

# FEDLINE

The magazine of Cambridgeshire Police Federation

WINTER 2024



**WISHING ALL OUR MEMBERS  
A HAPPY CHRISTMAS**

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## VIEW FROM THE CHAIR

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

**F**irstly, I'd like to wish all our members and their families a very happy Christmas and the best for 2025. Your unwavering commitment to policing and safeguarding our communities continues to inspire me, and I'm deeply grateful for all that you do.

Policing is never an easy job. Day after day, officers face immense challenges and often go above and beyond to protect the public, frequently at great personal risk. This year's events highlighted your resilience, particularly during the unprecedented violence that erupted across the country in the summer. Many of you were deployed on mutual aid, working alongside colleagues from other forces under extremely challenging circumstances.

“ **AS A FEDERATION, WE WILL CONTINUE TO PUSH FOR THE TOUGHEST POSSIBLE SENTENCES FOR ANYONE WHO ATTACKS A POLICE OFFICER.** ”

The risks you face are stark. In Cambridgeshire alone, there were 548 assaults on officers in the year ending March 2024. These attacks are utterly unacceptable, and as a Federation, we will continue to push for the toughest possible sentences for anyone who attacks a police officer. Sadly, the threats don't pause for Christmas. The excesses of the festive season mean that some of our members will continue to face aggression simply for wearing the uniform. This is something no officer's family should have to worry about.

### An extended thank you

As Christmas approaches, I want to acknowledge the invaluable support of our families and loved ones. Policing demands significant sacrifices, especially during this season. While some officers will have the chance to take well-earned time off to rest and recharge, many will be on duty, investigating and preventing crime, patrolling streets, and policing events. They will be missing precious moments with their families, just as they did over the summer when many worked tirelessly to address the riots.

Behind every officer are people who

provide the support, understanding, and encouragement that enable them to face the unique challenges of this job. To all those families and loved ones, I want to say thank you for the vital role you play.

Policing remains a rewarding career, but we know it comes with challenges. This year's Pay and Morale Survey revealed that more than one in five officers (22 per cent) plan to leave the service due to low morale and dissatisfaction with the Government and pay. While we've since seen a 4.75 per cent pay increase and a change in government, there is still a long way to go. The increase was a welcome step, but it does not fully reflect the sacrifices officers make.

### Fairness is top of the agenda

One way the Government could show its commitment to officers is by restoring pay to levels that truly acknowledge their dedication and professionalism. I believe this would go a long way in improving morale. However, our campaign for fair pay doesn't stop there.

We continue to advocate for the introduction of a fully independent pay review mechanism. The current Police Remuneration Review Body (PRRB) is not fit for purpose, and we will keep pushing for a fair, independent, and trustworthy process in 2025, regardless of the government in power. Additionally, we're working to ensure Cambridgeshire officers receive the southeast allowance. It's unfair that colleagues in neighbouring Bedfordshire and Hertfordshire are paid more for doing the same job. We're collaborating with our Chief Constable, Police and Crime Commissioner, and local MPs to address this disparity.

### Federation elections approaching

Officer wellbeing also remains at the forefront of our priorities. Policing's unique demands can take a toll on mental health, making it essential that robust support systems are in place. If you're passionate about improving conditions for officers, I encourage you to consider standing as a workplace representative. The Police Federation elections are approaching, and this is an important opportunity for members to shape the Federation's future. Whether by standing for election or voting for your preferred candidates, please ensure you have your say.

For guidance on the elections, including how to stand and vote, please refer to the guide on Page 2 of this magazine. Your involvement is crucial in shaping the Federation's direction and priorities.

On behalf of Cambridgeshire Police Federation, I wish you and your loved ones a safe and joyful Christmas. Thank you for all that you do, and here's to a brighter 2025.

# FEDERATION ELECTIONS: YOUR CHANCE TO GET INVOLVED



**C**ambridgeshire Police Federation chair Liz Groom is urging all members to take part in the forthcoming Federation elections.

Liz said the elections give members the opportunity to put themselves forward as workplace representatives to represent their colleagues, but also help bring about change within the Federation and the Force.

"Being a Federation representative can be a demanding role, you are often supporting people through difficult times in their careers and their lives," said Liz.

"But the role is also very rewarding. It's good to know that you have been able to support someone by seeing them through a challenging time and out the other side.

"The police service is currently facing a crisis so now more than ever we need a strong and effective Police Federation to give members a voice and help drive change.

