

FEDERATION



West Midlands Police Federation

April/May 2022

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WELCOME

Welcome to the April/May 2022 edition of **Federation** - the magazine for members of West Midlands Police Federation.

We are always on the look-out for good news stories so please get in touch if you have something to share with colleagues. It does not have to relate to your policing role - though we are definitely interested in hearing about what's going on around the Force. Do you have an interesting hobby or perhaps you are involved in sport locally, as a player, a manager, a coach?

Just get in touch and let us know.

We would also be interested to hear what you would like to see featured in your magazine.

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Officers need a substantial pay rise



By **Rich Cooke**, chair of West Midlands Police Federation

I would like to open the foreword to our latest magazine by sending a message of congratulations to Steve Hartshorn on becoming the new national chair of the Police Federation of England and Wales.

It's a tough job and no one doubts Steve has got his work cut out because there are potentially some big changes on the horizon and many of those could prove challenging for the Federation and its members.

Steve has vowed to be a national chair who listens and communicates effectively as a unified voice for the members and he can be assured of our backing.

He has been given a strong mandate and has already stated his intentions to work hard for members on the issues which affect them most.

One of his key pledges is to press the Government for a sustainable long-term

funding strategy to allow for real improvements in officers' personal and professional lives and that remains the key issue facing members.

We have all seen the figures from the pay and morale and survey and I know that financial worries are having a massive impact on our members with some struggling to make ends meet. That's not acceptable.

And that's why I'm 100 per cent behind Steve and the Police Federation's demands for a fair pay deal for members this year.

The Government has got to start properly rewarding officers for their hard work and dedication and any pay increase below the rate of inflation will be yet another body blow for members at a time of rising prices and a cost-of-living crisis.

We do an incredibly tough job, often in very challenging circumstances, and we deserve to be properly rewarded for the hard work we do and our dedication to duty.

None of us joined the police service to

get rich but I don't think it's unreasonable to be able to pay the rent or mortgage or fill the car up without having to worry about where the money's coming from.

The fact is we have taken what amounts to a 20 per cent pay cut over the last 10 years or so and it's high time we said enough is enough.

We need a substantial pay rise but we also need an overhaul of the pay review system because the current arrangements are unsatisfactory when year after year the Government can simply throw out independent recommendations and do its own thing. That is not right, not fair and it has to change.

Another pressing item in the new national chair's inbox is the long-standing problem surrounding the recruitment and retention of new officers.

The Government makes the right noises about increasing officer numbers and there has been some improvement thanks to its

“ THE FACT IS WE HAVE TAKEN WHAT AMOUNTS TO A 20 PER CENT PAY CUT OVER THE LAST 10 YEARS OR SO AND IT'S HIGH TIME WE SAID ENOUGH IS ENOUGH.

WE NEED A SUBSTANTIAL PAY RISE BUT WE ALSO NEED AN OVERHAUL OF THE PAY REVIEW SYSTEM BECAUSE THE CURRENT ARRANGEMENTS ARE UNSATISFACTORY WHEN YEAR AFTER YEAR THE GOVERNMENT CAN SIMPLY THROW OUT INDEPENDENT RECOMMENDATIONS AND DO ITS OWN THING. THAT IS NOT RIGHT, NOT FAIR AND IT HAS TO CHANGE.

uplift programme but we are still woefully undermanned and will be for the foreseeable future.

Again, the pay and morale survey made clear that record numbers of police officers were looking to get out of the service and worryingly few would recommend policing as a career to others.

And some pretty bleak statistics show many promising new officers are leaving the service before completing their probation.

In fairness the five per cent attrition rate for West Midlands Police is at the lower end of the scale and much better than the nine per cent national average.

But it's still not great. We have always said it's not enough just to get people through the door - there have to be the conditions where recruits feel the need to stay and see a future for themselves within policing.

Once again this circles back to fair pay and conditions - making sure brave men and women are properly rewarded for the dangers they face while protecting their communities.

So the new national chair is going to be busy but we will be behind him throughout the challenges ahead.

One of the first challenges I faced after taking over as West Midlands Branch chair was to try to get the Force to reconsider its decision to withdraw funding for Taser training for sergeants on cost grounds so I was delighted when a review of the policy led to a change of direction.

We worked closely with the Force on this and when the number of authorised Taser officers was looked at again the decision was made that sergeants who meet the criteria to attend a one-day refresher will now be allowed to do so.

This is excellent news in terms of officer safety. Many of our members could have been left in potentially vulnerable situations had the decision been confirmed and I know the policy was deeply unpopular with sergeants who had used Taser since its introduction and suddenly found themselves without it.

The long-term position around Taser in terms of numbers and roles of those allowed to train is going to be looked at as part of the Taser Strategic Risk Assessment later this year and I will make sure I am involved in that so our voices continue to be heard.

But for now it is good news and I am pleased that our members are once again being afforded that extra layer of security.

And on that note I will close by urging everyone to stay safe, look out for one another and remember your Police Federation is there for you whenever and wherever you need it.

'Officers need more confidence to use stop and search'

The chair of West Midlands Police Federation says knife crime is a "national tragedy" as he demands that officers be given the confidence to use their stop and search powers to prevent more children from being murdered.

