

FEDLINE

The magazine of Cambridgeshire Police Federation

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REMEMBERING FALLEN COLLEAGUES

- Pages 4 and 5

CONTENTS

- 2 **View from the chair**
- 3 **Latest pay and morale survey launched**
- 3 **'Mixed messaging from Government'**
- 4 **Fallen colleagues honoured at National Police Memorial Day**
- 6 **Detective recruitment heading in right direction, says DCI**
- 7 **Right Care, Right Person scheme freeing up 'hundreds of police hours'**
- 9 **Special says role gives her time to switch off**
- 10 **'We can always help people'**
- 11 **On the run for charity**
- 12 **Mixed emotions for retiring cop**
- 15 **'Come and do our Force proud', says women's football team manager**

Cover photo: Candles were lit to honour the fallen officers from the four nations of the UK.

Photo courtesy of Anderson Photography.



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VIEW FROM THE CHAIR

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

One of the key events of the policing year is the National Police Memorial Day held on the last Sunday of September each year.

The day gives us all the opportunity to remember fallen colleagues, honour their memory and show their families they are never forgotten.

The focus of the day is a memorial service which is usually attended by the Home Secretary of the day, other Government figures, chief officers, police stakeholders and representatives of policing organisations such as the Police Federation.

But the most important guests of all are members of the families of police officers who left home to go to work serving their communities and never made it home at the end of that shift.

I am always incredibly proud, and humbled, to represent Cambridgeshire Police Federation at this service, which was held this year in Glasgow. You can read more about it on Pages 4 and 5 of this magazine.

Since our last magazine came out in the summer, we have heard, from the policing minister, that the Government has no plans to review the police pay review process, which is disappointing to say the least.

We have heard so many warm words of support for police officers since the Labour Government came into power in July, but sadly – all too often – they have not actually been followed up with actions.

While civil unrest erupted in our cities and towns over the summer, Home Secretary Yvette Cooper was vocal in backing the police.

And at our bravery awards ceremony in London, just days after being appointed, she told guests:

“The reason I’ve attended so many Police Bravery Awards is because I think it’s so important to respect and recognise the work you do.

“And because the stories are always so inspirational, often so difficult, the incredibly difficult situations you have faced.

“The extreme violence that you will have had to work towards, the dangerous rescues that so many of you have undertaken.”

Of course, we welcome her acknowledgement of the challenges of our role and the dangers we face.

And it’s good to know that the policing minister, Dame Diana Johnson, is equally supportive. Speaking at the bravery awards, she said: “To you and all your colleagues, for what you do to keep the public safe, thank

you. I was struck by the impressive people you are. A phrase that stuck out for me is ‘forever going into the unknown’.

“Your families must be so proud of you. I am so proud of you. To those here tonight, be proud of what you do. It could not matter more.”

But sadly, I am now left feeling these speeches were hollow at best and insincere at worst.

How can they say these words and then stand by as the Government awards junior doctors a pay rise of an average 22 per cent over two years while at almost the same time announces police officers will get a 4.5 per cent uplift?

It would leave you scratching your head and trying to work out the Government’s rationale if it wasn’t for one key fact – the junior doctors had been staging a series of disruptive and devastating strikes over the previous 15 months.

Yet, of course, police officers cannot strike, nor take any other industrial action. This fact alone should be sufficient to ensure that we are treated fairly by the Government, but that is just not the case.

So, the Federation will continue its campaign for collective bargaining and the replacement of the Police Remuneration Review Body (PRRB) which currently considers our annual pay award with a process that is both fair and independent.

The Government, through a speech given by Dame Diana at the Superintendents’ Association conference last month, may have indicated that it has no plans for change but the Federation, acting on a vote by members, is determined to fight for what is right.

We will, of course, keep you updated on how this progresses.

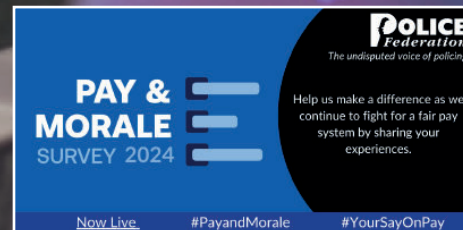
But, in the meantime, please see the article opposite about the annual pay and morale survey being carried out by the Police Federation of England and Wales.

This is a critically important survey and gives Federation members to have a say on key issues within the Force. The results are collated nationally, but also on a force level so while the Federation’s national executive will use the findings in conversations with the Government, MPs, and ministers, as well as other stakeholders, locally we will be able to discuss them with the chief officer team and help address any issues highlighted.

Please find the time to fill out the survey and help us represent your views. If you have not received an email with a link to the survey, please contact the Federation office as soon as possible.

“ THE FEDERATION WILL CONTINUE ITS CAMPAIGN FOR COLLECTIVE BARGAINING AND THE REPLACEMENT OF THE POLICE REMUNERATION REVIEW BODY (PRRB) WHICH CURRENTLY CONSIDERS OUR ANNUAL PAY AWARD WITH A PROCESS THAT IS BOTH FAIR AND INDEPENDENT. ”

LATEST PAY AND MORALE SURVEY LAUNCHED



'The more members who fill out the survey, the stronger and more accurate the message we are sending', says the chair of Cambridgeshire Police Federation.

Liz Groom is calling on all members to fill out the Police Federation of England and Wales (PFEW) 2024 Pay and Morale Survey, so they can help fight for better pay and conditions.

She says that this first-hand evidence will 'strengthen Fed reps' in negotiations with the Force and the Government.

"It is vitally important that the voice of Cambridgeshire police officers is heard loudly by those in authority. The Federation will always make the case for its members to be paid fairly for the work they do and to have the proper tools for the job, while also fighting for members' wellbeing and rights," says Liz.