"Full training is given to all workplace representatives through an initial new reps' course, but there is then the opportunity to specialise in key areas of the Federation's work so there are courses covering conduct, equality, and health and safety.

"This training, of course, can then be useful in a rep's 'day' job and can help with career development."

But Liz said even if members decide not to stand for election they should make sure they vote for those who do put themselves forward.

"I really hope that all members take the time to find out about the candidates and cast their vote. Federation reps give our members a voice so please make sure you engage in the elections and, at the very least, vote," said Liz.

The nationwide election process starts on 30 December when nominations open for workplace representatives and will be complete by 1 October 2025 when the new National Board will be in place.

The Force's constables, sergeants and inspecting ranks, as well as Specials, can stand in the local workplace representative elections. Workplace reps undertake their Federation duties alongside their policing role. [Find out more about the role.](#)

Information on the first round of elections for workplace reps, including how to self-nominate and how to vote, will be

emailed to all members.

As well as being able to vote for their local workplace reps, all members can vote for their local chair and, next year, the national chair through an electronic voting system.

If you want to find out more about becoming a representative, contact your local workplace rep or the Federation office.

## **The structure of the Police Federation**

Each of the 43 police forces in England and Wales has a Federation Branch Council made up of all the workplace reps for that force.

From the Branch Council, an executive - the Branch Board - is elected, including a secretary and treasurer. Other lead roles include equality, health and safety, and conduct and performance.

Local reps also have the chance to put themselves forward for the national body whenever opportunities arise.

The Police Federation of England and Wales, which has 139,000 subscribing members, was established in 1919 and has represented the interests of officers from the ranks of constable to chief inspector ever since. Specials have been able to subscribe to the Federation since 2022.

## **The elections**

Any subscribing Federation member can nominate themselves for election as a workplace rep. Successful candidates become part of their local Branch Council. From there, they can stand to be on the local Branch Board, then stand for a regional or a national role if they wish.

Federation branches across the country are making a special plea to members from under-represented groups to consider putting themselves forward to become reps to help better reflect the diversity of the membership.

## **The election process:**

- **Members vote for workplace reps (Branch Council)**
- **The Branch Council votes for the Branch Board members**
- **Members elect the local branch chair**
- **The Branch Board elects the local branch secretary**
- **The chairs and secretaries from branches across England and Wales make up the National Council**

- **The National Council votes to elect the National Board**
- **All members vote to elect the national chair**
- **The National Board selects the general secretary**
- **The National Board votes in remaining principal officers.**

## **How do I stand for election?**

Any member wishing to stand for election can self-nominate via an online portal during the nomination period - a link will be provided to all members via email. They will need to fill in the online nomination form and sign the Standards and Performance agreement.

## **Who can vote?**

Any member can vote so long as they were a member of the Federation two months before nominations opened on 30 December 2024.

If you have any further questions, please contact the Federation office.

## **Elections timetable**

### **LOCAL BRANCHES**

#### **Workplace representatives**

- **30 December 2024** - Nominations open
- **24 January 2025** - Nominations close
- **3 to 23 February 2025** - Voting takes place
- **27 February** - Results are announced.

#### **Branch Boards**

- **17 March** - Nominations open
- **6 April** - Nominations close
- **14 to 28 April** - Voting takes place
- **30 April** - Results are announced.

#### **Branch chairs**

- **2 May** - Nominations open
- **9 May** - Nominations close
- **13 to 27 May** - Voting takes place
- **28 May** - Results are announced
- **1 June** - Branch chair and other officials take office.

# 2024: A YEAR IN REVIEW

## JANUARY

**12** Chief Inspector Kate Firman, who chaired the Cambridgeshire Women's Network and was a part of the National Menopause Action Group, praised the Force's Menopause-Friendly Accreditation (MFA) and said she hoped it would attract women to policing roles and encourage officer and staff retention.



**19** Work started on developing a new police station in Milton which would replace the current building in Parkside. Cambridgeshire Police Federation chair Liz Groom said the new, fit-for-purpose building would encourage members to work in southern Cambridgeshire.

## FEBRUARY

**12** Roads policing needs to be made more of a priority to bring down the 'shocking' numbers of deaths on the roads, said Cambridgeshire Sergeant Aaron Murphy who had attended the Police Federation's Roads Policing Seminar where it was reported that five people die every day in road accidents.

