

FEDLINE

The magazine of Cambridgeshire Police Federation

AUTUMN 2023



**Remembering our
fallen colleagues**
**Plus news from
this year's Federation
conference**

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Cover photo: National Police Memorial Day, photograph courtesy of Anderson Photography.



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VIEW FROM THE CHAIR

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

Welcome to the autumn edition of our members' magazine, giving you an update on local issues affecting you at work. Needless to say, it has been a busy few months, complete with this year's Service of Remembrance, National Police Memorial Day and, most recently, the Federation's annual national conference.

I would like to take this opportunity to congratulate all of those who took part in this year's Police Unity Tour for the Care of Police Survivors (COPS) charity. My hat goes off to everyone who takes on the challenge of riding more than 100 miles across multiple counties.

By the time they arrived at the National Memorial Arboretum in Staffordshire, I have no doubt they must all have been shattered. To hear that our team - together with the Ministry of Defence cyclists - raised more than £8,000 for such a worthwhile cause is an achievement you should all be incredibly proud of. Your colleagues here at Cambridgeshire Police Federation are full of pride and admiration for you. And, of course, congratulations to Inspector Caroline Scully who received this year's 'Ride Award'. Caroline is a special lady and is fully deserving of such recognition.

In September I, along with colleagues from across the country, as well as religious leaders, politicians and the loved ones of fallen officers, came together for this year's National Police Memorial Day. Like the COPS Service of Remembrance, the National Police Memorial Day is always one of poignancy. Once again, a moving service was delivered, giving us all time to reflect and honour those brave officers who have given the ultimate sacrifice in the line of duty.

This year's conference took place online, which personally, I felt worked well - especially considering the money saved. I liked the fact our members could listen in and feel a part of conference to get up-to-date news and information about where the Federation is going. Having stood behind

a mic and challenged the panel in person myself, I know how nerve-wracking this can be, so I liked the fact that members were able to ask questions virtually.

Admittedly, I did miss the break-out sessions, and the opportunity to network with colleagues and share our knowledge.

Of course, it would be remiss of me not to mention the Home Secretary's keynote address - a speech which I felt was disappointing and lacked inspiration. I hoped some news would be forthcoming on the Elizabeth Medal at the very least, to honour those blue light heroes who have lost their

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lives in the course of their duty, but nothing - and no real explanation about why this is being delayed. The work Bryn Hughes has done is exceptional, and I feel he and members of other families who have lost a loved one are being let down.

With the conference hosted online, it almost seemed easier for Ms Braverman to answer any of the questions put to her - that was one of the few concerns I have about the event being exclusively virtual.

That said, I honestly feel like this year's discussions, particularly around disclosure and redaction, showed the Federation at its best. And I hope that our members were given a real insight into the hard work that is going on behind closed doors to ensure the Federation provides a service that is fit for purpose.

I hope you enjoy reading this edition of Fedline and, as always, we welcome your views on any of the topics covered.

PFEW ANNOUNCES BALLOT ON INDUSTRIAL RIGHTS

The Police Federation of England and Wales (PFEW) will ballot its membership to see if we should seek industrial rights.

This decision follows more than a decade of requesting the Government to address police officers' poor working terms and conditions. However, these requests have consistently been ignored by the Government, significantly depriving officers of the pay they deserve and the police service of much needed resources.

The Government's neglect has resulted in a growing sense of anger and frustration amongst our membership. On

its part, as the voice of more than 145,000 rank and file officers in England and Wales, PFEW is simply responding to its members' very legitimate expectations and aspirations.

The Federation is working with a leading senior counsel (KC) on its approach to pursuing industrial rights for the membership.

Members of the PFEW's National Council, which draws representatives from all parts of England and Wales, and National Board are united in their approach to ballot the membership on industrial rights as soon as practicable.

FALLEN OFFICERS HONOURED AT NATIONAL POLICE MEMORIAL DAY

Cambridgeshire Police Federation chair Liz Groom says fallen police officers will never be forgotten after she attended the annual National Police Memorial Day (NPM Day).

Liz (pictured) joined police officers from across the UK, senior politicians and religious leaders, and families, friends and colleagues of fallen officers for an emotional service at the New Theatre in Cardiff at the end of September.

"It's a day to come together to honour and remember our colleagues who made the ultimate sacrifice," she said, "We will remember them."

Liz was joined at the service by the Force's Assistant Chief Constable Vicki Evans.

The event began with a welcome from the Reverend Canon David Wilbraham MBE, the national police chaplain and NPM Day co-ordinator.

He said: "Grief is a universal experience that affects all our lives and today we gather to support each other and pay tribute to those lost in service."

Wales' First Minister Mark Drakeford, the Home Secretary Suella Braverman and Shadow Home Secretary Yvette Cooper each gave a reading.

Policing minister Chris Philp, who also attended, said: "National Police Memorial Day is a time for us to remember the ultimate sacrifice that many have made to keep this country safe."

"Every single day the police put their lives at risk to protect us and we must not forget these daily acts of courage and bravery."

The main address was given by the

Reverend Liam Bradley, Dyfed Powys Police's lead chaplain, while the National Police Memorial Day's director of music John Morgan, a retired Dyfed Powys Police officer, conducted the orchestra for the final time after 18 years.

The Act of Remembrance saw candles, one from each of the four nations in the UK, lit to remind people of the 'undying flame of devotion and commitment, exemplified by those whom we remember today'.

Representing England was Sid Mackay, father of Metropolitan Police Constable Nina Mackay (25) who died in 1997 after being stabbed by a wanted man.

Representing Wales was Dorothy Ellis, the mother of Gwent Police Constable Adrian Ellis (29) who died in 1989 in a road traffic collision.

Scotland was represented by David Taylor, the son of Strathclyde Police Constable George Taylor (27) who died in 1976 when he was attacked with an axe.

And representing Northern Ireland were Mervyn and Dorothy Reynolds, parents of Constable Philippa Reynolds (27) who died in 2013 following a road traffic collision.

Nicky Ryan, Welsh lead for the Police Federation of England and Wales read out the names of the officers who have lost their lives during the past year.

This year's roll of honour included:
Police Community Support Officer Daniel William Gower, Hampshire and Isle of Wight Constabulary
Sergeant Steven Creal, Sussex Police
PC Richard James Joseph Kemp, Lancashire Constabulary
PC Bruce Lister, Hertfordshire Constabulary
PC Neil Pattinson, Northumbria Police



PC Andrew Boardman, West Mercia Police
Inspector Gareth Earp, Dyfed Powys Police
Sergeant Graham Saville, Nottinghamshire Police

Sergeant Paul Frear, West Midlands Police.
"We give thanks to God for their courage and their dedication," said Nicky, as petals of remembrance fell, representing those who have lost their lives.

This was followed by audience members standing in silence, as the orchestra played 'Abide with Me' and the Last Post sounded.

The service finished with the national anthems of Wales and the UK.

The National Police Memorial Day will take place in Glasgow next year.



Photo courtesy of Anderson Photography.

CAMBRIDGE RIDERS TEAM UP WITH MoD POLICE FOR PUT CHALLENGE

The critical support provided to the families of fallen officers by Care of Police Survivors (COPS) was brought home to those attending the charity's 20th annual Service of Remembrance at the National Memorial Arboretum in Staffordshire.