"To do this we need to evidence the

current state of policing and there is nobody better placed to speak truth to power than members themselves. I get that colleagues are incredibly busy and there may be a tendency to be sceptical about 'yet another survey' and what it can achieve, but I really urge you to take the time to fill this in.

“ I REALLY URGE YOU TO TAKE THE TIME TO FILL THIS IN. PLEASE DO IT FOR YOU AND FOR YOUR COLLEAGUES. HELP US TO HELP YOU. ”

"Please do it for you and for your colleagues. Help us to help you."

PFEW runs the Pay and Morale Survey every autumn and results are made available the following spring.

Last year's survey found that 71 per

cent of Cambridgeshire respondents felt they were not fairly paid given the hazards they face within their job, with four in five (81 per cent) saying they were worse off financially than five years ago. Four out of ten found their job highly stressful, and nine per cent had been subject to unarmed physical attack with fourteen per cent planning to quit policing within two years.

The 2024 survey asks three new questions: one about the summer riots and how officers were impacted. Another asks what aspects of policing should be considered when police pay is being reviewed and how social media influences your role.

The closing date is Monday 28 October 2024.

If you have any questions or have not received the link via email please contact the Federation office.

'MIXED MESSAGING FROM GOVERNMENT'

'It currently feels like a never-ending kick in the teeth', said Liz Groom after the police minister said the Government has no plans to change the way police pay awards are determined.

Dame Diana Johnson appeared to confirm this during a Q&A session at this year's Superintendents' Association Conference when she was pressed on police pay.

Dame Diana's disappointing words come weeks after it was announced that - following a nationwide poll - the Federation would be campaigning for a new pay mechanism with the aim of fairer remuneration and working conditions for officers.

"I feel let down and angry that the policing minister has informed members that there are no plans to change the way police pay is determined," says Cambridgeshire Police Federation chair Liz.

"Almost 5,000 officers left policing across the country last year. Surely the

Government should be concerned about this? They should be looking at ways to retain our officers and, whatsmore, make policing an attractive job so others want to join the Force."

Currently, the Police Remuneration Review Body (PRRB) hears evidence from interested parties and recommends what police officers' pay should be. The Police Federation has withdrawn from this process which it says is not fair or fit for purpose.

It receives direction from the Home Secretary before embarking on the pay review process and the Government is under no obligation to accept the PRRB's recommendation.

This year's recommendation of a 4.75 per cent rise for officers was accepted in full.

Liz continued: "What makes it even more difficult to hear Dame Diana's words on pay is that at the same conference, she pledged to 'fully support officers'. It's mixed messaging - no wonder our

members are feeling confused and, worse, ignored by the Government."

In her speech at the conference (10 September) Dame Diana addressed the high number of assaults on officers. She said: "We recognise your service and your sacrifice.

"Whether it's responding to violent disorder, running towards danger, attending emergencies or investigating serious crimes, we know that the heroic daily work of the police exerts a huge strain on officers and their families.

"That's why we will always support you, as you support your teams to serve our communities."

She also confirmed that the Government has agreed funding to pay for training in neighbourhood policing to equip officers 'with the skills, knowledge and confidence to tackle the issues that damage communities the most'.

She also pledged to make sure the Police Covenant works for officers and support the wellbeing of police.



Standards are lowered in the act of remembrance.

CAMBRIDGESHIRE FEDERATION HONOURS FALLEN COLLEAGUES AT NATIONAL POLICE MEMORIAL DAY

Liz Groom, chair of Cambridgeshire Police Federation, travelled to Scotland to take part in a special service of remembrance for police officers who lost their lives in the line of duty.

Together with Assistant Chief Constable Vaughan Lukey, Liz attended the 21st annual National Police Memorial Day (NPM) at Glasgow's Royal Concert Hall on Sunday 29 September.

The event began with a processional march through the streets, which included flag bearers from forces across England and

Wales. This was followed by music from the Police Scotland and Scottish Federation Pipe Band.

The service was attended by Home Secretary Yvette Cooper and senior officials from throughout the UK, who formed a congregation of more than 1,000 to honour police officers who have made the ultimate sacrifice.

Liz commented: "It was an honour to be present for this wonderful event and to pay my respects to police colleagues. It's so important that we never forget the

sacrifices they made, not just today but every day. I was particularly moved by the dignity of the families. I know it means a lot to them that the memory of their loved ones is cherished by the police family and not forgotten.

"It is at moments like this when you stop and think that those who we lost had put on their uniform that day and gone to work expecting it to be a normal shift, only for tragedy to strike. That's why we must never forget their dedication to the job, but we must also respect the bravery of

colleagues who continue to wear the uniform and run towards danger.”

Canon David Wilbraham MBE, chair of the Police Remembrance Trust and co-ordinator for National Police Memorial Day said: “Being true to our motto ‘lest we forget’ carries the commitment ‘we will remember’ and by telling their stories and speaking their names we keep their memory and therefore them alive.”

The Reverend Matt Hopley, the National Police Chaplain, opened the service and Scotland’s First Minister, John Swinney, welcomed the congregation, saying it was a ‘huge privilege’ for Scotland to be hosting the event.

“ IT IS AT MOMENTS LIKE THIS WHEN YOU STOP AND THINK THAT THOSE WHO WE LOST HAD PUT ON THEIR UNIFORM THAT DAY AND GONE TO WORK EXPECTING IT TO BE A NORMAL SHIFT, ONLY FOR TRAGEDY TO STRIKE. ”

The Home Secretary read an extract from John 15: 12-17, from the Bible, and said: “No one has greater love than this, to lay down one’s life for one’s friends.” And, Angela Constance, the Cabinet secretary for justice and home affairs read a powerful poem titled ‘Grief Told Me Its Name’.