**14** The findings of the fourth annual police wellbeing survey revealed police officers' intention to quit has increased to the highest average level since 2019/20. The nationwide survey was developed by the National Police Wellbeing Service, Oscar Kilo, and Durham University.

## MARCH

**12** The introduction of an Elizabeth Emblem as a national form of recognition awarded to the next of kin of police officers, firefighters and many other public servants was welcomed by Cambridgeshire Police Federation.



**15** Branch chair Liz Groom, speaking ahead of Neurodiversity Celebration Week (18 to 25 March), gave a candid interview about balancing a policing career with raising an autistic child, and the support she received both within and outside the Force.

## APRIL

**10** Federation branch chair Liz Groom renewed her calls for Cambridgeshire Police officers to receive the South East Allowance as the results of the Federation's annual Pay and Morale Survey revealed the extent to which pay is hitting Force morale. The survey showed that nine out of ten respondents did not feel that they are paid fairly for the stresses and strains of the job, while almost three quarters (71 per cent) were dissatisfied or very dissatisfied with their overall remuneration.



**16** A team of riders from the Force was once again planning to take part in the Police Unity Tour, the sponsored cycle ride raising awareness of officers killed in the line of duty and raising funds for Care of Police Survivors (COPS), the charity that supports their families.

## MAY

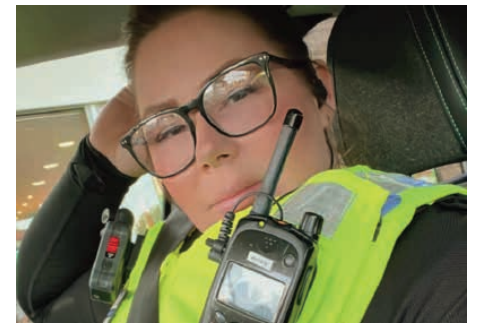


**2** Darryl Preston was re-elected as Police and Crime Commissioner (PCC) for Cambridgeshire and Peterborough, a post the former police officer had held since May 2021.

**16** Sergeant Jamie Cooper who saved the life of a man who was threatening to jump from a 20ft-high bridge was named as Cambridgeshire Police Federation's nomination for the national Police Bravery Awards. He risked injury as he grappled with the man, who was armed with a samurai sword and had wrapped a ligature around his neck.

**17** Cambridgeshire Sergeant Owen Jones was running 50km in May with his fiancée PC Zoe Bell after being diagnosed with multiple sclerosis (MS), saying if his challenge helped one person it was worth it.

## JUNE



**6** A Cambridgeshire Special Constable talked about her role as part of National Volunteers' Week (3 - 9 June). Maria Carpenter said that even as a teenager she aspired to join the police service.

**6** On the 10th anniversary of her death, the Federation remembered Cambridgeshire DC Sharon Garrett who was 48 when she died in a car accident as she drove home at the end of a shift on 6 June 2014.

**18** Cambridgeshire Police Federation chair Liz Groom called for people who assault officers to be given 'the toughest possible sentences'. New data from the Office for National Statistics (ONS) showed 572 frontline officers in Cambridgeshire were assaulted in the year to 31 March 2023 with 86 attacks resulting in an injury.

**2** An off-duty police officer received an award after saving the life of a 76-year-old man while she was on a training run for the London Marathon. PC Hannah Wheatley was near Burghley House near Stamford when she came across people standing around a man who had collapsed. She gave him CPR while waiting for paramedics to arrive.

**JULY**

- 3 The Police Federation of England and Wales (PFEW) launched a national police uniform and equipment survey in collaboration with Lancaster University. Cambridgeshire officers were urged to take part.
- 9 A nationwide Federation members' poll revealed that 97.7 per cent of respondents wanted the staff association to campaign for a fair process of collective bargaining and binding arbitration when the Government considers police officer pay.



- 11 Cambridgeshire bravery award nominee Sergeant Jamie Cooper said it was a real 'pinch me' moment when he attended a Downing Street reception and prestigious evening ceremony with officers from across England and Wales. Jamie attended with his partner Kerri and said he felt very humbled to be there.



- 28 Cambridgeshire Police Federation chair Liz Groom described the annual Care of Police Survivors (COPS) Service of Remembrance at the National Memorial Arboretum as an 'incredibly powerful occasion'. Ahead of the service, a team of riders from the Force joined colleagues from across England and Wales cycling into the arboretum after taking part in the Police Unity Tour sponsored ride.