Chief Constable Nick Dean represented the Force at the event on Sunday 30 July, with Cambridgeshire Police Federation workplace representative Lee Hurley representing the branch.

"The COPS service demonstrates the fantastic peer support network that the charity provides," says Liz Groom, chair of Cambridgeshire Police Federation, adding: "Each year, relatives of fallen officers address the service, explaining the impact of an officer's death on their lives and highlighting how the support of COPS had helped them move forward.

"I would like to put on record my thanks to all our PUT riders who completed the ride to the arboretum to show support for fallen officers' families and raise funds that will enable the charity to continue its work."

This year saw riders from Cambridgeshire Constabulary team up with the Ministry of Defence Police to take part in this year's Police Unity Tour (PUT) cycle challenge, which raised money for the Care of Police Survivors (COPS) charity.

Inspector Caroline Scully, who once again led the riders, was taking part in her fifth PUT event. She said: "It all went very well. We had 19 riders in a team of 11 officers and staff from Cambridgeshire and eight from the Ministry of Defence Police.

"We had a support crew of four which were a mixture of MDP and Cambridgeshire, retired and serving, which was great - they were fabulous throughout."

Caroline, whose first PUT was in 2018, was honoured with a special award from her fellow riders.

She said: "Each ride gets to give out an award to say thank you to someone on the team who has gone above and beyond and that can be for anything like loads of fundraising or lots of support or really kicking on or helping other members of the team.

"I was all set up to present the award to Chris Herring - who is our navigator and was on his fifth ride - but he came onto the stage and grabbed the mic and said everyone had decided a year ago that I was getting it so they had all sneaked around behind my back really. But it was a lovely surprise."

All riders wear a special wristband specifically dedicated to and inscribed with the name of a fallen officer. Caroline was



The Cambridgeshire Police Unity Tour team.

riding in memory of Hertfordshire Police colleague PC Bruce Lister who died in January.

The 115-mile route began in Cambridgeshire on Friday 28 July and ended on the Sunday, with the riders arriving at the arboretum ahead of the poignant service.

The service included a roll of honour including the names of the officers who have died since last year's COPS service:

PC Daniel Golding of the Metropolitan Police who died on 18 August 2022

PCSO Daniel Gower of Hampshire and Isle of Wight Constabulary who died on 23 November 2022

PS Steven Creal of Sussex Police who died on 21 December 2022

PC Richard Kemp of Lancashire Constabulary who died on 27 December 2022

PC Bruce Lister of Hertfordshire Police who died on 30 January 2023

PC Neil Pattinson of Northumbria Police who died on 27 February 2023

PC Andy Boardman of West Mercia Police who died on 11 April 2023, and

Inspector Gareth Earp of Dyfed Powys Police who died on 29 June 2023.

Ahead of the service, those attending welcomed the arrival of the Blue Knights, the world's largest law enforcement motorcycle club and supporter of COPS from the time of the charity's launch.

The remembrance service was opened by Christine Fulton, co-founder of COPS and the

charity's life vice-president.

Caroline Cox, younger sister of Inspector Mark Estall of Essex Police who died on 5 January 2017, talked about the positive impact COPS had on her life, describing it as 'an incredible charity'.

She began by thanking all the PUT riders.

"You will never know how much it means to us," said Caroline on behalf of fallen officers' families, "To us, it means everything."

The service also included music from the West Midlands Police Band, songs from vocalist Diane Whyllie and an address from Gill Marshall, the COPS national president.

Wreaths were laid on behalf of the Office of the Lieutenantcy, the High Sheriff's Office, the Home Office, the Association of Police and Crime Commissioners, His Majesty's Inspectorate of Constabulary and Fire & Rescue Services, the National Police Chiefs Council, Blue Light, the Police Unity Tour, the National Memorial Arboretum and COPS.

As Sir Peter Fahy, chair of the COPS trustees, prepared to close the service, the National Police Air Service helicopter flew over and performed a 'bow' to the congregation.

Families and other guests then made their way to The Beat - the avenue of trees dedicated to each force and to some individual officers - to lay red roses and wreaths.



Home Secretary Suella Braverman.

HOME SECRETARY GRILLED ON POLICE PAY AND OFFICER MORALE

Home Secretary Suella Braverman was grilled by Federation members on topics including police pay, misconduct and why seasoned officers are saying they would not join the service if they had their time again.

Following her keynote address, she took questions from viewing members as well as conference host Ian Collins.

Ms Braverman said: "I was very pleased to announce in July that the Government had accepted the Police Remuneration Review Body's recommendation to award the consolidated increase of seven per cent. I believe that that does reflect the commitment, hard work and the economic climate within which we are working."

Describing it as a "large pay increase", the Home Secretary added that it reflected the Government's gratitude and appreciation for frontline police officers.

Police Federation national chair Steve Hartshorn disagreed, saying the award was a "step in the right direction but 10 per cent short" of where the Federation's research and the Social Market Foundation said it should be.

Challenged by a viewing member about plans to give chief officers the power to hire and fire, the Home Secretary said public confidence in policing needed to be restored.

"We hold chiefs to account for the culture and standards in their forces, and therefore it's important that chiefs have a leading role in determining who should be dismissed," she asserted.

The national chair characterised the move as a backward step and a return to the "kangaroo court system". He repeated earlier assertions that chief constables are broadly content with the current situation where legally qualified chairs preside over misconduct panels.

When asked by a viewing Federation member what assurance the Home Secretary could give to firearms officers and their families, after a high-profile case where an officer was cleared of an unlawful killing but now faces a charge of gross misconduct.

The Home Secretary said she had ordered a review to report by the end of the year, to ensure that the "legal and operational frameworks within which the police operate are robust and that they

command the confidence of both officers and the public".

She accepted that firearms officers do "an extremely challenging job" in "fast-moving situations, and life-threatening scenarios".

National chair Steve, a blue card-carrying officer himself, said firearms colleagues are not afraid of scrutiny, adding: "Colleagues want to know they can do their job properly and professionally, without worrying before they use their use of force. And this doesn't just extend to firearms officers, this now extends to every officer who may use force, or indeed senior officers who authorised an operation."

A viewing member who has been a police constable of 29 years' service told the Home Secretary that if he could go back 30 years, he would tell his younger self not to join the police - a view he said was widely held among colleagues.

The Home Secretary replied that this was "disappointing" to hear but it doesn't tally with the new recruits she meets as part of the 20,000-officer uplift.

"Whenever I meet those new recruits, I tell them, it's a privilege and an honour to wear the badge," said Ms Braverman. "You occupy a leadership role in your communities, but also in your country.

"People will look to you in their gravest hours, and it will be you who will potentially save their lives and change the course of their lives. And that is a great honour. I'm constantly inspired by the new recruits who are coming energetically into the ranks every day."

“ COLLEAGUES WANT TO KNOW THEY CAN DO THEIR JOB PROPERLY AND PROFESSIONALLY, WITHOUT WORRYING BEFORE THEY USE THEIR USE OF FORCE. AND THIS DOESN'T JUST EXTEND TO FIREARMS OFFICERS, THIS NOW EXTENDS TO EVERY OFFICER WHO MAY USE FORCE, OR INDEED SENIOR OFFICERS WHO AUTHORISED AN OPERATION. ”

NATIONAL CHAIR DISAPPOINTED AND FRUSTRATED AFTER HOME SECRETARY FAILS TO SIGN OFF 'MEDALS FOR HEROES' CAMPAIGN

The chair of the Police Federation of England and Wales (PFEW) says he is 'disappointed and frustrated' after Home Secretary Suella Braverman failed to sign off the Medals for Heroes campaign during this year's annual conference.