Candles were lit to represent the four nations of the United Kingdom and to remember more than 5,000 officers who had died on duty in the past 180 years.

Representing England was Luke Ratana, son of Sergeant Matiu (Matt) Ratana, 54



Cambridgeshire Assistant Chief Constable Vaughan Lukey with Cambridgeshire Police Federation chair Liz Groom.

years, Metropolitan Police, who died on 25 September 2020 after being fatally shot in Croydon Custody Centre. Luke is a serving police officer in Australia.

Lighting the candle for Wales was Rob Jones, brother, and Chris Milne-Jones, sister, of PC Ralph Jones of North Wales Police, who died on 13 July 1999 as the result of a road traffic incident, aged 34.

For Scotland it was Margaret Collins and Helen Cruddis, mother and sister respectively of PC Anthony (Tony) Collins, who died on 29 November 2013 when a police helicopter crashed into the roof of the Clutha bar in Glasgow.

Lighting the candle for Northern Ireland was Jill Davidson, the wife of Detective Superintendent Philip Davidson, 45, of Royal Ulster Constabulary GC, who died on

2 June 1994 when an RAF Chinook helicopter crashed on the Mull of Kintyre.

The names of officers who had died in the last 12 months - including Sergeant Graham Saville (Nottinghamshire Police), Sergeant Paul Frear (West Midlands), PC Jack Cummings (West Yorkshire) and Sergeant Reece Buckenham (Hertfordshire) - were read, with a tribute shown on a screen.

The congregation stood during The Last Post, while silence was kept as green and blue petals fell in remembrance of lives lost. There is an [online tribute wall](#) on which loved ones can post. This will remain active for 30 days following this year’s memorial weekend.

Next year’s National Police Memorial Day will be held on 28 September at Coventry Cathedral.



Home Secretary Yvette Cooper signs the roll of honour.

Photo courtesy of Anderson Photography.

DETECTIVE RECRUITMENT HEADING IN RIGHT DIRECTION

A Cambridgeshire Police Federation member says work to improve the recruitment and retention of detectives is making real progress.

Detective Chief Inspector Leigh Allman has spoken about the positive impact that changes in the Force are having.

"We are heading in the right direction," he said. "We've put some really good structures and processes in place. Recruitment and retention is better than it has been in the past but there's still work to do."

Leigh has been leading the Force's work on recruitment and retention for the past four years and said that focus groups held in 2020 had identified issues that prevented people coming into CID and led to them leaving.

"What we found wasn't necessarily the things we thought it would be, such as shift patterns," he said. "We used the results as a platform to develop changes and a new approach."

“ WE’VE HAD A NUMBER OF EMAILS SAYING THAT THE COACHES HAVE MADE A REAL DIFFERENCE TO PEOPLE AND IF IT WASN’T FOR THEIR SUPPORT THEN THEY MAY HAVE LEFT CID. ”

One of the biggest issues identified was ongoing training and continuous professional development (CPD) for detectives.

"When you start as a detective there is significant investment in you because you have to complete the Professionalising Investigations Programme (PIP)," Leigh said.

"But once they finished that there was minimal CPD on offer. This was highlighted as a significant issue for both recruitment and retention."

The Force has now created a CPD unit for detectives, as well as for student officers. The team of a detective sergeant and four detective constables co-ordinate CPD events for all detectives.

It is also responsible for all PIP accreditation and maintenance assessing officers against the criteria, helps trainee detective constables (TDCs) in the workplace which includes supporting



DCI Leigh Allman.

interviews and crime management.

The team has created a mentor training programme bespoke to CID with around 50 trained mentors.

"It's having an impact on recruitment and retention," Leigh said. "We've had a number of emails saying that the coaches have made a real difference to people and if it wasn't for their support then they may have left CID."

"Our performance around PIP and getting the PIP portfolios completed and maintained has significantly improved."

"At a time when we have a number of vacancies, the Force has invested by

putting four detectives into the CPDU when we've got gaps elsewhere, and that reinforces the importance of what they do. The added value they bring is significant. The feedback around them has been really positive."

Leigh said the training programme is a huge benefit to individual officers and the Force as a whole.

"There's a considerable investment from the Force across all the training that is given," he said.

"With regional teams you can get a lot of experience move into specialist teams elsewhere, so locally it's really important to

“ AT A TIME WHEN WE HAVE A NUMBER OF VACANCIES, THE FORCE HAS INVESTED BY PUTTING FOUR DETECTIVES INTO THE CPDU WHEN WE’VE GOT GAPS ELSEWHERE, AND THAT REINFORCES THE IMPORTANCE OF WHAT THEY DO. THE ADDED VALUE THEY BRING IS SIGNIFICANT. ”

invest in training for people as they come in.

“We’re trying to make sure we have a sufficient spread of skills across the Force so it isn’t all in specialist teams. The challenges faced by local CIDs has changed and we need to adapt with it by having people in the right skills in the right place.”

Other changes include the Sherlock Investigator Development Programme.

The first phase sees every new recruit given a week’s crime training with input from subject matter experts.

“It’s based on a case study that runs through the week,” Leigh said. “That’s to improve investigation standards in probationary constables and to get people interested in the detective pathway.”

It’s followed by case file building and disclosure which provides them with the skills and confidence to take cases to court.

And then there are optional six-month structured attachments to CID.

“It’s a feeder into CID,” Leigh said. “People get to try it out and if they like it they can stay and apply for the TDC process.”

