

FEDLINE

The magazine of Cambridgeshire Police Federation

SPRING 2024



**‘MAKE ROADS POLICING
A PRIORITY’ - Page 7**

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VIEW FROM THE CHAIR

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

Welcome to the spring edition of the Cambridgeshire Police Federation magazine.

It's hard to believe that we are already three months into 2024, and what a busy start to the year it has been.

We were delighted to hear the news that an Elizabeth Emblem is going to be introduced to recognise public sector workers – including police officers – who die in service.

It follows a successful campaign by the Federation, alongside Bryn Hughes, who is the father of murdered Greater Manchester PC Nicola Hughes.

Such recognition is long overdue and it will mean a huge amount to the families of fallen officers to have their sacrifice formally acknowledged.

Medals For Heroes is just one of the campaigns we have been running as a Federation and we will continue to fight for members on a number of issues in what promises to be a General Election year.

We will be advocating for members on a local and national level to ensure that policing is high on the political agenda when an election is called.

Pay and conditions will be a huge part of that. Of course, we welcomed last year's seven per cent rise, but even that failed to keep pace with inflation.

We need a total overhaul of how our pay is reviewed. The current system has proven to be unfair, unfit and harmful to the pay and conditions of members.

Officers do not have the luxury of being able to take industrial action, which other public services do.

As a Federation we agreed at our annual conference to ballot the membership on pursuing industrial rights, and it will be interesting to see members' views.

All we want is fair pay for officers which reflects the unique role police play in society and a fair seat at the negotiating table.

We also need investment in the infrastructure that supports our members, and the removal of needless bureaucracy that takes up so much of officers' time.

The Federation's #SimplifyDG6 campaign aims to do just that.

The campaign is supported by a number of MPs and was recently brought up during a debate in the House of Commons, and when you get support like that it feels like it's really moving forward.

Hopefully a General Election will be a chance for whichever Government is formed to repair the relationship with rank and file officers and to focus on properly funding and supporting them in their jobs.

Investment in policing can really make a difference.

You only have to look at the plans for the new police station which is being developed in Milton and will replace Parkside.

It will be modern, fit-for-purpose, easier to get to, and just a much nicer environment for those members working out of it.

Policing is physically and emotionally demanding and I've said it many times before, our surroundings can make such a difference to how we feel.

For instance, we've lost those spaces and the rest time that allowed us to debrief after an incident, and that can do so much for our mental health.

The emotional wellbeing of police officers is being discussed more and more, and the stigma around mental health is being broken down, which is great to see.

“ ALL WE WANT IS FAIR PAY FOR OFFICERS WHICH REFLECTS THE UNIQUE ROLE POLICE PLAY IN SOCIETY AND A FAIR SEAT AT THE NEGOTIATING TABLE. ”

And that is why I'm really pleased to highlight two projects that will support members and their mental health.

The first is a new 24-hour mental health crisis hotline for policing, which is being launched this year by the National Police Wellbeing Service Oscar Kilo.

I warmly welcome the commitment from the Home Office to funding the hotline, which must be said is not before time. Our members face uniquely challenging situations on a daily basis and it's right that the support is there for those who need it when they need it.

The second is a new link-up to provide free support to members living with addiction. The Federation has set up a new partnership with Help4Addiction and Rehubs to offer confidential support, 24 hours a day, seven days a week – and that's any addiction be it alcohol, drugs, gambling, whatever.

I'm pleased the Federation is able to offer this support to members who need it.

I was also really pleased to see the hugely successful International Women's Day conference.

The day included talks by the most senior female police officers in Jordan, which gave it a truly international flavour.

A huge well done to Chief Inspector Kate Firman, who is chair of the Force's Women's Network, on organising such a great event.

MEDALS FOR HEROES CAMPAIGN SUCCESS



lost their lives while responding to what they thought was a call for help from a member of the public.

"To receive this news that their sacrifice is to be formally recognised by the Crown and State is overwhelming.

"I meet with many other families of fallen officers and I'm sure that many of those too will be thankful for this formal recognition."

John Partington, Police Federation of England and Wales (PFEW) National Board member and Medals for Heroes campaign lead, said: "Of course this work was primarily done for the benefit of our members and other blue light service workers, and we have been calling for such recognition for four years, however I am also very pleased to hear The Elizabeth Emblem will cover other public sector workers too, not just our members.

Cambridgeshire Police Federation chair Liz Groom says the introduction of an award to recognise public sector workers who die in service will mean 'a great deal' to families and serving officers.

Liz has warmly welcomed the announcement of an Elizabeth Emblem, which is conferred by His Majesty The King, as a national form of recognition awarded to the next of kin of police officers, firefighters and many other public servants.

She paid tribute to the campaign work of Bryn Hughes, whose daughter PC Nicola Hughes and colleague PC Fiona Bone were murdered in 2012, and to that of Tiff Lynch, deputy national chair of the Police Federation of England and Wales.