While Ms Braverman threw her support behind the campaign during her keynote address, she was unable to sign it off - a move that had been anticipated by many.

The Medals for Heroes campaign, which seeks to award a posthumous medal to emergency workers killed on duty, was launched by the Federation, the Police Superintendents' Association and the Prison Officers' Association last year.

Ms Braverman said: "There is no greater privilege as Home Secretary than working with the heroic men and women of our police."

“ WE WERE REALLY HOPING FOR AN ANNOUNCEMENT TODAY. IT WOULD HAVE BEEN A REAL GIFT TO POLICING. ”

"It is always deeply sobering - and moving - to hear the roll call of officers who have fallen in the line of duty in the past year.

"Words cannot do justice to the debt we owe them, nor to how keenly we feel for their colleagues and loved ones. They will be forever cherished.

"I support your campaign for a Medal for Heroes."

Although the Home Secretary was unable to confirm the creation of a posthumous medal, she hopes the Government 'will be able to announce something soon'.

Following her speech, national



National chair Steve Hartshorn.

Federation chair Steve Hartshorn said: "We were really hoping for an announcement today. It would have been a real gift to policing."

Acknowledging the fact that Bryn Hughes MBE - who's been a driving force behind the campaign after his daughter PC

Nicola Hughes was killed on duty in 2012 - had made a special trip to Manchester, where this year's online conference was filmed, Steve added: "I'm disappointed, it would've been special. To us, it seems so simple and I'm very frustrated."

Steve was speaking after his keynote

“ NOBODY JOINS THE JOB EXPECTING AN EASY LIFE. BUT THEY DO EXPECT TO BE APPRECIATED, VALUED AND SUPPORTED. REGRETTABLY, IT DOES NOT ALWAYS FEEL THAT WAY – WHETHER IT BE THE MEDIA, SENIOR POLICE LEADERS, AND SORRY TO SAY IT HOME SECRETARY, BUT GOVERNMENT TOO. ”

address, in which he called upon Ms Braverman to ‘protect officers from burning out’.

He mentioned this year’s seven per cent pay award, calling the move ‘a step in the right direction’ but urged the Home Secretary to ‘put things right to ensure police pay is fair’, noting that police officers are ‘at least 17 per cent behind where we should be’.

Steve told how members feel there has been ‘a real breakdown in the special relationship that has existed between governments of all political colours and the police’ which has led to the organisation ‘talking about seeking greater industrial rights’.

He later added: “Nobody joins the job expecting an easy life. But they do expect to be appreciated, valued and supported.

“Regrettably, it does not always feel that way – whether it be the media, senior police leaders and, sorry to say it Home Secretary, but Government too.

“For several years now, we have called out the need for sustained, long-term funding for policing. Funding that would allow us to plan for the future, rather than depend on yearly hand-outs which can only ever provide a short-term sticking plaster to a deep wound.

“A five-year inflation-linked funding settlement would be a good start.”

Steve later called on the Home Secretary to ‘protect officers from burning out’. He explained: “Another issue facing officers, because of increased demands and workloads and less downtime, is that of fatigue.

“The Health and Safety Executive identifies fatigue as a major factor when it comes to people’s health, their performance, and the increased likelihood of accident or error. Your support to protect officers from burning out would be appreciated Home Secretary.”

The national chair ended his speech with this year’s asks for the Home Secretary:

- **We want to keep politics out of policing**
- **We want fair pay and a truly independent pay mechanism**
- **We want police officers to have access to the best possible protective kit and equipment**
- **We want a fair, open and transparent process of vetting and time limits on misconduct investigations**
- **We want the removal of unnecessary bureaucracy that prevents officers from getting on with the job**

- **We want long-term funding for policing so we can plan and make best use of economies of scale**
- **We want to know you have our backs and appreciate what police officers do, that you understand the difficult, dangerous and demanding environment in which we work.**

He ended: “And [finally] that you support us and speak up for us Home Secretary - in your words and your actions.”

Speaking via video link, Ms Braverman addressed her recent decision to launch a review into police impartiality, having accused officers of ‘being involved in political matters’.

She said: “I’m not fighting my campaign against political correctness in policing only for the sake of the law-abiding majority who want to see officers patrolling the streets, not policing pronouns on Twitter.

“I also know that’s what the majority of you signed up for, too.

“You need clarity from political leaders and I could not be clearer: I believe in the Peelian Principles of policing, I believe in investigating every crime, and I believe in keeping the public safe by catching criminals.

“Anything that distracts from this is unwelcome - whether that’s enforcing non-existent blasphemy laws, unnecessarily recording a non-crime hate incident or joining in with political demonstrations.”

Ms Braverman praised forces for agreeing to ‘follow all reasonable lines of enquiry for all crime types’, adding: “I expect to see significant improvements in the way police approach crimes like phone theft, car theft, shoplifting, and criminal damage – in order to solve more crimes and restore public confidence in local policing.

“Crime investigations should not be screened out solely on the basis that they are perceived as “minor” and all crimes merit investigation where there is a

reasonable line of enquiry to follow up.

“I’m pleased that the police have all committed to attend the scene of every domestic burglary. It’s a terrible crime which causes misery and fear for victims.

“Nor must we ignore the havoc wreaked by anti-social behaviour. The Government’s action plan takes the fight to perpetrators, including through the dispensation of immediate justice.

“Neighbourhood policing is the bedrock of keeping the public safe and making sure they feel safe.”

The Home Secretary spoke of the Government’s work surrounding stop and search powers, the banning of zombie-style knives and hopes to approve new Taser devices next year.

In response to concerns surrounding fatigue, Ms Braverman said: “It is perfectly understandable that you are worried about levels of fatigue in policing and its effects on wellbeing.

“Long, irregular, and uncertain hours doing an exceptionally demanding job are inevitably challenging – but that doesn’t mean we should just accept that it will take a terrible toll.”

Ms Braverman drew attention to Phase 2 of the Government-funded fatigue project and the launch of the first national family support package, both being co-ordinated by the National Police Wellbeing Service, Oscar Kilo.

She said: “Mental health matters just as much as physical health”, adding: “Indeed, mental ill-health can, tragically, claim lives – as some of you know all too well.

“I am very pleased to be able to announce that we will provide additional funding to set up a 24/7 Mental Health Crisis Support Line for current and former members of the police workforce.

“There are employee assistance programmes in a number of forces, with telephone counselling available, but there is no national 24/7 suicide prevention line.”

The Home Secretary ended with a final thank you: “You have chosen a job that is never easy. But it is also immensely worthwhile. Indeed, it is essential – the consequences of not having a world-class police force are too terrible to contemplate.

“And so, my final message is a simple one: thank you.”

“ THE HEALTH AND SAFETY EXECUTIVE IDENTIFY FATIGUE AS A MAJOR FACTOR WHEN IT COMES TO PEOPLE’S HEALTH, THEIR PERFORMANCE, AND THE INCREASED LIKELIHOOD OF ACCIDENT OR ERROR. YOUR SUPPORT TO PROTECT OFFICERS FROM BURNING OUT WOULD BE APPRECIATED HOME SECRETARY. ”

NATIONAL SECRETARY ADMITS HE WOULD TELL YOUNGER SELF TO CHOOSE ALTERNATIVE CAREER

National secretary Calum Macleod told this year's Federation conference that he would not join the police if he had his time again.