“Over time this has proven a successful

way of bringing people in.”

The Force also has its TDC process, which has undergone changes with a move away from formal sit-down interviews to more practical assessments.

These include assessments of their investigative mindset, how they approach an investigation, and a discussion with a senior investigating officer about that.

The Force CID also recruits external transferees.

“We’ve made changes to that process after taking feedback from transferees,” he said. “So when they arrive they will have a five-day induction to get them up to speed and build confidence.

“The third route in is through an accelerated detective constable programme. We’ve just started our eighth cohort of accelerated detectives.

“We only started that three or four years ago and it’s been very successful in bringing people in.”

Leigh added: “There’s a lot of really good work happening.

“We are in a much better position with our structures, but we know there’s still work to do to reduce the vacancies we have.”

Chief Superintendent John Massey, head of crime, said: “Investigator recruitment and retention is inextricably linked to our welfare provision, our working environments and, ultimately, to performance. That’s why we are addressing this challenge in as broad a way as possible.

“As well as finding new ways to reach out to potential recruits, we’re seeking to build in long-term success by continually reviewing and improving our structure, environment and outcomes.

“This is how we will encourage people to join and stay in the profession: keeping workloads manageable and providing a positive, successful workplace where we listen and respond to feedback.

“Leigh’s team are doing a brilliant job with this holistic, and farsighted, approach to recruitment.”



RIGHT CARE, RIGHT PERSON SCHEME FREEING UP ‘HUNDREDS OF POLICE HOURS’

Cambridgeshire Police Federation chair Liz Groom has welcomed news that a scheme to ensure people are dealt with by the right agency is freeing up hours of time for officers.

Right Care, Right Person aims to ensure people needing support for mental health, medical, or social care issues are seen by someone with the appropriate skills, training, and experience.

Analysis of the scheme has shown it is saving, on average, 447 police officer hours every month, Cambridgeshire Police has said.

Liz said: “Policing has been overstretched for a number of years because of austerity, but we’ve also had to pick up the pieces following cuts to other services.

“For instance, the demand for officers to respond to people experiencing a mental health crisis continues to increase.

“It impacts our ability to prevent and detect crime, and adds even more to our members’ workloads.

“Police officers are not mental health or social care professionals and using them as a service of last resort potentially places them and members of the public in need of support at risk.

“We’ve been saying for a long time that things need to change and it looks like the Right Care, Right Person scheme is starting to do that, which we welcome.”

Phase two of [Right Care, Right Person](#) was launched in July, and sees a change in the Force’s approach to patients who have voluntarily attended a healthcare setting for a physical or mental health issue and have then walked out or where someone has been detained under a mental health section and is absent without leave.

If a call is made in relation to a patient that has left a medical setting, then the police will not routinely attend.

However, police will continue to attend when there is a risk to life, a risk of serious harm, or there is a duty to respond to crime

or a policing specific vulnerability.

Officers may still attend if all reasonable steps have been completed to locate the patient in line with local policies and a decision will be made regarding recording the patient as a missing person.

Assistant Chief Constable Martin Brunning said: “It’s really positive to see that the scheme is already having the desired effects; our residents are receiving a better level of care from the most appropriate agency and police officers are being freed up to attend incidents where their skills and time are most needed.

“Protecting the vulnerable and keeping people safe is at the heart of everything we do and we want to ensure people receive the necessary support, while keeping police resources to tackle crime and deliver safer communities for the public.”

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SPECIAL SAYS ROLE GIVES HER TIME TO SWITCH OFF

Having been a Special Constable for more than a year-and-a-half, Federation member Rachel Lomas says she is in no doubt she made the right decision to join Cambridgeshire Constabulary as a volunteer.

Since December 2022, Rachel has combined her Force duties with her day job in another institution relied upon by local communities – the Church of England – where she works as a personal assistant to the Bishop of Peterborough, Debbie Sellin.

She became a Special after an 'honest' conversation with her husband, Ross, about whether there were any other commitments she wanted to add to her life as the couple arranged responsibilities around the care of their two children.

Rachel, now 35, made it clear there was something she had in mind.

"I did apply to join the Force when I was 18 but, for a mixture of reasons, it didn't materialise into anything," she said.

“ I DON'T CARE IF I HAVE TO SIT ON THE FLOOR WITH SOMEBODY FOR TWO HOURS, WHICH I HAVE DONE FOR SOMEONE GOING THROUGH AN ACUTE BEHAVIOURAL DISORDER. THE FACT I'M DOING IT COMPLETELY VOLUNTARILY, WITHOUT BEING PAID, ENABLES THEM TO PUT THEIR GUARD DOWN AND REALISE I JUST WANT TO HELP. ”

"And then life happened, I guess. I worked in sales, ending up as a manager before I wanted a change in career and got a job working in admin for the Bishop. I have worked my way up to her PA from there.

"But that desire for the police never really went away. I was now in a completely different stage of life, and what gave me even more motivation to realise this long-time ambition was showing my kids that it is always possible to do so while holding onto a job too.

"They [children] think their mummy and daddy – Ross is an accountant – just work at a computer and that's about it. But, from an early age, everyone knows what a police officer is. It's one of the first professions you become aware of.

"I just wanted to show them I could do it," she said.

And Rachel has done exactly that – completing shifts every second or third Friday, mostly as part of a Neighbourhood



Special Constable Rachel Lomas.

Policing Team for Thorpe Wood, as well as assisting with various events.

She says getting to grips with the added pressure to her work-life balance was no trouble, because she simply doesn't see being a voluntary cop as extra work.