Liz said: "I am really pleased our fallen officers and other public sector workers are being recognised finally

"It's well overdue but means a great deal.

"I would like to thank Bryn and Tiff; without their passion, persistence and perseverance this would not have happened.

"It means a great deal to both the

families of our brave officers who have been lost, and current serving officers who feel proper recognition has finally been recognised for the risks and danger they face."

The Elizabeth Emblem is the civilian equivalent of the Elizabeth Cross, which recognises members of the UK Armed Forces who died in action or as a result of a terrorist attack.

The design of the emblem incorporates a rosemary wreath, a traditional symbol of remembrance, which surrounds the Tudor Crown. It is inscribed with 'For A Life Given In Service', and will have the name of the person for whom it is in memoriam inscribed on the reverse of the emblem. It will include a pin to allow the award to be worn on clothing by the next of kin of the deceased.

The emblem recognises how the sacrifices made by public servants who have lost their lives as a result of their duty could be recognised within the honours system.

Bryn said: "Nicola and Fiona went to work that day wearing the Crown and they



Elizabeth Emblem to be awarded in honour of fallen officers.

"Working to get this award introduced has been a long process with many people involved and we would like to thank everyone who has assisted PFEW and Bryn Hughes throughout this campaign."

Families of officers who have lost their lives on duty can apply for the award now by visiting gov.uk. Nominations will be reviewed by the George Cross Committee and recommendations then made to His Majesty The King via the Prime Minister. Recipients of The Elizabeth Emblem will receive their award from a senior representative such as a Chief Constable, chief fire officer or a Lord Lieutenant.

“ IT MEANS A GREAT DEAL TO BOTH THE FAMILIES OF OUR BRAVE OFFICERS WHO HAVE BEEN LOST, AND CURRENT SERVING OFFICERS WHO FEEL PROPER RECOGNITION HAS FINALLY BEEN RECOGNISED FOR THE RISKS AND DANGER THEY FACE. ”

Cambridgeshire Police Federation workplace representative Kevin Misik.



FED REP ROLE ALLOWS YOU TO TAKE SUPPORT OF COLLEAGUES ONE STEP FURTHER

Cambridgeshire Police Federation representative Kevin Misik had thought about standing as a workplace rep many times before he eventually did so.

Now, in his fifth year in the role, Kevin, a sergeant, discusses his Federation work and the relationship it has with his policing duties.

"I had pictured myself as a Fed rep when the opportunity to apply came up in the past, but it never quite felt like the right time," says Kevin, who became a workplace rep in 2019. "I didn't want to bite off more than I could chew and risk my attention being taken away from my duties."

“ I BECAME A POLICE OFFICER BECAUSE I WANTED TO HELP PEOPLE. IT'S QUITE SIMPLE, REALLY. ”

Kevin's desire to make the lives of others better inspired him to join Cambridgeshire Constabulary 20 years before his election. This has stuck with him ever since, guiding him all the way from his earliest days as a probationer.

"I became a police officer because I wanted to help people. It's quite simple, really," continued the experienced sergeant.

"The first role I spent a long time in was as a community beat officer in Bar Hill. I still look back on that period of my career so fondly because I could see up close the positive impact I was having on the lives of people on my beat."

Following his time in the neighbourhood policing team, it was only in his current capacity as Cambridge city centre team sergeant that his mindset on representing the Federation shifted.

"I obviously knew what being a rep was about on a broader level, but it was only once I spoke to another workplace rep, Jon Capes, that I really understood what I would be getting into," Kevin, 50, added.

"He told me that it reinforces that same idea of helping people, just as I was already doing."

The body of invaluable work Kevin has been responsible for throughout his Federation commitments, ranging from health and safety audits to disciplinary processes, suggests he has found that guidance to be true.

He said: "Jon was definitely right – It allows you to take the support of those around you a step further. I have been able to help other officers when they have needed it most."

These moments of satisfaction are only achieved through a high level of dedication, nevertheless, with Kevin admitting that the role has led to him being involved in some challenging environments – in particular those relating to student officers.

"I seem to have taken on more Reg 13 cases than I care to remember at this point. Having to witness a tough time for probationers is a tough time in itself for me – but if I can assist in getting them onto the right path then we both come away with a good feeling," he said.

"I would welcome an improvement to the amount of time it takes for investigations to

conclude, though. I think that's the main challenge for the Federation at the moment."

Away from directed tasks within his role, Kevin is seen as someone among his colleagues who can generally help by answering questions and pointing them in the right direction. He says there are very few police officers in South Cambridgeshire he does not know, and who do not know him.

“ I HAVE BEEN AROUND FOR A WHILE NOW, SO THAT HELPS. ”

"I have been around for a while now, so that helps," he added.