He said policing had changed considerably since he joined in the 1990s and that, with the levels of pay, lack of support and increased scrutiny, he would not sign up to serve.

Speaking during his update on Day 1 of the annual two-day event, which this year took place online, he said: "I question why people would for the salary they achieve, for the support they do not achieve, why people would place themselves and their families at risk under the current climate.

"I'm not saying it can't be redressed, but if my 11-year-old came to me and said he wanted to join the police I'd be encouraging him to look in a different avenue.

“ THE PLAIN AND SIMPLE ANSWER IS POLICE OFFICERS SHOULD BE REMUNERATED TO AN APPROPRIATE LEVEL TO SUPPORT THEM, THEIR FAMILIES AND BE COMFORTABLE FOR THE RISKS THEY UNDERTAKE FOR SOCIETY. ”

"Policing is very rewarding and the sense of pride you get in making that significant difference - saving somebody's life, attempting to save somebody's life, arresting bad people - is massive.

"But you look at the wider context we operate in and you're damned if you do and you're damned if you don't. That level of scrutiny is only getting worse.

"I would like to see that redressed and policing back to where it needs to be for the public, because the public will lose out on this as much as officers are losing out."

Calum, who is also the Federation's pay and rewards lead and a Region 7 (Wales) representative, told the conference a King's Counsel-led review has been commissioned by the Federation into police accountability.

The review would cover the use of force, pursuits and incidents that involve death or serious injury, he said.



National secretary Calum Macleod.

"It will also scrutinise bodies that scrutinise the police," he added.

"We need to be getting to a better position than we're at at this moment."

He said that pay and the levels of scrutiny were among the reasons for officers leaving the service, as he called on the political parties to make policing more of a priority.

"The Government needs to recognise policing," he said. "It needs to be higher up the agenda.

"They need to recognise the risks and they need to reward properly, and they need to understand the role police officers play in society."

He added: "I would encourage any political party to not only place policing higher up their list of priorities, as the safety and security of the public should be, but also include it higher up in their manifesto."

Talking during a question and answer session with conference host Ian Collins, Calum said that pay would continue to be his top priority as he revealed he had been contacted by officers for whom the recent seven per cent pay rise had "kept a roof over their heads or food on the table for their

families".

Asked to comment on officers who were forced to take on second jobs, he said: "I would ask why is one job not enough?"

"The plain and simple answer is police officers should be remunerated to an appropriate level to support them, their families and be comfortable for the risks they undertake for society.

"How can it be right police officers struggle to keep a roof over their heads and put food on the table and then be expected to run into a situation where someone is carrying an axe?"

"Police officers should be appropriately paid. Let's start with what they're already down, 20p in the pound less than they had in 2010. That's ridiculous."

And he urged members to engage with the Federation to help it drive change.

"We're united as an organisation when we speak with one voice," he said. "We need to create a different future and the only way to do that is if members engage, we listen and act on their behalf.

"We need to speak with one voice. With one voice we're incredibly powerful as an organisation."



CEO SAYS FEDERATION MUST GET ITS OWN HOUSE IN ORDER

The Police Federation's chief executive officer has apologised to members for the organisation's failure to challenge the Government's change in pensions policy.

Mukund Krishna told the annual conference: "I am deeply sorry to those members who have been impacted by the decision. I feel a deep sense of responsibility for putting the situation right."

He announced an independent review to understand what went wrong and what steps will be required to create a Police Federation fit for the future.

Mukund admitted that the court judgement was a "hammer blow" that had left the Federation financially exposed and was one of the main reasons for the conference to be held virtually this year, albeit from a venue in Manchester.

As a 'not for profit' organisation reliant

on member subscriptions to fund services to members, the Federation is "not financially designed to withstand these types of group claims", Mukund conceded. And he warned that the National Board will have to make difficult decisions to safeguard the Federation going forward.

However, this will not involve an increase in subscriptions this year, as officers struggle with rising household bills.

Mukund is a global management consultant by background, who specialised in working with boards and organisations to deliver change. He has spent nearly 15 years working within the UK criminal justice system.

Defending the National Board's decision to appoint a CEO during a time of tight finances, he said it was necessary to have independent business sector expertise to professionalise

the Federation.

Mukund promised that the independent review of the Federation would build on the transformative work by the Normington review in 2014 and go further, plus learning the lessons of what went wrong in respect of the court judgement.

He predicted: "Ultimately, this will mean a leaner, simpler and more efficient Federation, and one that will be fit for the future. We must get our own house in order. This review will be a root and branch look at the statutory basis of our organisation, our purpose, our rules, our policies, our funding and our governance."

"I will meet the current challenges head on and lead the Federation into a new era of professionalism and transparency. And in doing so, we'll put the pride back into policing."

OFFICERS IMPACTED BY TIME PRESSURES AND CUTS TO INFRASTRUCTURE

Cambridgeshire Police Federation chair Liz Groom says the lack of time afforded to members to debrief after a traumatic incident was impacting on their welfare.

Liz said the closure of canteens, a lack of rest time and the chance to talk to colleagues was taking its toll on officers.

She was contributing to a session at the Police Federation of England and Wales (PFEW) annual conference on police wellbeing.

"Officers need access to food, canteens, time to rest and debrief traumatic incidents. They're simply not afforded the time to even debrief or talk to each other," said Liz, via the interactive question tool, which gave viewers watching the virtual conference the opportunity to engage with the session.

She added: "Forces have cut things that help improve welfare like access to canteens.

"Do the panel agree we need specific and significant ring-fenced funding for welfare?"

Sue Honeywill, the PFEW joint wellbeing lead who was part of the panel, agreed a lack of facilities such as canteens in which officers could debrief was an issue.

She added: "Officers are routinely going from one incident to another incident, so there isn't even that opportunity to debrief. We need to make that time.

"This is where executive and senior managers need to ensure that officers are given time to take their lunch break.

"There absolutely should be facilities within the stations to allow that to happen.

"It's something we're looking at as a Federation, and it needs that financial investment.

"We need to look at how officers do debrief but, more importantly, giving them the time to be able to debrief."

Professor John Harrison, the chief medical officer, was also part of the panel.

He said "it's not rocket science" that officers need time to debrief after an incident.

"People at different levels all agree with this, the challenge is how we put it into practice and reverse some of the changes that have taken place over the past 10 to 20 years," he added.

Earlier in the discussion, Paul Williams, the national Federation's joint wellbeing lead, urged Home Secretary Suella Braverman to "invest with meaning" in officers' health and wellbeing as he spelled out the challenges they face.

Paul told the conference that 344 officers took their own lives between 2001 and 2020 - more than one per month.

"The number is rising, the issue is

serious and real and the wellbeing of our cops needs real time and real investment," he said.

Paul told conference there have been more than 40,000 assaults on police officers in the past year, with more than 11,000 resulting in physical injury.

"Our officers face this on a daily basis throughout their career," he said. "There's still that assumption by many it's part of being a cop and we shouldn't expect anything else. It's wrong. It can't be an acceptable culture."

