for a [truly independent pay mechanism](#) for police officer pay.

## April

Steve Hartshorn was elected [chair of the Police Federation of England and Wales](#).

A Met officer since 1995, he was the Federation's national lead for firearms and Taser previously. Steve promised to "stand up for our members," adding that: "It is my genuine belief that collectively we can make our voices heard to secure a better deal for policing on pay."



Liz Groom welcomed news that the Force was ahead of schedule in its [drive to recruit more officers](#).

Cambridgeshire Police had 1,671 officers as of 31 March, up 145 since the start of the uplift. With 70 per cent of its target achieved, Liz said: "This is really encouraging, particularly given the challenges of recruiting during the pandemic."

Bryn Hughes, whose daughter PC Nicola Hughes and her colleague PC Fiona Bone were murdered in September 2021 during a gun and grenade attack in Greater Manchester, backed a [campaign for a posthumous medal](#) for officers killed in the line of duty.



## May



DC Vicky Knight [challenged the Home Secretary](#) at the Federation's national conference in Birmingham. Telling Priti Patel how she had been forced to use food banks and borrow money from her pensioner parents, she demanded to know: "Could you live on £1200 a month?" Vicky from North Wales added: "I love my job, but if the rates of interest go up, and I can't pay for my mortgage and I can't pay for my fuel, I am not going to be able to continue to go to work." The Home Secretary replied: "This really illustrates so strongly and powerfully why we need to find solutions to pay issues."

Conference also heard the Police Uplift Programme compared to the ["PPI mis-selling scandal"](#) by the Federation's Mark Jones. He warned that for many new recruits, the perception of what policing is about did not match-up to the reality. "We're not being honest with people about the trauma they are going to see," he said.

Police officer training and development should be a priority with [Protected Learning Time \(PLT\) accessible to all](#), Liz Groom said.

Cambridgeshire's chair called for training to be ongoing to ensure that officers are properly equipped to meet the demands of modern policing.

Cambridgeshire Inspector Paul Law and his colleague, DS Scott Lloyd, prepared to take on a [237-mile cycling challenge](#) to raise money for a local charity, as well as fight the stigma around mental health. "Everyone you talk to has some sort of experience of a mental health challenge these days," said Paul.

## June

Police forces are misleading officers and [denying them their entitlements](#) to Time Off for Dependents (TOfD) and Parental Bereavement Leave, the Federation warned. Researchers who examined the TOfD policy of 43 forces found that just one was close to acceptable. Liz Groom commented: "TOfD is about caring 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."

Andy Cooke, the new chief inspector at Her Majesty's Inspectorate of Constabulary and Fire & Rescue Services (HMICFRS), said forces should offer [bonus payments to detectives](#) to help tackle a shortfall of 5,000 investigators nationally.

Liz Groom welcomed a change in the law which would see Special Constables become eligible to [join the Federation](#) from 1 July. "They come from a wide variety of backgrounds and enrich policing with their different skills and life experiences," Liz said. "When they put on the uniform, they are police officers but until now they have not enjoyed the same protections and support for their welfare."



## July

Federation national chair Steve Hartshorn and his deputy Tiff Lynch pointed out the irony of police officers keeping order at picket lines while being they themselves are unable to strike. They urged the Government to [make a meaningful pay offer](#) or risk seeing officers leave the service. Cambridgeshire Police Federation endorsed the comments. Chair Liz Groom said: "Colleagues are really struggling right now to afford the basics and provide for their families. They don't have the luxury of industrial action like other services, so we are asking for some basic fairness and compassion from Government."



*Continued on Page 14*



A brave Cambridgeshire PC who [intervened in a knife fight](#) while off-duty was 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, followed by an awards ceremony in central London. Dave and fellow nominees received warm praise and a message of thanks from then Prime Minister Boris Johnson.

Liz Groom reacted to news that the Metropolitan Police had been [placed in special measures](#) as "a clear sign of a police service in crisis." She pointed out that police pay is 20 per cent below where it should be, meaning forces are failing to keep experienced officers and morale is at rock bottom.

## August

[PC Leo Clarke](#), a former Cambridgeshire Bravery Award nominee, told his story on a Force podcast. Leo was attacked after responding to an emergency call and ended up in hospital for almost a week after suffering a bleed to the brain. In 'Cambs Cops - Our Stories,' he spoke openly about the severity of his injuries and his road to recovery.



Cyclists from Cambridgeshire Police joined with colleagues from the Ministry of Defence and College of Policing to form a team for the [Police Unity Tour \(PUT\) ride](#) in memory of fallen officers. They were led by Detective Inspector Caroline Scully who rode alongside the Assistant Chief Constable Vicki Evans on the journey to the National Memorial Arboretum in Staffordshire.