While the mother-of-two listed walking, spending time on her friend's farm and horse-riding – be it herself or watching her daughter – as hobbies, she attributed her policing duties as potentially her biggest gateway to respite.

"I know many people would never associate being a police officer with any form of relaxation, but I do think of being a Special as my time to switch off," Rachel admitted.

"Being around people, in the sense of the public but also my colleagues, is something I have loved so far.

"My neighbourhood team welcomed me right from the start. They continue to be brilliant with me, which is a massive help

while I still think I'm finding my feet in some ways."

But she adds: "I would say the mental health incidents where I feel I make the most difference."

"I don't care if I have to sit on the floor with somebody for two hours, which I have done for someone going through an acute behavioural disorder. The fact I'm doing it completely voluntarily, without being paid, enables them to put their guard down and realise I just want to help.

"And that's not to suggest that regular officers don't have the exact same intentions, but from the perspective of the person, they have the certainty they might really need in that moment."

It is also on these mental health-related call-outs that Rachel noticed some alignment with her day job.

The knowledge she has developed from interfaith events attended by the Bishop has enabled her to point a person in crisis not only in the direction of the Church of England, but to the contact points of many different religions.

She says the events have helped her 'understand the diversity of Peterborough' and, in turn, inform her post as a police officer, where she has seen 'the power of religion as a support network' from outside the church.

For all of the satisfaction she has felt with her voluntary duties, however, she admits that 2024 has been a slightly tougher year.

She explained: "Family deaths, accidents and illnesses have limited how much I've been able to get out as a Special of late.

"Obviously, this doesn't contradict what I've said about my work-life balance – these are just unfortunate and unavoidable things I have had to deal with.

"The Constabulary has been so supportive and understanding during the whole time, I must say."

But rather than lingering on any negative impact towards her policing duties, Rachel focused on the motivation this difficult period has given her as she outlined her ambitions moving forward.

"I now want to build my hours back up, get my independent officer status and see where it takes me.

"Having said that about being independent, I suspect I will always love going out with colleagues and being around people, helping them.

"I think that's what will always drive me to do the best job possible in this role," she ended.

“ I SUSPECT I WILL ALWAYS LOVE GOING OUT WITH COLLEAGUES AND BEING AROUND PEOPLE, HELPING THEM. I THINK THAT'S WHAT WILL ALWAYS DRIVE ME TO DO THE BEST JOB POSSIBLE IN THIS ROLE. ”

‘WE CAN ALWAYS HELP PEOPLE’

We spoke exclusively to the Chief Constable about the highlights of his career, switching off from the demands of his role and his message to officers.

While his rise through the ranks may have seen him earn many plaudits over the years and even recently a King’s Policing Medal (KPM) Chief Constable Nick Dean says he has never lost sight of where he has come from as a police officer.

His time in policing began in 1992, a few years later than he would have liked. Having grown up in Halesowen, he applied to join his local force, West Midlands Police, but was not accepted due to being half a centimetre too short.

Nick also missed the cut for West Mercia Police because he lacked life experience, so he turned to the army.

“The army recruitment centre was closed for lunch,” Nick explained, “So, I went next door to the RAF, and that’s how the first few years of my career after school played out.

“I was stationed in Norfolk and then out to Germany in Gutersloh for three years, before my final year at High Wycombe as an RAF police officer until 1992. I really enjoyed my time in Germany, but I always knew the police was still ambition number one for me.”

He eventually joined Norfolk Constabulary which, fortunately, had no height-related stipulations for him to contend with.

“I started as a constable on a response team in King’s Lynn and I knew straight away that I was doing the right thing for myself. I loved being on the frontline and what made matters even better was that I had three influential sergeants who all took me under their wing, as well as a tutor who I’m still in touch with today,” Nick continued.

“I learned so much under them – they certainly set me off on the right course. And the role overall gave me a really good grounding in policing I feel.”

Nick, who is 57, then became a sergeant, working in response, custody, the Force control room and corporate support before being promoted to inspector.

While in this role, based in West Norfolk, that Nick was required to face some of the strongest public adversity of his career amid numerous high-profile cases.

“The Tony Martin shooting in 1999, in



particular, caused a heightened debate around police visibility and engagement when it came to rural crime. This was tricky for us as a force to deal with, but it also gave me my first real taste of witnessing the police having to provide answers to the public,” he said.

More inspector roles followed into the new millennium including a promotion to chief inspector, taking charge of four neighbourhood sectors.

He credited his subsequent eight-year spell as a superintendent as one of the most enjoyable parts of his policing journey. He took on an even greater geographical area, including a proud return to King’s Lynn and he eventually became District Superintendent of Norwich. A keen Norwich City Fan, as part of his role, he was match commander at the city’s football club.

After a move to detective superintendent, Nick was then put in charge of local policing for the entire county when he stepped into the role of chief

superintendent.

Then in late 2015, he attended the Force’s Strategic Command Course to set him on the path to the position of Deputy Chief Constable. Nick remained in the role until, after 26 years with Norfolk, he was appointed as Cambridgeshire’s Chief Constable in September 2018.

“Cambridgeshire presented itself to me as a good force and a good opportunity. I am so happy to be here. Compared to Norfolk, the demand here is completely different – there is a greater demand placed on urban policing in our three cities of Cambridge, Peterborough and Ely – and I think it has been a welcome challenge for my personal and professional development,” he said.

“Wherever I’ve gone and whatever job I’ve done, however, the core of policing has always stayed the same for me: we are here to help people often at times when they are at their most vulnerable.