Paul explained that attacks on officers along with attending traumatic incidents, heavy workloads, increased bureaucracy, intense scrutiny and trial by social media were having an impact on officers.

"If I could appeal to the Home Secretary for anything at this conference it would be to invest with meaning in looking after those who look after the public," he said.

"If it's expected that policing means running towards danger, taking physical and verbal abuse and enormous trauma exposure then at least take officers from the bottom of the pile and provide appropriate and meaningful welfare support with an insistence on mandatory framework of support for forces."

“ WE NEED TO LOOK AT HOW OFFICERS DO DEBRIEF BUT, MORE IMPORTANTLY, GIVING THEM THE TIME TO BE ABLE TO DEBRIEF. ”

Sue Honeywill told conference that 40 per cent of incidents attended by police officers were mental health-related,

Speaking during a session titled Workforce under pressure - a true picture of police wellbeing, Sue called on forces to do more to protect officers' rights and conditions.

She said: "There are many elements that impact on police wellbeing.

"An inexperienced frontline, the burden of extremely heavy workloads, attending distressing incidents on a regular basis, student officers having to learn a complex profession alongside significant academic programmes, investigations played out by social media, shift patterns, cancelling of rest days, lack of annual leave.

"We must challenge chiefs to do more to protect the rights and working conditions of our officers.

"More importantly, divert work to the most suitable agencies and support the hard-working and decent officers who serve

and protect our nation.

"With officer numbers proportionately at an all-time low, officers' morale at its lowest and their workloads at their greatest, it can be no surprise we're witnessing extremely high levels of officers signed off for mental ill-health-related reasons.

"We fear these figures will stay high or grow in number."

Andy Rhodes, director of Oscar Kilo, the National Police Wellbeing Service, talked about how the police wellbeing agenda had evolved over the past decade or so.

"There's one big message, it's not always the nature of the work itself that is making our people ill," he said.

"The way we run our organisations, and some of the issues such as doing work we shouldn't necessarily be doing, that doesn't give us meaning and purpose, is damaging to our mental health and wellbeing.

"Workloads, resources, toxic cultures, poor leadership, poorly delivered technology.

"We call them organisational stressors, hindrance stressors. We have independent research now that says they are primarily driving the vast proportion of negative indicators on our wellbeing service.

"This ranges from intention to quit to psychological detachment, fatigue, feeling supported."

He said that every police force realised the importance of health and wellbeing.

"A lot are committed to getting better and our job is to share that good practice, and to give them the tools, guidance and support to be world-class at this because this is what our people deserve," he said.

Prof Harrison, the chief medical officer, said the 43 Home Office-associated police forces had their own occupational health services which worked "in relative isolation", suggesting it was like a "postcode lottery".

He explained: "Policing is a £17 billion service. How much money do we actually spend on wellbeing?"

"If we spent one per cent of that budget, we're talking about something like £170 million.

"Do we spend £170 million on wellbeing, for something which for most forces is in the top three priorities?"

"My belief is we probably don't."

He added that a lack of funding and resources was only part of the problem.

"I think there's a collective lack of belief, imagination and commitment," he said.

"A lack of belief in the importance of wellbeing and the benefits of it. A lack of imagination in terms of what good looks like - we have to take a holistic view. And a lack of commitment to change."

NDAS USED TO SILENCE VICTIMS OF SEXISM AND MISOGYNY

A panel discussion around misogyny at this year's Police Federation of England and Wales (PFEW) conference revealed that more than 234 Non-Disclosure Agreements (NDA) have been handed out across the country to silence victims.

Taking place during Day 1 of the annual event, the session featured PFEW women in policing co-leads Sue Honeywill and Belinda Goodwin, chief fire officer for Cornwall Fire and Rescue Service Kathryn Billing and ITV1 Wales News presenter Justina Simpson.

The discussion shined a light on misogyny within the police service, focussing on acknowledging and accepting where policing has got things wrong, as well as changing the culture within the organisation.

Kicking off the conversation, Sue said: "We cannot get away from the fact that there have been far too many instances of misogyny and sexism involving some members of the police service, fire service and armed forces in recent years.

"Sadly, this has included a few police officers committing acts of violence and

abuse against women, including behaviour towards colleagues.

"This has a devastating impact on every decent hardworking police officer out there doing a difficult job in incredibly challenging times. I have spoken to several male colleagues who tell me it's tough being a male police officer at the moment. It remains our intention to take everyone on this journey, as we continue to address misogyny in policing, but by no means is it lost on me how divisive and emotive this subject remains."

Sue said that the 'trust and confidence in the police has never been so low', before explaining: "We are seeing a real drive to make significant cultural changes, and this is welcomed.

"There has been an acknowledgement and acceptance that there is an issue. This is a big step forward for policing. Misogyny is no longer a forbidden word within the service.

"We all need to work together to address the societal issue of misogyny and more specifically those faced within the public

services."

The session highlighted the use of NDAs being used by forces to prevent victims sharing their stories and experiences. According to the study, Durham Constabulary is the only force to disclose it no longer uses them.

"This is real, it was only really when we started looking because of the behaviours we had been seeing that we discovered how NDAs are being used," said Belinda, who revealed that the impact of NDAs on victims is 'severe'.

PFEW is now calling on chief constables to stop the use of NDAs, with Belinda adding: "Many of the officers become mentally ill as a result, to endure the process of an employment tribunal and then be told you can't talk about it because of an NDA is humiliating, and it's wrong."

As the conversation continued, the panel discussed the support available for members, with Sue drawing attention to the Sexual Harassment Toolkit that has been distributed to all branches nationwide.

MUTUAL AID: CURRENT ALLOWANCES 'NOT FIT FOR PURPOSE'

The Police Federation is pushing for 'away from home' allowances for officers in England and Wales to be aligned with those in Scotland, the annual conference heard.

Operational policing lead Steve Taylor said the current system "wasn't fit for purpose" as he outlined the Federation's work in advocating to bring England and Wales in line with the Scottish model.

Speaking during a conference session on future thinking of mutual aid, he said the 'away from home' allowance can be claimed if an officer is away from home overnight.

He added that an extra hardship allowance can be claimed where accommodation was substandard.

"The co-dependency of these two allowances is a disgrace in this modern age that's simply not fit for purpose," he said.

"Standards of accommodation vary greatly across the country. Take the G7 deployment in Cornwall, a lovely part of the country, right at the peak of the tourist season with very little notice and the accommodation standards varied massively through necessity.

"We must do all we can to level that as much as possible.

"The requirement for immediate deployment has been jerry-rigged and manipulated through PNB (Police Negotiating Board) circulars to make it a relatively difficult bar to reach.

"And if you don't reach the bar of being available for immediate deployment, potentially, you're not able to access the overnight 'away from home' allowance and therefore can't access the hardship allowance."

Steve said that Police Scotland worked under different regulations.

"They have a far more equitable and sensible solution when it comes to allowances," he said. There's no interdependency.

"It clearly states what held in reserve means, available for immediate deployment, being required to stay away from home and if the accommodation you're staying in doesn't reach the right standard."

He said Federation national secretary Calum Macleod had put together an evidence paper that's been submitted to the Police Consultative Forum advocating moving England and Wales to the Scottish model.

"If it's legitimate use of taxpayers' money for colleagues from north of the border doing the same job to be in receipt of X then surely it's legitimate for officers from England and Wales to be in receipt of X as well.