- 31 Cambridgeshire Police Federation chair Liz Groom said the system for determining police pay must change after it was announced officer wages would increase by 4.75 per cent this year.

**AUGUST**

- 13 The new Government was urged to listen to the voices of police officers to help resolve the retention crisis in policing. Cambridgeshire Police Federation chair Liz Groom said it was concerning that more than 9,000 officers left policing in England and Wales in the year ending 31 March 2024, the second highest in a financial year.

- 20 Cambridgeshire PC Rob Tindall was preparing to cycle more than 400 miles in four days to raise money for the East Anglian Air Ambulance (EAAA). He was joining The Adrian Flux Lap of Anglia, a cycling route stretching through three cities and five counties.

**SEPTEMBER**

- 20 Members were urged to fill out the Police Federation of England and Wales 2024 Pay and Morale Survey. The first-hand evidence the survey would provide could help strengthen the Federation's argument when meeting with chief officers, the Government and other stakeholders, according to Cambridgeshire Police Federation chair Liz Groom.

- 23 The 'Right Care, Right Person' scheme was saving, on average, 447 police officer hours every month, the Force revealed. It 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.



- 29 Liz Groom, chair of Cambridgeshire Police Federation, and Deputy Chief Constable Vaughan Lukey attended the National Police Memorial Day service in Glasgow's Royal Concert Hall to honour police officers who had lost their lives in the line of duty.

**OCTOBER**

- 1 Members looking to quit smoking during Stoptober were offered help and support through a Police Mutual factsheet.
- 7 A team of 32 runners from the Force were preparing to take part in the Great Eastern Run in November. Team member PC Joe Woolf said the group were spurred on by raising funds for Peterborough Women's Aid (PWA).
- 18 Beverley Davis, incoming chair of the Cambridgeshire Police Menopause Action Group, said she was reassured by a new survey into menopause experiences and awareness in the Force. The Police Federation today released the results of its nationwide menopause survey to coincide with World Menopause Day.

**NOVEMBER**

- 8 Work to improve the recruitment and retention of detectives was making real progress, according to Detective Chief Inspector Leigh Allman who had been leading the Force's work on recruitment and retention for the past four years.
- 15 A men's health webinar was held by the Police Federation of England and Wales. Cambridgeshire Police Federation secretary Scott Houghton had urged members to attend the session which was led by the Federation's men's health lead, Zac Mader.



- 26 A team from the Force presented £6,040 to Peterborough's Women's Aid after taking part in October's Great Eastern Run in Peterborough. Team captain Sergeant Ollie Plant and fellow runner PC Joe Woolf were among 32 officers and staff to complete the 13.1-mile course to support the charity.

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# AWARD PRIVILEGE FOR 'POLICE OFFICER OF THE YEAR'

**A** Cambridgeshire Federation member has paid tribute to the hard work of colleagues across the Force after being named police officer of the year.

Detective Constable George Corney said it was a 'privilege' to be at Cambridgeshire Police's annual awards event alongside the other winners.

He said: "It was my first time at an event like that.

"It was really interesting to see what the other awards were for and to see what our colleagues have done over the year.

"There is a lot of brilliant work being done across the Force, and it was a privilege to share the evening with so many worthy winners."

The Force's annual awards recognise police officers, staff, and volunteers for their outstanding work to help keep Cambridgeshire safe.

Held at Burgess Hall, in St Ives, the awards showcased acts of bravery and dedication.

The Police Officer of the Year award was sponsored by Cambridgeshire Police Federation, and George's citation stated: "George is an exemplary officer who consistently demonstrates outstanding dedication, leadership and investigative ability.

"His tireless work ethic and drive in the north of the county have made him a cornerstone of the acquisitive crime team, leading to the highest number of detections.

"George's commitment to professional development, evident in his praised presentations to new officers, showcases his mentoring skills.

"His exceptional victim care has earned heartfelt recognition from those he's helped."

George was nominated by his sergeants and his inspector

He said: "I knew I had been nominated for the award but when I was shortlisted, that was a massive surprise.

"At the event, I didn't think there was any way I would win it and when I went on to win it I was speechless."

He added: "I've got some brilliant line managers who really push me to my potential and it's great they recognised that as well."

George, who attended the event with his wife Emma, finished by saying the award had given him a real boost at the end of a busy year.