“No matter what, we can always help

“ WHEREVER I’VE GONE AND WHATEVER JOB I’VE DONE, HOWEVER, THE CORE OF POLICING HAS ALWAYS STAYED THE SAME FOR ME: WE ARE HERE TO HELP PEOPLE OFTEN AT TIMES WHEN THEY ARE AT THEIR MOST VULNERABLE. ”

people – that’s the value I want to instil into my force before anything else.”

He continued: “What keeps me awake at night is my people and the worry that they are working so hard, balancing all their other life pressures against the demands of modern-day policing.

“We have challenges that are nuanced to our force – the cost of living for our officers is an example. I sometimes recruit officers who can’t afford to live in Cambridgeshire, which is ridiculous.

“Between the Federation and I, we are lobbying local MPs about the South East Allowance not currently afforded to Cambridgeshire. It is paid to all forces that surround London apart from us, as it stands, and we are going to push for the introduction of this allowance and a fairer deal because we are certainly part of the cost of living and housing price picture in this part of the country.”

Despite being one of the few forces to freeze recruitment, Cambridgeshire is also striving to nurture new recruits with enough guidance and experience amid an influx of young officers due to the Police Uplift Programme which ended last year.

Nick said it would be remiss of him not to address the financial landscape of the Force nationally and, at the forefront of this, the recent 4.75 per cent police pay award.

“Of course, any pay rise is welcome, but my personal opinion is that officers deserve more,” he said. “While we do need to look at public sector expenditure in its entirety and say it has not been enough across the board, the complexity of policing is always increasing due to the needs of communities. Police officers and staff need to be compensated properly for this and I think there’s work to be done to get closer to something more appropriate.”

A father of two grown up children, busy with their own lives, he wants officers to aim for a good work-life balance to help them cope with the demands of policing.

“I would urge anyone working in the police to hold onto their hobbies or interests outside of policing – you may have to adjust them for your work life, but don’t let them disappear completely,” he added.

For his part, he says his current role one of the highlights of his career, explaining that he feels honoured to be in a ‘hugely privileged position’ leading a team of more than 1,700 officers and 800 police staff.

“I hope, over the 32 years of my career, I have left something behind and set a good example. I hope I’ve proven I wasn’t short to be in the police either,” Nick laughed.

“But I am certainly not done yet. I still have a real desire to make a difference in this role, and even more importantly, I want to empower other officers to do the same. We’re all in this together, and we can all do great work for policing,” he ended.

Read the full interview on the Cambridgeshire Police Federation [website](#).

ON THE RUN FOR CHARITY



Sergeant Ollie Plant.



PC Joe Woolf.

A Force team made up of 32 officers and staff took part in this year’s Great Eastern Run.

They were running to raise funds for Peterborough Women’s Aid (PWA) after the charity contacted the Force asking for willing volunteers to complete the run which took place on Sunday 13 October and was the same distance as a half marathon.

PWA is Peterborough’s specialist domestic abuse service, supporting women seeking refuge from high-risk environments since 1975.

Beyond immediate shelter for both women and, if necessary, their children, PWA also provides a dedicated advice line, a community space for friendship and empowerment, and aftercare, including resettlement assistance.

We caught up with the Force running team leader, Sergeant Ollie Plant, ahead of the run: “I think it will be a brilliant day that all of us are really beginning to anticipate as it gets nearer. Across the 32 of us, we must span from novice all the way to seasoned runners, but everyone is equal in terms of enthusiasm.

“I am the chair of the Force athletics club and have a big passion for running, so I was hugely honoured to be asked to lead the group. I love the fact that so many of us have put our names down. I think it portrays Cambridgeshire Constabulary in a really good light and shows we’re a force of really good people.”

Each runner had a fundraising target of £120 and so far £3,500 has been pledged. The highest fundraiser to date is PC Joe Woolf, who has passed the £500 mark.

He said: “I am thrilled to have raised the amount I have up until this point. I’ve been very lucky and I am very grateful. Overall, I definitely believe it doesn’t matter who

raises what amount – what truly matters is the grand total, and that a great cause is benefitting.

“I am a traffic officer for the joint Roads Policing Unit of Cambridgeshire and Hertfordshire Constabularies and Bedfordshire Police, so I think the fact I am visible across three forces has helped me with donations. The support has just been incredible.”

While Ollie’s running exploits in the lead-up to the 13.1-mile Great Eastern Run included a marathon based around the historic site of Flanders Fields in Belgium on 15 September, Joe’s preparations involved being ‘roped into’ a practice half marathon.

The 25-year-old PC admitted his preferred exercise is more strength-based, but his passion for weightlifting was halted by a groin hernia last year. After surgery in April, he has faced an uphill battle to regain the strength he lost during his lay-off.

“The practice half-marathon turned out to be a boost too because it showed me my levels are at a good place for the big run,” Joe said.

Ollie praised the team’s preparations for the event.

“It’s important to remember, though, that neither training nor the run itself is a competition – we are one team, doing this for a fantastic charity who do vital work in our area,” he added. “Many of our officers have worked with PWA, often in critical situations, and have only ever had good things to say about the charity.

“It goes above and beyond to safeguard women in real danger and difficulty. It is a privilege to represent and raise money for PWA.”

You can still support the Force team by visiting their [JustGiving page](#).

MIXED EMOTIONS FOR RETIRING COP

Chief Inspector Kate Firman admits to mixed emotions as she prepares for her retirement after 28 years with Cambridgeshire Police.

Kate says she feels sad to be leaving the Force but is also excited for the next stage – including escaping the great British weather for some sun.

“Policing has been such a big part of my life for so long it’s going to feel very strange,” said Kate. “I think I will be sad to go but I’m also quite excited.

“Once you’ve done all the jobs you want to do in the house and visited the people you want to see, you realise you’re not actually on holiday and that you haven’t got a job anymore.”