"The difference between the two presently is on your best day with our current allowance you receive £80 for the difficulties of staying in substandard accommodation.

"Next door could be an officer from Police Scotland doing exactly the same role and their allowances total £210.

"It's all taxpayers' money. It's not fair. It's not consistent. And we're keen to see change in that area."

Steve told conference the Federation was looking at the protection allowance which was brought in "for a cadre of officers primarily deployed in court protection duties through mutual aid".

He said that officers who receive this allowance aren't entitled to other mutual aid allowances.

"And yet some of them it's their day-to-day job," he said.

He added: "It leads to inconsistencies. People doing the same job in the same area, staying in the same accommodation and yet being in receipt of different allowances.

"We're keen to do some work but we will tread carefully because it exists for a reason."

Steve said the Federation was also looking at "the amount of responsibility our members in the inspecting ranks hold when they deploy on mutual aid".

"It's only the good graces of chiefs up and down the country that lead to bonuses being paid," he said.

"We're keen to do some more work and get that on a more, dare I say, professional footing where it's less at the whim and goodwill of the force."

MEMBERS URGED TO CALL ON LOCAL MPS TO BACK #SIMPLIFYDG6 CAMPAIGN

Members were urged to call on their local MPs to back the #SimplifyDG6 campaign when the chair of the Federation's National Detectives' Forum addressed conference.

Ben Hudson who was speaking as part of the 'Disclosure and redaction - championing change' session was joined by Surrey Police Chief Constable and National Police Chiefs' Council (NPCC) disclosure lead Tim de Meyer, who opened the discussion with: "Disclosure isn't an afterthought, it's the main event of an investigation."

Ben began by updating conference on progress made in the past 12 months, and specifically since last May when the Attorney General's office released its Annual Review of Disclosure.

The review acknowledged many of the shortcomings in the guidance which have placed significant extra pressures on policing when submitting any case file to the Crown Prosecution Service (CPS) for charging decisions. This includes the need to redact far more material than before, as well as the lack of consistent and detailed face-to-face training which would enable officers to be able to handle the challenges the guidance brought to case

"On reviewing the guidance, it became clear to me that the issue wasn't necessarily the guidance," recalled Ben, "The issue was the Data Protection Act and the restrictions it placed on policing when passing material to the CPS.

"So on 30 August last year [2022], the Police Federation officially launched the #SimplifyDG6 campaign."

Ben explained that the campaign asks the Government to make amendments to the Data Protection Act to simplify the redaction obligations placed on police officers and calls on the NPCC, the College of Policing, and the CPS to jointly work with the Federation to ensure all members across the country receive face-to-face training on disclosure procedures.

Ben continued to explain that within hours of the campaign going live, Mr Meyer's office was in touch, 'keen to engage and assist' him with the campaign, adding: "This started a very positive dialogue and working relationship between the NPCC and the Federation which continues to date."



Ben Hudson.

However, Ben says he recognised that to make the changes he wanted to the Data Protection Act, he needed to gain support from MPs - and he would do this by demonstrating the impact DG6 is having on 'effectively policing our communities'.

Ben heaped praise on branch chairs and secretaries from across the country who also reached out to their local MPs for support 'and asked them to raise this matter in Parliament'.

"I'm grateful for all of their support," he continued, "As a number of local MPs assisted and communicated their support for our campaign."

On 10 January 2023, the campaign was picked up by Suffolk MP Peter Aldous who raised the issue in the Parliament and asked Edward Argar, minister of state for victims and sentencing, about his awareness of the impact of disclosure rules to policing and its unintended consequences.

The Minister replied: "We are determined to reduce any unnecessary bureaucratic barriers that make it harder for our police, and criminal justice system more broadly, to work as effectively as possible."

Ben added how Peter is 'always looking for ways to help the Federation achieve its goals'.

The campaign has also been championed by Loughborough MP Jane Hunt, who in Ben's words has 'put simply, been fantastic'.

Jane has:

- Spoken during the Second Reading of the Data Protection and Digital Information (No 2) Bill

- Met with the minister for data and digital infrastructure
- Spoken with the Home Secretary on our behalf
- Written to the Prime Minister, Attorney General, minister for crime, policing and fire, and minister for data and digital infrastructure
- Sits on the Committee for the Data Protection and Digital Information (No 2) Bill
- Met with the Information Commissioner's Office.

"With Jane and Peter's support, the campaign has been propelled," continued Ben, who has since sought legal advice and had an appropriate draft annex prepared to facilitate the transfer of personal data between the police service and the Crown Prosecution Service prior to charging decisions, "We hope this draft can be simply inserted into the Data Protection and Digital Information (No 2) Bill.

"Since last addressing you, we have taken big steps forward. I am now calling upon the Government to adopt our amendment into the Data Protection and Digital Information Bill.

“ I AM NOW CALLING UPON THE GOVERNMENT TO ADOPT OUR AMENDMENT INTO THE DATA PROTECTION AND DIGITAL BILL. ”

"The proposed amendment would have no obvious disadvantages. The security of personal data would not be compromised. The redactions, which are needed to protect our personal data, would still be undertaken, however, this would be done at the appropriate stage. Most importantly unnecessary redaction would be avoided; which is everything we have been looking to achieve.

"Adopting this approach enables the Government to demonstrate that they are supportive of policing and freeing up thousands upon thousands of hours nationally, for the Federation's members to dedicate their services back to the frontline.

"For chief constables, it means getting their officers back in the communities rather than being stuck by computers and finally for you, our members, you'll be able to do what you joined up to do - serve the public, keep them safe and prevent and detect crime."

Ben is now urging MPs nationally to ask ministers, especially those within the Department for Science, Innovation & Technology who are the bill sponsors, 'why isn't this being supported, why the amendment simply isn't being adopted into the act, and why they don't want to help put officers back into their communities and enable both victims and those accused of

crimes to receive swifter charging decisions?’

He added: “We have a drafted clause ready to be adopted into the Data Protection and Digital Information Bill. We have Jane Hunt, who sits on the bill’s committee who has spoken about the amendment, during the committee stage and has given ministers time to bring in the necessary reforms themselves.

“To date, these reforms have not been forthcoming. So, Jane has now re-tabled the amendment at the bill’s committee ahead of its Report Stage. We have a growing number of MPs who have co-signed the amendment and are happy to support it. We have now gone as far as we can to get this amendment included within the new act.”

Ben is also urging all members to write to their local MPs and ask them to lobby the Government to support this amendment to the act.

He ended with: “I call upon the Government to assist policing by adopting this simple and straightforward, low-risk amendment to the Data Protection and Digital Information Act,” he concluded.

Prior to Ben’s speech, Mr Meyer compared current disclosure regulations as being akin to “a growing dragon asleep under a child’s bed that threatens to wake and fly off destroying the house”.

The metaphor provided some insight into how significant a threat to good investigations and prosecution the current disclosure issues present to detectives up and down England and Wales.

Speaking about disclosure, the Chief Constable said: “It is the nexus at the heart of everything we do - you do not get justice without truth and you do not get to the truth without good investigations. And there is no good investigation without good disclosure for it is not an adjunct to the investigation, it is not an administrative afterthought - it is the investigation.

“Disclosure is central to this. Justice is not served when cases collapse with revelations of information not disclosed.