"I've put a lot of hours in with loads of different jobs," he said.

"I was feeling that towards the end of



DC George Corney and his wife Emma.

the year. I was getting to feel a little bit burned out.

"To then be recognised for the year I have had, it really did make it worthwhile. It really motivated me again."

Chief Constable Nick Dean congratulated all of the award winners and nominees 'who displayed exceptional work and dedication to policing'.

He added: "Every day I see outstanding and inspiring work by officers and staff. I am delighted we were able to recognise the

incredible work done to keep the county safe.

"Working as a team is key to our success, and this ceremony is an important opportunity for us to celebrate that, showing our appreciation for all the hard work and professionalism we have displayed throughout the past year.

"We couldn't put on this important event without the support of our generous sponsors. Thank you to each of them for their commitment to the awards."

**“ WORKING AS A TEAM IS KEY TO OUR SUCCESS, AND THIS CEREMONY IS AN IMPORTANT OPPORTUNITY FOR US TO CELEBRATE THAT, SHOWING OUR APPRECIATION FOR ALL THE HARD WORK AND PROFESSIONALISM WE HAVE DISPLAYED THROUGHOUT THE PAST YEAR. ”**



## Exposing the truth: how to safely blow the whistle

### Did you know that you are protected by the law if you're a whistleblower?

The UK has seen a 38% rise in whistleblowing reports, according to the UK Financial Conduct Authority. The Public Interest Disclosure Act 1998 (PIDA) protects individuals who make certain types of disclosures of information from detrimental treatment by their employer. This type of disclosure is sometimes referred to as 'whistleblowing' and the person doing it, a 'Whistleblower'.

To have whistleblower protection, disclosing a wrongdoing must be in the public interest and must fall under one or more of the following categories:

- A criminal offence
- Health and safety danger in the workplace
- Damage (or the risk of damage) to the environment
- Breaking internal rules
- Violation of employment laws (E.g. minimum wage, working hours)

You are also protected if you reveal that someone is covering up any of the above.

The disclosure must be made with a reasonable belief that the act has taken place, is currently taking place or is likely to take place in the future.

Disclosures can be made internally to the Chief Officer, or the officer identified in the force whistleblowing procedure. In exceptional cases, disclosures can be made externally to relevant governing bodies like the Independent Office for Police Conduct (IOPC).

It is important to remember that whistleblowing refers to disclosure only, not investigation. An officer might not always be protected by the law if, for example, they disclose allegations of wrongdoing to the press or if another law is broken through the disclosure.

Protect, a whistleblowing charity, shared that 73% of callers say they faced victimisation

or felt forced to resign after raising whistleblowing concerns.

The Public Interest Disclosure Act 1998 is an amendment to the Employment Rights Act 1996 and is there to protect whistleblowers from poor treatment by their employer after they report any wrongdoing. This poor treatment is not limited to being dismissed; it could also include:

- Demotion
- Restrictions to your role
- Hostility
- Benefits or bonuses being withheld
- Harassment or victimisation
- Pressure to resign

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# FED MEMBER REVEALS SUCCESS BEHIND FORCE CHOIR 'BRINGING PEOPLE TOGETHER'

**A**n amateur choir which started as a Force wellbeing project has grown into 'something special' says a Federation member as she invited others to join the group.

'The Sound of Sirens' began as a 12-week initiative to boost wellbeing across Cambridgeshire Constabulary in 2022 and was an immediate hit with officers and staff, establishing a base of members who soon had ambitions to extend the project beyond its temporary phase.

One of these members was Sergeant Alice Draper, who has overseen the publicity and promotion of the choir from these early days.

A further 12 weeks of Force funding was then secured before the choir became self-funded, where it has since expanded its membership to include workers of all emergency services, and then the NHS, the military and other public services across Cambridgeshire.

Alice revealed more behind the project's success: "I think one of the biggest reasons we have come on so much in a relatively short amount of time is simply the positivity everyone gets from what we do - it has seemed to be infectious.

"There won't be one of us who hasn't had a tough day at the office, but then joined up with the choir in the evening and been able to leave everything else behind.

"We are a completely accessible group - we have no audition process and anyone and everyone is welcomed with open arms and supported all the way. The beauty of

what we do is that we uplift each other and work towards one common goal, together."

The three-part choir - made up of soprano, alto, and bass sections - covers a range of music from traditional Christian hymns such as 'Carry the Light' to more commercial songs like 'City of Stars' from the popular film *La La Land*.