Members were invited to join Blue Light Lifestyle – a Facebook page that supports [police officers who want to lose weight](#). It was launched by traffic officer Ian Cook from West Midlands Police who recognised the impact regular shift work on emergency workers and their health.

## September



Cambridgeshire joined the country in [mourning the death of Her Majesty Queen Elizabeth II](#). One member, Inspector Matt Snow, who was chosen to represent the Force at the funeral said it was the "proudest moment" of his career. "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."



[National Police Memorial Day](#) took place in Belfast to remember colleagues killed on duty. Liz Groom attended for Cambridgeshire Police Federation accompanied by PC Ian Swales whose crew partner Andy Newbury was killed 19 years ago after being struck by a car on the hard shoulder of the A1.

The Federation deputy national chair Tiff Lynch rejected claims that officers are “[more interested in being woke](#)” than solving crimes”. The allegation was made by the Policy Exchange think tank, saying in a report that the public fears policing has lost its way.



## October

Work still needed to be done to create a ‘fully supportive environment’ for police officers and staff [going through the menopause](#), said Liz Groom. She was speaking in the lead up to World Menopause Day. “The symptoms can be debilitating, so it’s vital that the support is there for our colleagues who need it during that period in their lives,” she affirmed.

Officers were urged to ask a colleague if they were okay. Federation wellbeing secretary Belinda Goodwin urged officers to [open up, reach out and talk](#) about how they are feeling, after research showed emergency service workers are twice as likely as the general public to suffer mental ill health due to work.

## November

Liz Groom repeated [calls for more officers on](#) the streets after new figures revealed a 10 per cent increase in crime. Liz said the long-term solution was going further than the uplift: “We need more to keep pace with a growing population,” she said.



Tim Rogers, national driving lead, urged officers who were no longer in ticket “[don't get behind the wheel](#)” of a police vehicle.” New regulations which protect police drivers from prosecution only apply if the officer is up-to-date with their training. As Tim explained: “Their driving will no longer be assessed by the standards of the careful, competent driver, as was previously the case, but will now be judged by those of their careful and competent colleagues who have completed the same level of prescribed training.”

Home Secretary Suella Braverman backtracked on the commitment to [phase out non-degree entry routes](#) into policing, following a backlash from chief constables and police and crime commissioners. Cambridgeshire Police Federation welcomed this, saying: “You don’t need a degree to be a good police officer.”



Liz Groom also criticised the Home Secretary for saying that [policing is politically correct](#) and woke calling the comments “unnecessary, unhelpful and divisive”.



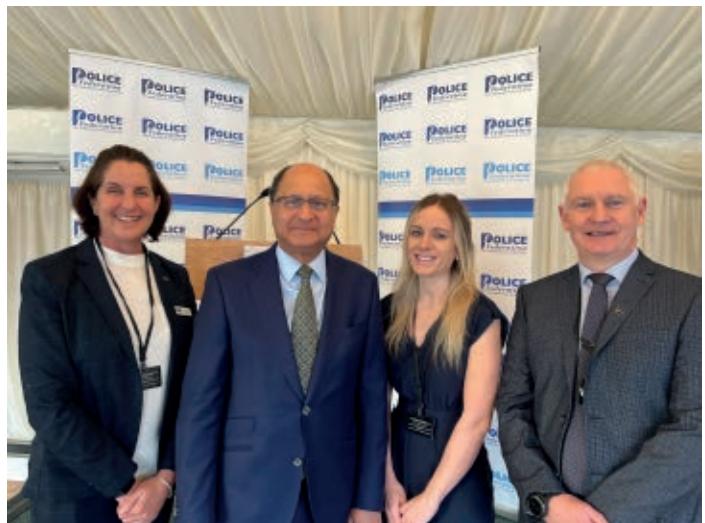
Home Office ministers were urged to approve proposals for a medal to honour officers who die while on duty amid growing support for the Police Federation-backed campaign.

Tiff Lynch, deputy chair of the national Federation, joined Bryn Hughes, whose daughter PC Nicola Hughes was killed in 2012, appeared on BBC Breakfast News to discuss the campaign.

## December

Cambridgeshire Police Federation chair Liz Groom warned members’ safety was being put at risk by a decision to use 400 police cells to combat overcrowding in prisons.

The move came amid an “unprecedented increase” in the number of offenders being sent into prisons in the North of England, according to the Ministry of Justice. But there are fears the decision could place police officers, prisoners and members of the public in danger.



North West Cambridgeshire MP Shailesh Vara expressed interest in the Police Federation’s #Medalsforheroes campaign when he attended a Parliamentary engagement event at the House of Commons.

Mr Vara was one of 50 MPs to attend the event at which a number of key Federation campaigns were discussed including the drive for a posthumous medal for fallen police officers through #Medalsforheroes.



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