“Many teams are understaffed. Workloads are high. Time to properly sit and digest the tirade of changes is limited. And time required to produce a case file of quality has become significant, of that we are all clear. And I am clear that pre-charge redaction is the inherently unproductive villain of the criminal justice system.”

He argued that wasted capacity in redacting rebuttable presumption material that may never fall to be disclosed to the defence, is indefensible.

“Hours and hours of investigators’ time is spent redacting, anywhere between four and nine hours per file, significantly more for complex cases. It seems unlikely to me that legislators intended for the Data Protection Act to have such a deleterious effect on the criminal justice system by restricting safe and secure communication between trusted law enforcement agencies,” he added.

SURVEY REVEALS OFFICERS HAVE NO CONFIDENCE IN ‘UNINSPIRING’ SENIOR LEADERS

National Federation Professional development lead Paul Matthews says the promotions process needs reforming so that the best policing leaders can be identified and developed.

When addressing this year’s annual conference, he revealed that three quarters of respondents to recent surveys said they had no confidence in their senior leaders and found them uninspiring.

He was speaking during a session called Leadership in Policing in which he said that failing leadership was “contributing towards the negative organisational culture where officers feel unsupported, demotivated and at times ostracised”.

Paul said: “There’s something fundamentally wrong with the current promotion process and the leaders that seem to breeze through it.

“Officers want leaders who are supportive, compassionate, loyal and inspiring. They want leaders that have sufficient policing pedigree to know what they’re doing, and to use this experience to lead by example, setting the tone and culture to drive up standards.

“They want leaders that will listen and adapt to ideas rather than simply driving through change for the sake of it, ignoring the views of those around them.

“Instead, we seem to have an ever-increasing portfolio of leaders that silently progress through the ranks by delegating downwards instead of challenging upwards. Leaders that have been rewarded not by their talents but by their ability to pass through a buzzword bingo promotion process and for not rattling cages along the way.

“It’s no surprise that we find in recent surveys that over three quarters of police respondents say they have no confidence in their senior leadership and they find them uninspiring.

“I’m sure we can think of examples of computer systems that are too big to fail and short-life projects that cost the earth and deliver very little but someone always seems to get promoted afterwards.”

Pointing to the Baroness Casey review, Paul said it highlighted that “leadership was not taken seriously and people were not promoted according to their talents, and if they were it was despite, not because of the promotion process”.

The review also found the absence of clear structures, systems expectations and



Paul Matthews.

two-way communication allowed for poor cultures to grow, he said.

“We need to reform the promotion process to find and develop the best leaders if we’re to hope to change cultures and move forward as an organisation.”

He added: “When a sports team starts to fail, they change the formation and swap a couple of players. Eventually, if that doesn’t work, they replace the coaches and sack the manager.

“In policing, when we start to fail, it appears we keep the same manager and coaches and give them more power to just sack more players without knowing who they’re going to replace them with.”

Ray Clare, head of leadership and progression at the College of Policing, also took part in the session.

He said the college was concentrating on three priorities: helping to boost professionalism in policing, driving consistency across the 43 forces and improving and developing leadership skills of police officers and staff at all levels.

“In order to do that we’re bringing together all of our leadership development programmes, initiatives and services into one offering called the National Centre for Police Leadership,” he explained.

“We want to set clear national standards for police leadership at all levels that will function as the national benchmark.

“We want to provide leadership development opportunities for everyone in policing. We want to develop the centre itself as a centre of excellence for building a positive leadership culture.”

'OFFICERS CHOOSING TO BE ASSAULTED DUE TO MISCONDUCT FEARS'

Police officers are choosing to be assaulted rather than use force for fear of being hauled before a misconduct hearing, the annual conference heard.

National Board member Phil Jones said more than 100 officers were attacked in their jobs every day.

But he said many were reluctant to use force when they're attacked because they could face disciplinary proceedings.

Phil, a conduct and performance lead on the PFEW National Board and a Region 3 representative covering the Midlands, was speaking during a debate on Government proposals to allow chief constables to chair misconduct hearings rather than an independent lawyer.

Under the proposals, a finding of gross misconduct would automatically result in a police officer's dismissal, unless there were exceptional circumstances.

Phil said: "We have 110 officers assaulted every day but people are choosing to be assaulted rather than use force because ultimately they could be found wanting in a gross misconduct arena, which, if the Home Office brings in these regulations, you're looking at automatic dismissal. That can't be right."

Phil asked how many senior officers had been held to account for "systemic failures" that have contributed to where policing is today.

"There were senior officers in post then that are in now, and how culpable are they and how many have been held to account? Whereas, with the changes that are proposed, it's my view our members are disproportionately disadvantaged with the gross misconduct element where there's a presumption of dismissal," he said.

Chief Superintendent Michael Allen, head of Greater Manchester Police professional standards department said the changes were "a rebuttable presumption of dismissal".

"There is still scope for an officer to be found guilty of gross misconduct but receive a sanction lower than dismissal if there are extenuating or mitigating circumstances," he said.

Addressing Phil's point about leaders being held to account, he added: "Professional standards departments (PSDs) across the country will be accused of going for the low hanging fruit.

"Everyone is responsible for high standards of professional behaviour. The PSDs must look upwards as much as they look downwards.



lan Collins (left) leads the panel session featuring Phil Jones (centre) and Chief Superintendent Michael Allen.

"Senior officers set the standards and the culture. When you go to the College of Policing guidance on outcomes in dismissals, those of the higher rank should suffer the hardest fall and PSDs should be switched on to that."

John Bassett, a barrister and president of the National Association of Legally Qualified Chairs, said legally qualified chairs (LQCs) were introduced to make the process "open, transparent and fair".

“EVERYONE IS RESPONSIBLE FOR HIGH STANDARDS OF PROFESSIONAL BEHAVIOUR. THE PSDS MUST LOOK UPWARDS AS MUCH AS THEY LOOK DOWNWARDS.”

He asked: "We have had the Home Office review and there's been a number of announcements in the press suggesting dismissals by LQC-chaired panels have been reduced since their introduction, that we are 'fundamentally soft', but when you read the review itself that is simply not substantiated.

"There has not been a reduction in the number of dismissals."

He added: "What is intended to be achieved by the proposed change other than to give chief officers more power over the process than they currently have?"

"At the moment we're the best thing that prevents unfair dismissal of officers as they can't bring claims in employment tribunals."

Phil said there was no place in policing for officers who abused their position, and

added that chief officers already have the power to dismiss under certain circumstances where the evidence was incontrovertible.

"They can go to accelerated fast-track hearings," he said. "They have that mechanism already.

"But where there have been genuine mistakes and learning, that has to be an option."

Ch Supt Allen said: "We have still people serving who have been found proven in terms of allegations of abuse of position for sexual purpose where they predated on vulnerable females, where they've tested positive on a drugs test, where they've lied in evidence, where they've been found going equipped.

"These are serious matters that are completely incompatible with policing yet within the 2016 and 2020 system those individuals have been allowed to remain in policing, which is a problem operationally.

"It's those officers who don't deserve to be in policing and that's why policing has asked for a chief constable or assistant chief constable-chaired hearing to exit those individuals.

"The chief constable as the employer should have a greater say."

Phil said officers should be able to expect "a fair and transparent process".