From its inception, 'The Sound of Sirens' has been directed by award-winning professional conductor Joshua Daniel.

**“ THERE WON'T BE ONE OF US WHO HASN'T HAD A TOUGH DAY AT THE OFFICE, BUT THEN JOINED UP WITH THE CHOIR IN THE EVENING AND BEEN ABLE TO LEAVE EVERYTHING ELSE BEHIND. ”**

A subscription fee for members is set at £20 a month, which pays for Joshua's services and the use of licensed music.

"We had our Christmas concert at the beginning of December. This was our first concert with no other choirs or acts performing alongside us, which has never happened before.

"We also appeared at the annual civic dinner for the Mayor of Huntingdon at the end of November, where former prime minister John Major was in attendance."

Previously, the choir has brought its

repertoire to events such as the annual Safer Cambridgeshire Policing Awards - the 2022 version of which Alice regards as the group's proudest moment to date, as it was the very first time they had performed in front of an audience after months of hard work and practice.

Rehearsals take place every Tuesday from 5:30pm to 7:30pm at the Newtown Centre on Nursery Road in Huntingdon.

Alice told Fed members what they can expect to find at these rehearsals as she encouraged others to get involved and lend their voices to the choir.

"We have songs, cakes, drinks, laughs, friendship, a strong sense of achievement and the pride that comes with being part of something bigger than the individual.

"There is a healthy challenge to it, too, because we always want to get better and improve. I had no background in choir singing before this and I know I have certainly developed my abilities, which is a great feeling.

"But above all, it's about the people - through the choir, I have been brought back with a police colleague I worked with 17 years ago, and now we see each other regularly again.

"It is allowing people to make these strong connections with each other, and we are truly one community unit who always have each other's backs," she ended.

Federation members interested in joining the choir can get in touch via its [Facebook page](#).

# VIOLENCE AGAINST WOMEN AND GIRLS: DRIVING PROGRESS IN DOMESTIC ABUSE RESPONSE

**D**etective Inspector Alicia Yorke is pivotal in the Force's efforts to tackle domestic abuse (DA) and violence against women and girls (VAWG).

With a career rooted in safeguarding and a passion for supporting victims, in May 2023 Alicia became the face of Cambridgeshire's Multi-Agency Safeguarding Hub (MASH) which is designed to protect vulnerable adults and children.

As the Force's DA tactical lead, she oversees initiatives that enhance how domestic abuse cases are identified, addressed and resolved.

This reflects the priority given to tackling domestic abuse within policing, underpinned by the 2021 National Police Chiefs' Council (NPCC) framework for addressing VAWG.

"My career has always followed safeguarding, and I think that goes back to being on response in Doncaster as part of South Yorkshire Police - I have always leant towards investigating victim-based crime," said Alicia.

**“ THROUGH OUR COHORT OF HIGH-RISK OFFENDERS, WE CAN WEIGH UP WHETHER DISCLOSING INFORMATION TO SOMEONE'S PARTNER COULD SAVE THEM FROM HARM. BALANCING PREVENTION AND RESPONSE IS CRUCIAL. ”**

"I was already a detective before I moved to Cambridgeshire, and my keenness to make even more of an impact grew as I made the move.

"I have definitely felt domestic abuse become more prioritised and, with that, I have been able to use my passion of problem-solving for victims.

"In my response days, I remember there still being a sense of someone not being a DA victim if they don't have a bruise - obviously, a completely outdated attitude, and policing is now getting better at recognising dangerous risk factors like coercive and controlling behaviour within any domestic setting.

"There was also a reluctance to make gender assumptions on domestic abuse, but it is a fact that DA disproportionately affects women and girls."

Detective Inspector Alicia Yorke.



This shift has led to the evolution of DA risk assessments within Cambridgeshire. The previous Domestic Abuse, Stalking, and Honour-Based Violence (DASH) system has been replaced by a more comprehensive Domestic Abuse Risk Assessment (DARA).

This modernised tool accounts for varied forms of abuse, from emotional to financial, while extending protections under the Domestic Abuse Act to everyone connected to a case - not just those in intimate relationships.

Soon, the Force will roll out another improvement: the RAPID framework (Response, Arrest, Prevent, Investigate, Detect), which aims to unify best practices in DA case management, and Alicia is spearheading the training for her team.