"I would tell anyone thinking of becoming a rep to do it. You won't regret it and it will only enhance the great work you already do."

In addition to his position as a workplace rep, Kevin is also the Federation's local lead for professional development. It may bear the weight of even more responsibility but, crucially for him, it enables an insight into policing issues on a national level.

Kevin ended: "As long as I am a police officer, I will always want to help people – directly or indirectly, public or colleagues. That will never change."

“ I OBVIOUSLY KNEW WHAT BEING A REP WAS ABOUT ON A BROADER LEVEL, BUT IT WAS ONLY ONCE I SPOKE TO ANOTHER WORKPLACE REP, JON CAPES, THAT I REALLY UNDERSTOOD WHAT I WOULD BE GETTING INTO. HE TOLD ME THAT IT REINFORCES THAT SAME IDEA OF HELPING PEOPLE, JUST AS I WAS ALREADY DOING. ”



Graphic plans for the new police station in Milton.

BUILDING BEGINS ON NEW MILTON STATION

“This is long overdue, the new building will be a much nicer place to work”, says the chair of Cambridgeshire Police Federation, as work begins on developing a new police station in Milton.

The land, which is on the outskirts of Cambridge, will be home to a new police station and will replace the current building that is located in Parkside.

Federation chair Liz Groom is optimistic that the new, fit-for-purpose building will encourage members to work in southern Cambridgeshire.

“Plans to build a new building have been going on for decades, this is long overdue and I welcome the developments,” said Liz.

“Parkside feels like a concrete building and the custody block is always needing maintenance. The layout of Parkside seems all over the place, with the lockers being

right on the top floor. While the new building in Milton will be of a similar size, the layout will be much better – and there will be a kitchen for officers to use.”

At the moment, officers working at Parkside – which was originally built in the 1960s – need to pay to park, which can amount to a lot of money.

“The Milton building will be so much easier to get to, as officers will be able to reach it just off the A14, rather than having to drive through the middle of Cambridge,” added Liz.

“Not only will there be more parking at the Milton station, the building is also next to a park-and-ride, making it so much more convenient for officers travelling to and from the building.

“And, of course, working in a fit-for-purpose, fresh environment can make a huge

difference. I’m hoping that the changes will encourage officers to want to work in southern Cambridgeshire.”

Work started on the new building earlier this year after the land was purchased in April 2022. The new station is due to open in late 2025.



“ THE MILTON BUILDING WILL BE SO MUCH EASIER TO GET TO TO, AS OFFICERS WILL BE ABLE TO REACH IT JUST OFF THE A14, RATHER THAN HAVING TO DRIVE THROUGH THE MIDDLE OF CAMBRIDGE. ”

'MAKE ROADS POLICING A PRIORITY'



Roads policing unit Fed rep, Sergeant Aaron Murphy.

Roads policing needs to be made more of a priority to bring down the 'shocking' numbers of deaths on the roads, says Sergeant Aaron Murphy.

Aaron, Cambridgeshire Police Federation's roads policing unit rep, was responding to the Federation's Roads Policing Seminar, which heard that five people die every day in road traffic collisions.

A roads policing sergeant for five years before becoming a Joint Protective Service staff officer in October, Aaron said a greater police presence on the roads would help to cut the numbers of deaths.

"Five deaths a day is a shocking figure," he said. "It's all about enforcement and visibility.

"A couple of the speakers made the comment in the seminar they had travelled a long way across the country on the strategic road network and didn't see a single traffic car.

"Somebody also mentioned seeing a police car on the motorway and there was a couple of people who were driving erratically and the mere sight of that police vehicle stopped that behaviour straight away.

"So visibility, prevention, enforcement is going to reduce road deaths – and that needs money and it needs investment.

"However, we have to be cognisant to the fact that we've got to do more with less, and that the policing landscape is not going to improve, certainly not in the foreseeable future."

Aaron described the seminar as 'interesting and informative'.

"The input about restorative justice was timely," he said. "Criminal justice looks

different to different people.

"Criminal justice for some means they want to see the offender go to jail and go to jail for a long time, which is not always the case.

"Justice for some people is a bit more pastoral and restorative. It's getting round the table and speaking to the offender to establish the whys and wherefores of what's happened.

"I thought that was really quite interesting."

“ FIVE DEATHS A DAY IS A SHOCKING FIGURE. IT'S ALL ABOUT ENFORCEMENT AND VISIBILITY. ”

He described as 'helpful' a discussion on the new legislation, which aims to give police drivers greater protection in law.

Tim Rogers, the national Federation's pursuits and driver training lead, described the Police, Crime, Sentencing and Courts Act 2022 as 'a great bit of legislation'.

However, he warned it 'risks failing to achieve its potential due to errant application' by some chief officers.