"We like to think we're not politicised, but we are," he said. "Police and Crime Commissioners are politically aligned, and who's to say that a chief officer may make a decision based on the fact they're having a contract extended in six months' time, or not as the case maybe?"

"We know public confidence is huge, and it needs to be, and that police officers have to be accountable for the actions they do or don't do, but even those officers deserve a fair hearing."

TREASURER: 'SPENDING MUST BE BASED ON VALUE FOR MEMBERS'

National treasurer Simon Kempton set out a mantra of "value not cost" as he updated members on the Federation's financial outlook.

He explained to conference: "Spending £5 and getting nothing or very little back is a fiver wasted. But if we spend £50 on something that helps protect us, or our families, improves lives and conditions at work, then that is money well spent."

He added: "Our reps are working day and night to improve things for police officers and so much goes unseen. That's why we know [member services] are an area that's absolutely vital to fund. The question I want us to ask whenever we are spending money is, 'Will this bring value?'"

Simon highlighted the fact that members can claim tax relief for their Federation subscriptions. This reduces a £24.31 monthly membership to £19.45.

"This is not by accident or because the taxman was feeling generous," said Simon. "It's because the Federation fought to get this relief. It's worth hundreds of pounds for every officer and we must make sure every officer knows about it."

The presentation revealed spending last

year of £11.4 million on legal costs, £8m on payroll, £4.1m to branches, and £9.7m on invoices and expenses. Simon and his deputy Kevin Wilson insisted that spending was focused on areas that provide the best for members, "exactly where it should be".

The Federation receives £39m in income from subs but is facing rising legal bills. Despite this and pay-outs which are expected following the successful group claim brought against the Federation for failing to challenge police pension reforms, subscriptions will not rise this year.



National treasurer Simon Kempton.

'RETIREMENT CAN BE DAUNTING – BUT HELP IS AVAILABLE'

'I've been a cop for most of my working life, can I do anything else?' These are natural thoughts to have when facing the challenge of an imminent retirement, Norfolk Police Federation secretary Sam Hawkins explained at a session on life after policing, hosted by Talk TV's Ian Collins.

The discussion, which took place during Day 1 of the two-day conference and was held appropriately on World Mental Health Day (Tuesday 10 October) heard how many officers handing in their warrant card can find it a traumatic and worrying experience.

Sam offered hope that a new start can be very positive. She said: "I would urge colleagues not to underestimate the transferable skills that police officers have and our values, which are sought after in other professions."

Dave Bamber, a former National Board member for the Federation and recently

retired, summed up the dilemma succinctly.

"I did have a load of anticipation and trepidation," he admits. "I've had a warrant card in my pocket for 30 years and to give that up was a big thing. It was part of my identity. When we hand back our warrant card, that's it, our licence to practise has gone. But what also goes is the 'burden of the badge' and the 'worry of the warrant' card is a massive weight off the shoulders."

Dave has returned to a wider role in policing to keep busy.

Metfriendly, the mutual which has assisted police officers and families since 1893, finds that three quarters of the officers attending their retirement seminars are intending to work again post-policing.

Their representatives, Nick Walter and Neil Ambrose, attended the session to answer questions about retirement and pensions.

Dave described how retirement can leave a former officer rudderless because "you

don't get a 12-gun salute or a guard of honour, more likely a certificate of service delivered through the post".

Rachel Roberts, a psychotherapist with South Wales Police counselling and trauma team, said retirement is a big change and urged officers to plan ahead and avail themselves of the wealth of advice out there – from in-house or external counselling services, or their GP.

She added: "Change can lead to chance, and we need to consider the positive elements of what's happening. I totally understand that for some people they may be under investigation or medically retiring. You will get a level of closure."

"Sometimes embracing change can feel daunting. When you are in that place of change, there are chances and opportunities of what that could bring. But reach out and speak to someone. Be proactive about your wellbeing."



With facilitator Ian Collins (left) are (left to right) national Federation chair Steve Hartshorn, deputy chair Tiff Lynch, CEO Mukund Krishna, national secretary Calum Macleod and treasurer Simon Kempton.

PANEL QUESTIONED ON FIREARMS OFFICER PROTECTIONS, MEDIA CRITICISM AND CEO PAY

The Police Federation of England and Wales (PFEW) annual conference ended with the organisation's senior leadership taking questions from viewing members.

National chair Steve Hartshorn, deputy chair Tiff Lynch, secretary Calum Macleod, treasurer Simon Kempton and chief executive officer (CEO) Mukund Krishna made up what conference host Ian Collins joking called "the best looking panel you are likely to see anywhere today".

But the mood quickly turned serious with a question from a member about firearms officers and how they can be protected – with the spectre of W80, the Metropolitan Police firearms officer cleared of unlawfully killing Jermaine Baker, but now facing gross misconduct proceedings brought by the Independent Office for Police Conduct.

The case has led to some firearms officers handing back their blue cards.

National chair Steve, a firearms carrier himself, sympathised.

He said: "We're fully embedded in trying to make sure that the Home Office review of the use of force is comprehensive. We want to make sure that the Federation is heavily involved to look at the reasons why. We also want to make sure that as a firearms officer, you're fully trained, accredited and equipped to do the job properly. So that when you are involved in incidents you've got the right level of knowledge."

Asked if the Home Secretary has got the Federation's back, the national chair

reflected on Theresa May, who as Home Secretary famously accused the Federation of "crying wolf" over pay and conditions.

"We proved that very, very wrong," said Steve, adding: "I'd like to think the Government has learned the lessons. I've said repeatedly, throughout the conference, that nothing we have asked for has ever been unreasonable. We know our job. We've got lots of experience, we have about 1,200 reps across the country looking after 140,000 police officers, that's a phenomenal amount of work day in and day out."

National deputy chair Tiff commented on a question about media misrepresentation of policing, branding some click-bait media headlines as "totally and morally wrong". She pointed to her work as the Parliamentary lead, engaging with MPs and stakeholders, and called on politicians to show their support for policing.

"I want our leaders to come out in support of our police officers to actually show the community and show Government that actually we're doing a really, really good job," added Tiff.

CEO Mukund was asked by viewing member 'Darren' how much he is paid, given his salary is paid by the members. Mukund declined to say, calling this "personal information" but insisted his position had been benchmarked.

National secretary Calum responded to a question on whether the Federation could open a can of worms by exploring industrial action. He cited a "degradation of police pay

to the tune of 27 per cent for constables" since 2010, and accused the Government of not heeding the arguments around pay. We have to do things differently", he said.

When asked about membership subscriptions, national treasurer Simon said it had been a mistake to freeze these historically, because it leads to a bigger jump eventually.

And when asked if the panel was in favour of a mass demonstration in Westminster, as had happened in 2012, Simon questioned whether it had achieved anything. "There's an enormous amount of cost behind organising the rally, bringing our members down from across the country, and it doesn't actually work," he said, adding that engagement is more successful.

The panel agreed on the need to increase representation for Special Constables and on running annual conferences as a hybrid event to keep down costs. They were also united in praise for the families of police officers.

Nearing the end of the interactive session, Tiff delivered a personal message to members: "My message to them is a huge thank you. It's the family members that have the Christmas dinners without their loved ones because they're out there running towards danger. Not knowing when they're coming home, it's the kids' birthday parties they miss, so a big thank you.

"Please talk, start to understand what your loved one is doing each day and if you've got any concerns, get in touch."