Kate has been clearing out her locker

“ I WAS SO NAÏVE TO BEING LIED AT AND TO WHO PEOPLE ARE, BECAUSE YOU MEET PEOPLE WHO ARE DISHONEST AND I HADN'T HAD THAT IN MY BACKGROUND AT ALL. ”

over recent weeks ready for her retirement on 1 November and has discovered something of a treasure trove.

“I’m decanting it bit by bit,” she said. “I mainly work from home and in there I’ve got 28 years of courses I’ve been on, folders you think you’ll look back at but you never do.

“I found a wooden baton and the original silver handcuffs. The old NATO jumpers that I much preferred to the fleeces, because they are much warmer.

“There are a few items that should probably go to the police museum rather than back to stores. It’s been really interesting.”

Kate worked in insurance for 11 years for Peterborough-based Pearl Assurance before her career in policing.

“They got taken over by an Australian company and things began to change,” she said. “And I was getting bored.

“One of my friends had left insurance and joined the police and I thought it was



quite appealing because you can do lots of different jobs, be that in uniform or CID, there are lots of opportunities so I thought I’d give it a go.

“I got voluntary redundancy which meant I could afford the drop in pay.”

Kate started at Thorpe Wood in Peterborough and had an eye-opening introduction to policing.

“I remember we went out on our first week for familiarisation before we’d even gone to the classroom and we went to a

cannabis grow," she recalled.

"That was my first introduction to policing, bagging everything up and it was all very strange, very surreal.

"The thing that really sticks in my mind is doing one of my first interviews and somebody I was interviewing coming up with a stupid story about what had happened and me sitting there thinking 'well, maybe'.

"I was so naïve to being lied to and to who people are, because you meet people who are dishonest and I hadn't had that in my background at all.

"My previous career in insurance was very ordinary and very routine and all of a sudden there are these people lying to you and growing cannabis and everything else."

Kate's career has been predominantly in uniform.

"Community policing has been a big chunk of my career," she recalled "I really enjoyed that.

"I was head of custody for a few years and I enjoyed that too.

"The pinnacle of my career was Oscar One, control room inspector. I was a firearms commander. I did that for four and a half years and really loved it.

"I wanted a promotion to chief inspector and I wasn't going to get the evidence in there so made myself leave, which is a shame but I still have lots of fond memories.

"We ate too many cakes because everybody has got a birthday or something to celebrate, but also people had a wicked sense of humour.

"We did our active shooter training and I was sat there one day getting on with my work when one of the despatchers shouted out 'active shooter'.

"As Oscar One you would tune into certain words to do with firearms and listen to conversations so you could get ahead of the game.

"My heart was going frantically and I looked at her and said 'what?'.

"She went 'only joking'.

"That was a scary moment but also that wicked humour.

"They were really nice people and good to work with."

Kate completed a master's degree in applied criminology and police management, and her thesis was on procedural justice in custody.

On the back of her qualification, Kate has been delivering procedural justice training throughout the organisation – and it's been a chance to catch up with some old friends and colleagues.

"It was nice to go back and see people I

Kate with Chief Constable Nick Dean.



worked with all those years ago," she said.

So how does she look back on her career?

"There have been ups and downs, with any career that long," she said. "I might have made some different choices.

"Once I went down the uniform route I found it difficult to get out of that. I closed some doors in terms of more lateral development

"If a student officer was asking me today, I would say grab every opportunity and make sure you make the choices that allow you to have that breadth of opportunity."

But Kate acknowledged that policing has evolved hugely since she joined in the 1990s she says that a lot of it remains unchanged.

"The basics are still the same," she said. "People join because they care about their community and want to make a difference, and you can still absolutely do that.

"We didn't have the technology when I joined. I can remember writing one of my first traffic tickets out in the pouring rain and that was a real challenge. It's all electronic now, and quite rightly so."

Kate has also been chair of the Cambridgeshire Women's Network and organised a hugely successful International Women's Day conference, which included presentations by the most senior female police officers in Jordan.

She also described visiting Jordan to lecture on how we police in the UK and some

of the theories of evidence-based policing as a highlight of her career.

"It was a fantastic week where I learnt a lot from their police officers too," she said.

Kate was instrumental in the Force being awarded the Menopause-Friendly Accreditation earlier this year, alongside Hertfordshire and Bedfordshire, as part of the tri-force collaboration.

The award has only been given to five police forces nationally and highlights their ongoing commitment to promoting awareness, understanding and supporting of the menopause.

"I'm quite proud of the progress we have made with that," she said. "I'm leaving it in some very capable hands in Beverley Davis, who is committed to that.

Beverley is a police staff member, which is great because police staff sometimes feel like second-class citizens in the police family because it's all about officers, so I'm glad she is taking on that role.