The new legislation was introduced after a long-running campaign by the Federation, and Tim, who is also secretary of West Midlands Police Federation, said it had the power 'when correctly applied' to give police drivers much better protection in law.

Addressing a discussion on the effectiveness of the new act, Tim warned that some chief officers have not familiarised

themselves with their obligations in order for it to provide drivers with full protection.

"It was a perverse situation that saw officers being prosecuted for simply doing what they are trained and expected to do in keeping the elected government of the day's public safe," he said.

"I'm happy, and the Federation is happy, with the new legislation, and we're grateful to our partners in the Home Office, NPPC and those other supportive partners who helped us facilitate this change."

It means an officer's driving is now judged by the standard of their peers, in line with their skills and training. But, and it is a critical point to note, officers have to be licensed and up to date with their training and that training has to be delivered by fully accredited trainers working for a force that holds the appropriate training licence. They must deliver only the prescribed training as per Statutory Instrument 1112.

The debate heard from Jo Boxall-Hunt, subject matter expert from the College of Policing, who spoke about the licensing requirements under the new legislation.

Aaron said: "The input from Jo was really helpful.

"It was interesting to know they're going to take the same approach in the College of Policing as they do for Taser, and set out standards for learning and development, driver training, and that this is the standard we're expecting everybody to get to.

"I'm sure we'll have assurances from our chief officer group that we are where we need to be."

Visit the [Federation's YouTube page](#) to watch the available sessions.

POLICING AS A PARENT: RAISING A CHILD WITH AUTISM



*Cambridgeshire Police Federation chair
Liz Groom with her son Michael.*

'You only want the best for your child and we didn't know what was ahead for him'. In this candid interview, the chair of Cambridgeshire Police Federation opens up about how she has found balancing her policing career with raising a child with autism.

Speaking ahead of Neurodiversity Celebration Week, which fell on Monday 18 to Monday 25 March, Sergeant Liz Groom talked about the support she received from inside and outside the Force after her son Michael was diagnosed with deficits in attention, motor control and perception (DAMP) 18 years ago.

"I was a custody sergeant at the time he was diagnosed," she said. "I didn't have family support around me as they lived 20 miles away.

"It was a tricky time. We were a bit uncertain about what it meant.

"You only want the best for your child and we didn't know what was ahead for him."

Michael, who is now 21, was three when he was diagnosed after it was picked up at the nursery he attended.

Liz said: "He was our first child and I didn't have a lot of experience with children.

"I hadn't picked up on the signs but it was the nursery that had.

"He got to two, two-and-a-half years old and he was progressing well, and then all of a sudden he stopped developing in his speech and he was a little clumsy."

Liz added: "We were fortunate then because it was quite easy to get referred to specialist places to get a formal diagnosis.

"Now it's more difficult and officers are waiting two or three years for their children to be seen.

"But if we had ignored it, he wouldn't have had the support he had."

Liz said she was grateful to a former

inspector who helped her to strike a balance, particularly in the first year or so.

Liz said: "Routine has always been important to Michael but my husband was also an officer and about to transfer to the Met, so that was quite challenging.

"I had a really good inspector, Steve Bretheron, when I was in custody. He was great.

"He allowed me time to go on a course for eight weeks, every Friday afternoon and afforded me the flexibility I needed during those difficult first years or so.

"In those days it was difficult to have flexible working and a supportive line manager. I scored lucky with him, he was really nice.

"That made all the difference, to have the understanding from my boss."

Liz said she was also grateful to two teaching assistants at the school Michael attended.

"He is quite high functioning and we fought for him to go to a mainstream school where he had two excellent teaching assistants Margaret and Carol, one in the morning and one in the afternoon," she said.

“ ROUTINE HAS ALWAYS BEEN IMPORTANT TO MICHAEL BUT MY HUSBAND WAS ALSO AN OFFICER AND ABOUT TO TRANSFER TO THE MET, SO THAT WAS QUITE CHALLENGING. ”

"They are hugely responsible for him being the stable person he is now. I owe them a debt of gratitude. I know they really cared about him and he still, even now, asks about them.

"We had that right support and embraced everything that was given to us."

Liz said that even getting Michael to nursery or school could be a challenge as he would get frustrated and at times have violent outbursts.

"That was sometimes an issue at nursery and school," she said. "Sometimes it was dragging him out kicking and screaming. I'd to go to work frazzled."

It could also be an issue for after-school care.

"I couldn't put him in a mainstream afterschool club or childminder because it was against his routine," she explained.

“ WHEN YOU'RE A SERGEANT, AND YOU'VE GOT A TEAM TO LOOK AFTER, IF YOU'RE WORKING FLEXIBLY, SOMETIMES YOU'RE NOT ALWAYS WITH YOUR TEAM SO THEN OTHER PEOPLE COVER, AND THERE CAN BE A LACK OF UNDERSTANDING. ”



Liz in uniform at last year's National Police Memorial Day.