The Force has made significant strides in creating safe spaces for victims. One key initiative is the introduction of rapid video response, allowing victims to report domestic abuse through secure video calls.

Alicia, 32, explained that this will only be actioned once victims feel safe enough to talk and is designed as a non-emergency step, enabling a police response for those who may be unable to report the crime in person or worried about the repercussions that could come with doing so.

It also allows for evidence to be captured faster and, in many instances, benefits the overall timeliness of safeguarding and investigation.

Building trust with the public is also paramount. The Force has shared success stories of victims supported through effective policing, as well as the proactive use of Clare's Law. This law enables individuals to inquire about a partner's

criminal history or receive unsolicited disclosures if police believe they are at risk.

"Through our cohort of high-risk offenders, we can weigh up whether disclosing information to someone's partner could save them from harm," Alicia said. "Balancing prevention and response is crucial."

Alicia credits much of the Force's progress to teamwork within MASH and collaboration with partner agencies. Every MASH member is trained in both DA-specific methods and broader safeguarding strategies, ensuring they're equipped to handle the complexities of these cases.

Reflecting on her work, she said: "DA accounts for 18 per cent of recorded crime in England and Wales, so there's still much to do. But I'm confident we're moving in the right direction."

As Cambridgeshire Constabulary continues to strengthen its approach to VAWG and DA, Alicia's leadership symbolises the transformative potential of passion, expertise and innovation in policing.

She said: "As for my personal commitment, I truly believe I have the best role in the Force. I love coming to work and working alongside our partner agencies and leading my colleagues - everyone has that common interest to really be there for victims when it matters.

"I have so much passion for the process of understanding risk, getting results and helping people who feel trapped.

"VAWG puts these people in the most vulnerable category possible for us as police, and I am excited about the development to come as we continue to enhance our level of care."

# 'I DON'T FEEL LIMITED BY ANYTHING'

Since starting as a Special Constable in 2020, Federation member Britni-May Edwards has brought a lot of ambition to the table at Cambridgeshire Constabulary.

Britni, who had a long-standing interest in the emergency services, took the opportunity to begin contributing to policing when she became a Special and immediately threw herself into the thick of the frontline across Ely.

Not wanting to limit herself to one unit, she has made an impact in both response and neighbourhood teams in the city, typically completing at least one shift a week.

Britni, 31, has also been crucial in specialist operations such as the Force's Vision Zero Team – a group founded by and largely made up of fellow Specials with the aim of reducing casualties in road traffic collisions across the county.

"I think it's important to stamp your mark as a Special, and to show that willingness and flexibility from the start," she said.

"You are giving up your own time for the police force, so it's not necessarily that you have something to prove, but you can put yourself in the right place to get as much out of the job as a regular officer.



Britni at Cambridgeshire Fire and Rescue Service as part of her Vision Zero work.

"After my time as a Special, I wanted to feel integrated on another level," she explained.

"In that sense, the two roles go hand-in-hand – when I'm out on the ground, my day job sparks conversations with other officers. It's nice speaking to them and encouraging them to take their ideas further, whether that's with operations, training, equipment

her aspirations in becoming an officer safety trainer.

She continued: "The yearly refresher (in officer safety training) is my favourite time of the year. I'd love to teach fellow Specials the fundamental skills that keep them safe when out and about.

"I'd also like to be a bigger part of the days of action we have for our different operations and projects in the future. These ops are one of the things I love most about policing, and I think we always do a great job of linking up with other organisations to get the really important messages across. So, to be more involved with these multi-agency events would be a privilege for me.

"I will always want to expand and evolve as an officer – perhaps because I am a volunteer, I don't really feel limited by anything.

"Being a Special Constable is brilliant because you really do feel in control of your own destiny. I've learnt that policing can be a tough landscape and putting on the uniform as a volunteer can help bridge that gap.

"I think the phrase 'the public are the police and the police are the public' is seen in its truest form through Specials and that really does hold a lot of gravitas for me.

"As for my day job, it has given me the new lease of life I wanted for that side of my career and given me even more purpose in the Force. It is still fairly early days but I am excited to help realise the ambitions of other officers while moving forward with my own," she ended.