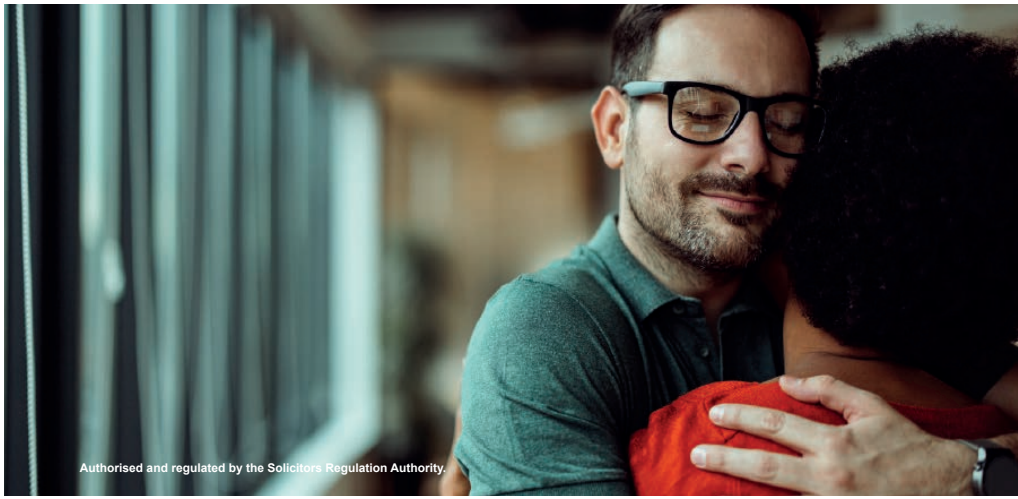
"The Women's Network will be run by Chief Inspector Claire Hewson, a police officer who has been working hard in the background since I've been chairing."

Kate's work in these areas saw her nominated for a British Association of Women in Policing Award earlier this year, and she's just been nominated for a Commitment to Health and Wellbeing Award. So what does she have planned when she leaves all this behind?

Kate said: "My husband is a good golfer so in the summer I caddie for him anyway, so it will be really nice not to use all of my annual leave to do that.

"That's a big part of the plan. We might go somewhere warmer than here – that wouldn't be hard would it?"

“ WE DIDN'T HAVE THE TECHNOLOGY WHEN I JOINED. I CAN REMEMBER WRITING ONE OF MY FIRST TRAFFIC TICKETS OUT IN THE POURING RAIN AND THAT WAS A REAL CHALLENGE. IT'S ALL ELECTRONIC NOW, AND QUITE RIGHTLY SO. ”



A grant of probate is not always needed to deal with the estate of someone who has died, particularly if the assets in an estate do not meet the probate threshold.

A probate threshold is how much money a bank can release without a grant of probate. As there is no legal basis for this threshold, it can range anywhere from £5,000 and £50,000 and is at the bank's discretion, in line with their company policies. Because of this, there is no concrete figure to determine whether you need a grant of probate after valuing an estate.

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Probate: What is it and when do you need it?

Losing a loved one is never an easy time, so knowing how to take the next steps can help you not feel so overwhelmed in what is a stressful and upsetting time.

One of the most important things during this time is making sure you have all the legal power you need for your next steps.

A grant of probate is a legal document that gives the executor the authority to administer the estate (money, possessions, and property) of the deceased person. You may have to apply for a grant of probate if you are the named executor in someone's will.

This document is only called a grant of probate if the person left a will. If they did not leave a will, a grant of letters of administration is used instead.

It is the permission you need to administer someone's will. It allows access to bank accounts, to settle any debts and to sell assets.

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'COME AND DO OUR FORCE PROUD' SAYS WOMEN'S FOOTBALL TEAM MANAGER

The general manager of Cambridgeshire Constabulary's women's football team says she is keen to grow the squad further as she invites fellow Federation members to get involved.

Sergeant Jess Didio has been an integral part of the team since its formation in 2018. She has remained as player and treasurer while also becoming general manager and single point of contact more recently.

Jess says she has played football from an early age and is delighted to represent the Force in a sport she has always been passionate about.

"I've loved being a part of the team's journey from the start and to now lead them is an honour," said Jess.

"It's also an absolute pleasure, because the girls are all brilliant. I must point out, too, I don't manage everything on my own

- I have a lot of help from officers Daniella Lewis and Amanda Rossiter and I couldn't do it without them."

The team's fixtures consist of 11-a-side friendlies, organised based on player availability, and annual participation in the 11-a-side Police Sport UK tournament and a women's five-a-side summer tournament in Peterborough.

Coming off the back of the most recent Police Sport UK tournament at the end of August, Jess singled the event out as a regular high point in the team's calendar.

"It's very competitive and you come up against some strong sides and players every year," she added.

"Our first year in the tournament was in 2019, up in Edinburgh. We did so well - getting to the semi-finals and only losing on penalties - and it sticks in my mind as a bit

of a highlight.

"It's also a chance to network and mix with other forces from all over the country. Our Force is great at giving us discretionary leave for these kinds of occasions, too."

Jess, who plays in defence and midfield, revealed she is currently looking at arranging a friendly match against local league side Cambridge Rangers for the team's next game.

The 36-year-old then looked to the future in her role as general manager, where she hopes to lead the team into more frequent fixtures.

"I'm excited about where the things could go. I'm always happy to continue managing because it's so nice to give back to the girls for being so amazing and having such a good attitude," she said.

"I can honestly say we are a great group and I'm sure any new players would only add to that. A bigger squad would mean we could arrange games more often, rather than having to wait for a date where absolutely everyone is available."

“ I'VE LOVED BEING A PART OF THE TEAM'S JOURNEY FROM THE START AND TO NOW LEAD THEM IS AN HONOUR. ”

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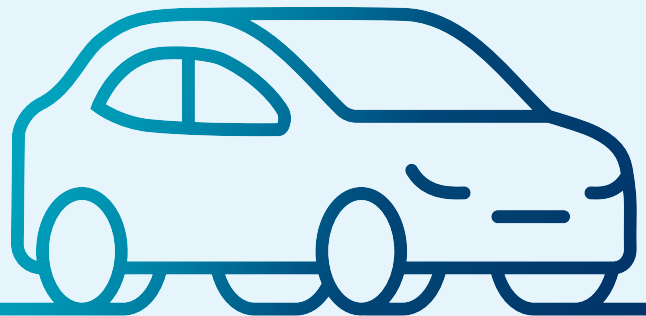
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