"I worked with one sergeant in particular, and he was really good.

"He would say to come in a bit later or to get off early because I'd got Michael to see to - but not all colleagues were as understanding, especially around flexible working.

"When you're a sergeant, and you've got a team to look after, if you're working flexibly, sometimes you're not always with your team so then other people cover, and there can be a lack of understanding.

"I wasn't doing it to have more time off, I was doing it because my son can't go to a normal childcare provider.

"When Michael was four or five my mum moved closer with my dad, so I had support that I hadn't had before."

Liz said support from the Force for all officers and staff with caring responsibilities had improved markedly since then.

"We are much better now," she explained, adding: "We are better for people who have caring responsibilities, with children with neurodiverse conditions and also people who are carers.

"We are a lot more forward-thinking than we used to be, and we've got People and Professionalism within the Force, and they're really good with advice."

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DETECTIVE WITH A DESIRE TO MAKE A DIFFERENCE

Driven by her desire to see a case through to the very end, Cambridgeshire Police Federation Rhiann Ward decided to join the Force's Accelerated Detective Programme. Now, almost a year after qualifying as a detective and soon to be heading into the child abuse department, Rhiann has told how she has found a job she loves.

Detective Constable Rhiann's journey into policing began back in 2018 when she joined the Force as a Special Constable.

However, having been called to a traumatic incident during her first shift, she soon realised frontline policing was not the route she wanted to go in.

"It was my first day as a Special and I was called to a job involving a man who had poured petrol over himself. I was 18 at the time and despite attempting to put on a strong front it definitely impacted me," said Rhiann.



Detective Constable Rhiann Ward.

"It didn't put me off policing but it made me re-think the route I wanted to take. I still wanted to join the Force as a regular, but not on the frontline. I struggled with not always knowing the outcome of a case, it just didn't suit me. I like to know the outcome of the case I'm working on."

Determined to get her foot in the door, Rhiann initially joined the Force's Investigation Management Unit as police staff.

"It was during this role that my sergeant encouraged me to join the Accelerated Detective Programme," Rhiann continued, "So I did, and I haven't looked back since."

The programme includes five months of classroom training, 19 weeks on shift, rotations through different departments, a detective exam and two separate portfolios.

"It was an intense course," said Rhiann. "Especially when you're juggling on-the-job training, exams and portfolio work. But it was completely worth it."

"I can't help but feel so lucky that the programme exists - I'm now in a job that I love. I know the programme does carry some stigma with it, but I'd like to think I've shown people I know what I'm doing - most of the time. I've put a lot of work in to get to where I am today."

Since qualifying back in June 2022, Rhiann has worked in the serious crime team but will be moving into the child abuse department shortly.

She said: "I've recognised that I get the most satisfaction in my role when I'm supporting and helping children."

"I feel you can have a real impact and can make a huge difference to their lives when there are children involved. I know this is the route for me, and I'm looking forward to making my mark in the team."



Rhiann at her passing out parade.

FORCE GIVEN MENOPAUSE-FRIENDLY ACCREDITATION

Federation member Kate Firman, who chairs Cambridgeshire Women's Network, has revealed how 'delighted' she is that the Force has been awarded the Menopause-Friendly Accreditation (MFA).

The accreditation, which was awarded to Cambridgeshire Constabulary earlier this year – alongside Hertfordshire and Bedfordshire, as part of their tri-force collaboration – has only been given to five police forces nationally and highlights their ongoing commitment to promoting awareness, understanding and supporting of the menopause.

Chief inspector Kate, who is also part of the National Menopause Action Group, says that she hopes the accreditation will not only attract women to policing roles but encourage staff retention.

"When I experienced menopause, my mum and sister were very open about speaking about the impact it has but I know not everyone has that kind of support network around them," said Kate, who has been in the Force for 27 years.

"For me, going through the menopause meant night sweats, insomnia, forgetfulness and anxiety – it really impacted my job. I am extremely proud that we have attained this accreditation, it's fantastic – I'm delighted.

"It reflects the work we have been doing to raise menopause awareness and support

colleagues through the menopause in Cambridgeshire.

"I hope that having this accreditation will make life easier for all those experiencing menopause."

To achieve accreditation, employers must demonstrate six key areas, including culture, policies and practices, training, engagement, facilities and evaluation.

Kate explained that volunteers from across the Force have trained as 'menopause champions' to provide compassionate, confidential advice to those who need it.

"The accreditation also means we can display the 'menopause-friendly' logo across our literature, website, social media channels and email signatures, which I hope will demonstrate our commitment to supporting those who are experiencing menopause," she said.

"I hope that not only will this attract new officers to the job but also ensure we retain staff too. I've heard far too often that women are leaving their roles due to the menopausal symptoms they are experiencing – and this isn't right."