**“ YOU ARE GIVING UP YOUR OWN TIME FOR THE POLICE FORCE, SO IT'S NOT NECESSARILY THAT YOU HAVE SOMETHING TO PROVE, BUT YOU CAN PUT YOURSELF IN THE RIGHT PLACE TO GET AS MUCH OUT OF THE JOB AS A REGULAR OFFICER. ”**

"So far, I have got so much out of it. I am getting a lot of professional satisfaction and I have made some of my closest friends through the Special Constabulary.

"Vision Zero, especially, is a great project to be part of and is really making a difference. Even with that, I know where it can get better for me – I want to become more involved with the educational side of things, where we go out to schools with road safety awareness, as opposed to the more operational side.

"Overall, I am very happy with where my Special career is at."

Britni's enjoyment of life as a police volunteer influenced her decision earlier this year to become a change and research officer for the Force, and leave her job in the jewellery industry.

Supporting a department of analysts, Britni helps to track ways in which a better policing service can be delivered through business change.

and many more efficient ways of working."

Both of her responsibilities complement each other practically, as well, Britni added, as she credited the Force for being "really supportive of me getting my Special hours in".

She says holding two roles within the same organisation makes it difficult to truly switch off when not in the office or out on patrol, but that her best effort of doing so is through playing at St Neots Rugby Club.

Britni also has plans to further develop her role as a Special.

"I have my eyes set on being a method of entry officer one day. I find the physical aspect of it really appealing and I can't imagine it would be much different to playing rugby in some ways."

Her sporting prowess does not end with rugby – growing up, Britni enjoyed major success in martial arts, holding a black belt and world champion title in Taekwondo and trialling for the 2012 Olympics.

This has helped inspire another one of

# 'EVERYONE WAS LOVING IT': TEAM REFLECTS ON GREAT EASTERN RUN

A charity run involving a strong Cambridgeshire Police Federation contingent was a resounding success.

Team captain Sergeant Ollie Plant and fellow runner PC Joe Woolf were among 32 officers and staff from Cambridgeshire Constabulary participating in this year's Great Eastern Run in Peterborough.

The group raised money for Peterborough Women's Aid (PWA), a charity for women seeking refuge from high-risk domestic abuse environments.

Representatives from PWA joined friends and family in support of the runners as they took on the 13.1-mile course, which is equivalent to a half marathon.

Ollie said: "The day went as well as we could have hoped for. We had nice weather, a lot of backing from everyone in the crowd and, of course, a lot of support for each other too.

"To have such a big number of officers and staff taking part was really special – it felt like one big family and, as I have mentioned before, I think something like this reflects that closeness we have as a force. To be captain of such a brilliant team is something I'll be proud of for a long time.

"The run went well for me personally, too – I finished with a time of 2 hours and 11 seconds but, more importantly, I managed to run continuously, which was my main target."

Ahead of the run, which took place on Sunday 13 October, Ollie revealed there were a mixture of abilities and fitness levels across the group, with the emphasis firmly on enjoyment rather than competition.

"Everyone was loving it. You could tell



Team captain Ollie (middle) with runners Jake Bunday and Rhiann Ward.

there were some people who had trained together and therefore built up a connection with motivating each other through to the finish line," added Joe, who beat his target of 2 hours with a time of 1 hour and 53 minutes.

"I had a great time and it's definitely something I would want to be involved in again.

"I used to love weightlifting before I

suffered a groin hernia but, since the injury, I have been more of a runner. I still want to get back into lifting weights, but I see no reason why I can't keep both up, because I have enjoyed running and having this run as a focus point."

The other central purpose of the run – to fundraise – was done in style, with the team generating a total of £6,040 for a cause held in high regard by many within the Force.

A jumbo cheque for this amount was presented to PWA by Chief Constable Nick Dean to the charity's CEO, Mandy Geraghty, and head of fundraising, Sharon Dove.

Also in attendance at Force Headquarters for the occasion was Ollie, who paid tribute to the charity: "PWA is an organisation which does crucial work in the communities we police. Not only is it there for women and their children in emergencies, but its advice, awareness and aftercare for victims of domestic abuse is incredible, too.

"It was an honour to be there at the cheque presentation and to raise money for the charity's mission.

"I am so glad PWA approached the Constabulary about officers and staff taking part in the run, and I would imagine the charity is too, with 32 of us signing up to it – it was a fantastic idea which benefited everyone involved," he ended.



From left to right: Peterborough Women's Aid's head of fundraising, Sharon Dove, CEO, Mandy Geraghty, and Cambridgeshire Constabulary Chief Constable Nick Dean, joined by Fed member Ollie.