Kate said that the accreditation gets reviewed every two years and confirms that the Force will continue to develop and improve the support available to those experiencing menopause.

She continued: "We've recently



Chair of Cambridgeshire Women's Network, Chief Inspector Kate Firman.



introduced a menopause journal, which gives people who are experiencing menopause a place to record how they are feeling that day as well as their symptoms.

"It's important that the work doesn't stop just because we have received this accreditation. It's about ongoing and growing support for those experiencing menopause, those with loved ones experiencing menopause and also line managers who need to be made more aware of potential symptoms and how they could impact team members."

“ I HOPE THAT NOT ONLY WILL THIS ATTRACT NEW OFFICERS TO THE JOB BUT ALSO ENSURE WE RETAIN STAFF TOO. I'VE HEARD FAR TOO OFTEN THAT WOMEN ARE LEAVING THEIR ROLES DUE TO THE MENOPAUSAL SYMPTOMS THEY ARE EXPERIENCING – AND THIS ISN'T RIGHT. ”



FREE ADDICTION SUPPORT FOR MEMBERS

Free support is now available to Cambridgeshire Police Federation members living with addiction.

The Police Federation of England and Wales (PFEW) has partnered with Help4Addiction and Rehubs to offer 24/7 confidential support.

Chair of Cambridgeshire Police Federation Liz Groom said: "Police officers deal with difficult circumstances every day – it comes with the territory and is why most of my colleagues join the job in the first place.

"But this shouldn't be to the detriment of their own welfare. Job-related or not, the reality is that many need support themselves but do not want to admit it or ask for help.

"Police officers are just as susceptible to addiction as the next person, and we want them to know they are not alone – there are ways to get their lives back on track."

Members can download the Rehubs app for free and access the Help4Addiction helpline, which provides officers with a safe

space to talk and addiction support when they need it most. Importantly, while this service is made available to Police Federation members, it is completely independent to provide a safe, non-judgmental space for officers and police staff when they need it most.

**“ OFFICERS NEED HELP
SOMETIMES TOO, AND THAT'S
OKAY. ”**

Liz continued: "Officers need help sometimes too, and that's okay.

"Seeking support is personal and it is important that officers know they have somewhere to turn to with complete confidence."

If members are experiencing addiction – or feel like someone they know is experiencing an issue - they can call Help4Addiction or download Rehubs.

Both Rehubs and Help4Addiction offer

support for any addiction, whether it's alcohol, drugs, gambling or porn. If a person has started an unhealthy relationship with something, there could be an issue.

The Rehubs app offers a modern, digital approach to addiction recovery with an online rehab programme. Available on Google Play Store and the App Store, members can use the code POLFED, under the 'use company code' prompt at the bottom of the payment page, to download the Rehubs app for free.

Help4Addiction and Rehubs were launched by former cop Nick Conn, having experienced addiction himself when he was training in the Metropolitan Police at 19.

More than 20 years later, having successfully beaten addiction, Nick went on to develop Help4Addiction, an organisation dedicated to providing others with essential support and guidance.

If you or someone you know is experiencing addiction and needs support, call [Help4Addiction](https://www.help4addiction.org) on: 0330 058 8227 or download [Rehubs](https://www.rehubsapp.com) for FREE today.



What is 'no-fault divorce'?

Blame is no longer needed with no-fault divorce. The introduction of no-fault divorce helps reduce conflict amongst separating couples.

With more than one third of marriages ending in divorce, seeking empathetic support and expert advice is crucial. Divorce has been simplified in recent years with the introduction of 'no-fault divorce'. A 'no-fault' divorce relies on a statement of irretrievable breakdown as opposed to previous divorce laws, whereby the petitioner had to provide one of five reasons to demonstrate the irreparable breakdown of the marriage, such as adultery, desertion, or unreasonable behaviour. It removes unnecessary blame at a time where emotions and stress are already running high. It also spares children from witnessing their parents playing the blame game, making it an easier transition for all involved.

A 'no-fault' divorce is currently the only form of divorce in the UK. Other changes introduced with the new legislation includes a minimum timeframe of 20 weeks

between issue of the application for divorce and the first stage of the divorce. This timescale - the conditional order - provides a period of reflection. After a conditional order has been granted, there is a six-week timeframe from conditional order to final order. This gives both parties enough time to contemplate, and potentially withdraw the divorce application if a reconciliation occurs - it's also important to note the divorce application can be withdrawn at any time.

The opportunity to contest the divorce has also been removed, but there are still some legal grounds for challenging the divorce if needed, if that applies to your unique situation.

When it comes to a no-faults divorce, the process is now able to be initiated jointly or separately, simplifying a somewhat intense and emotional process.

Research undertaken by Slater and Gordon found that nearly 32% of people would more likely choose to get divorced with the introduction of no-fault divorces.

The rates of divorce amongst members

of the police force are higher than the national average. The demands of working within the force, and the occupational hazards presented by the job can put pressure on relationships. How your divorce is handled will affect the rest of your life; from your relationships with any children, to your ability to retire with a strong pension, which is why you should always talk to an expert divorce lawyer as soon as you realise that divorce is inevitable. At [Slater and Gordon](#), we understand that the process of getting a divorce can feel overwhelming but with a trusted team we can guide you through the process simply and efficiently, enabling you to focus on moving on to the next stage of your life.

For more information, visit slatergordon.co.uk/family-law

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MENTAL HEALTH HOTLINE WELCOMED BY CHAIR

A 24/7 mental health crisis hotline for policing has been welcomed by Cambridgeshire Police Federation chair Liz Groom who says it needs to be part of a holistic approach to officer wellbeing.

Oscar Kilo, the National Police Wellbeing Service, is set to launch the round-the-clock service in spring as part of the Police Covenant.

Liz said: "As a Federation we want to let our members know that support is there for them if they need it and that they are not alone.

"To that end, the new 24-hour mental health hotline is most welcome, if not before time.

"We also need to ensure the support is there for members before they reach crisis point.

"The Federation's [Welfare Support Programme](#) offers members confidential and independent services with fully trained and accredited professionals.

"But the duty of care sits with the Force, and we're working with senior officers to make sure it's proactive in supporting officers and taking steps to prevent issues arising.

"I've said it before and I'll say it again, we need significant ring-fenced funding across the service for officer welfare.

"For instance, we've lost access to canteens and rest time to debrief traumatic incidents, which used to play a key role in supporting our mental health.

"It's about having a holistic approach that helps prevent mental health issues for officers, and addresses them when they arise."

Andy Rhodes, National Police Wellbeing Service director, said: "This pivotal move by the Home Office is not only timely but aligns seamlessly with the ongoing efforts to bolster the mental health support available within the policing community.

"In our expert view, this initiative is very much needed and follows on from the work that's already being done to support the mental health of police officers and staff.

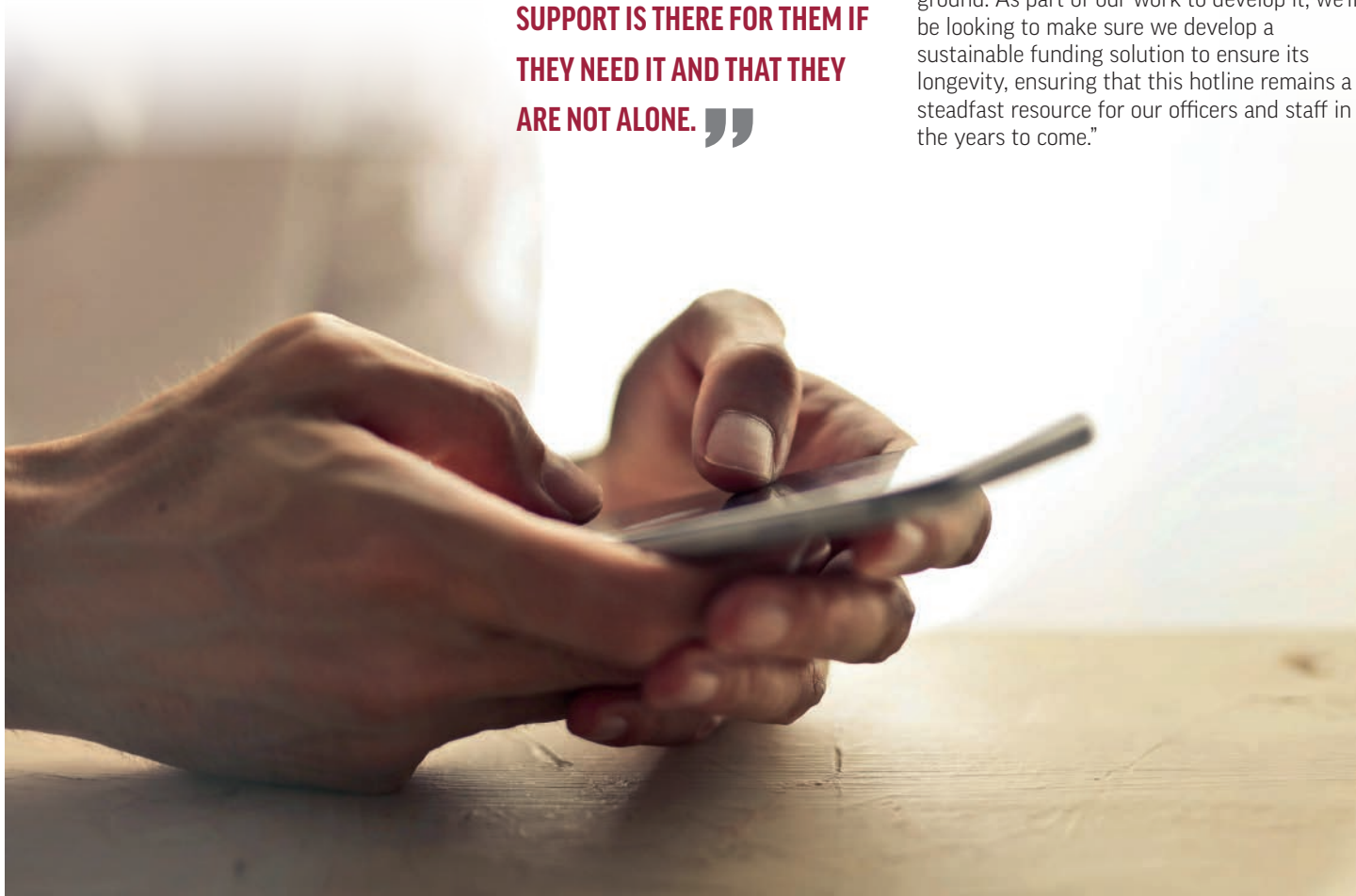
"The journey from the suicide prevention consensus statement, the development of the Police Covenant and the creation of a chief medical officer for policing have all been crucial steps towards understanding and addressing the unique mental health challenges faced by those in the policing profession.

"We believe that now, more than ever, it is the right time for more focus to be put into this area, ensuring that our officers and staff have access to the support they need, whenever they need it.

"In developing this service, we will be working collaboratively with partners across the policing and emergency services landscape. Our approach will be inclusive and consultative, ensuring that the hotline is shaped by the collective expertise and experience of various stakeholders that are already working hard in this space.

"We welcome the initial funding from the Home Office to get this initiative off the ground. As part of our work to develop it, we'll be looking to make sure we develop a sustainable funding solution to ensure its longevity, ensuring that this hotline remains a steadfast resource for our officers and staff in the years to come."

“ AS A FEDERATION WE WANT TO LET OUR MEMBERS KNOW THAT SUPPORT IS THERE FOR THEM IF THEY NEED IT AND THAT THEY ARE NOT ALONE. ”



JORDANIAN OFFICERS WELCOMED FOR INTERNATIONAL WOMEN'S DAY

A Cambridgeshire Police Federation member says she's 'going out on a high' after organising a successful International Women's Day (IWD) conference a few months before she's due to retire.

Chief Inspector Kate Firman, chair of the Cambridgeshire Women's Network, put together a packed agenda, which included presentations by the most senior female police officers in Jordan.

Kate said: "It went really well, and there was a real buzz in the room.

"It's my last conference because I'm retiring in November. It was nice to go out on a high like that."

The conference, which was held at Brampton Park Golf Club, was attended by delegates from Bedfordshire, Hertfordshire, Norfolk and Suffolk forces, as well as Cambridgeshire.

“ SOME OF THE COMMENTS SAID THAT THE DAY WAS BRILLIANT AND THAT WE NEED TO CONTINUE TO INSPIRE INCLUSION AND LIFT EACH OTHER UP ACROSS THE REGION. ”

It was opened by Chief Constable Nick Dean, who welcomed the Jordanian officers to Force headquarters earlier in the day.

Colonel Doctor Delal and Lt Colonel Doctor Khansa Masala gave the conference an international feel when they talked on the theme of this year's IWD, Inspire Inclusion.

Kate said: "They talked about how they've evolved from six women police officers in the 1970s to now having thousands.

"It was fascinating to see what they've done and how they are involved in so many aspects of policing."



Other speakers included Rick Lee OBE, chief people officer of the construction company Willmott Dixon, who gave a fantastic talk on how they are seeking to achieve a 50 per cent female workforce by 2030, and Jill Lanham who, as ICT director, heads up the collaborated unit across Bedfordshire, Cambridgeshire and Hertfordshire police forces.

There were also some interactive sessions, including an exercise called 'Six Thinking Hats' which encouraged delegates to look at the problem of how to encourage more women, who are often the primary

carers in their family, to apply for promotion, in six different ways.

The day finished with a panel Q&A before Cambridgeshire's Deputy Chief Constable Jane Gyford brought it to a close.

Kate said: "We've had really positive feedback which will be used to shape next year's event.

"Some of the comments said that the day was brilliant and that we need to continue to Inspire Inclusion and lift each other up across the region."

“ THEY TALKED ABOUT HOW THEY'VE EVOLVED FROM SIX WOMEN POLICE OFFICERS IN THE 1970S TO NOW HAVING THOUSANDS. IT WAS FASCINATING TO SEE WHAT THEY'VE DONE AND HOW THEY ARE INVOLVED IN SO MANY ASPECTS OF POLICING. ”