Rich Cooke is urging police leaders and the Government to give officers the necessary support needed so they feel comfortable stopping and searching people.

His comments come just months after statistics revealed West Midlands to have the highest knife crime rate per capita in the country.

"Police are given these rights and powers, so they should have the confidence to use them. This will help prevent serious violence and, what's more, children from being killed," said Rich.

"Officers are worried about being over scrutinised if they stop and search people, in a lot of cases, I think they feel it's easier to just not get out of the car.

"Yet, on a daily basis, we hear of knives or sharp instruments being found in all areas and some of those weapons are really scary."

Rich, who is father-to-three, says knife crime figures in the West Midlands cause him to worry about his own children.

"You hear about primary school age children carrying weapons now, which is very concerning. When I was at school, we'd have a little punch up if we disagreed, now I worry is my son going to get stabbed? That's a fear a lot of parents, particularly those in some communities and with police experience, will think about.

"Children - because anyone under 18 is classed as a child, so they are children - are being stabbed in our city streets, in broad daylight. Over the last five years, scores of

children have been murdered across cities in the UK, with places like Birmingham, Wolverhampton and Coventry becoming centres of this violence.

"What's the plan to stop this from happening? If our officers are worried about getting out of the car and stopping these people from stabbing someone, what kind of message is that sending?"

Rich explained that while an increase in stop and search might not completely stop knife crime, it would be a good start.

And in an effort to give officers more confidence while on shift, Rich is campaigning for more members of the Force to have Taser training.

"I'm a sergeant and I must admit, I've been on duty and assaulted or worried about my own safety, so I've no doubt that younger officers do too. That's why I'm campaigning for more Taser training," said Rich, "I believe that having a Taser gives more opportunity for space between the officer and the offender, which will help to de-escalate the situation.

"Furthermore, we need to work on dispelling the myths surrounding Taser - people should realise Taser is actually one of the safest options if force has to be used."

Rich is urging the "top brass" to "leave the politics to the politicians" and instead focus on the violence that is taking place across the communities of the West Midlands.

He added: "Yes, educating youngsters will help but it won't stop a child from being stabbed tomorrow. Instead, the powers that be, have got to start giving us the confidence we need.

"All I can do is continue campaigning and being the conduit between senior ranking officers and younger ones."

Sergeants will now be able to renew their Taser training ticket

FORCE REVERSES ITS DECISION AFTER PRESSURE FROM FEDERATION

West Midlands Police Federation chair Rich Cooke has welcomed a decision to offer Taser refresher courses to sergeants who meet the re-training criteria.

The change in policy comes after the Force carried out a review of the number of officers who are qualified to use the equipment.

Rich, who led calls for the Force to re-consider its withdrawal of refresher training for Taser trained sergeants, said he was delighted with the decision which he described as "excellent news".

He said: "Working with the Force, and following a review of the numbers of authorised Taser officers, it has been decided that sergeants who meet the criteria to attend a one-day refresher will now be allowed to re-train.

"Sergeants whose tickets are about to expire will also be refreshed and can book on

to a course.

"This is excellent news in terms of officer safety and something I, my colleagues and the Federation have worked on since I was elected as Federation branch chair in December 2021.

"The long-term position around Taser in terms of numbers and roles of those allowed to train will be looked at as part of the Taser Strategic Risk Assessment later this year, which I have been assured I will be part of to represent members' views.

"But, for now, I am delighted with this decision."

Rich thanked Assistant Chief Constable Mike O'Hara and Superintendent Martin Hurcomb and said the Federation would continue to work with both senior officers to ensure a sensible, evidence-based, long-term position ensures members are protected.

He also called on supervisors to make sure Taser courses were not wasted through non-attendance and warned any courses lost as a result would be damaging to the interests of all members.

The Force's initial decision to withdraw funding for Taser training for sergeants on cost grounds was met with dismay across West Midlands Police Federation which branded the position "nonsensical".

Many experienced sergeants who had been qualified to carry Taser for several years found themselves unable to carry the equipment and some feared their safety could be compromised as a result.

Rich said: "Put simply, Taser could save an officer's life. Sergeants are often the only officers free to support colleagues at back-up shouts; they are mostly single-crewed in some of the most violent streets of the UK."



WORKING WITH THE FORCE, AND FOLLOWING A REVIEW OF THE NUMBERS OF AUTHORISED TASER OFFICERS, IT HAS BEEN DECIDED THAT SERGEANTS WHO MEET THE CRITERIA TO ATTEND A ONE-DAY REFRESHER WILL NOW BE ALLOWED TO RE-TRAIN.

Federation chair calls for fair deal on officer pay

THE FEDERATION IS CALLING ON THE GOVERNMENT TO INCREASE OFFICER PAY AS MEMBERS STRUGGLE TO MAKE ENDS MEET

West Midlands Police Federation chair Rich Cooke is backing calls for a fair pay deal for members this year and urged the Government to start properly rewarding officers for their hard work and dedication.

Rich spoke out after Federation national secretary Alex Duncan wrote to Chancellor Rishi Sunak warning that any pay increase below the rate of inflation would be another insult to members.

He said: "Fuel, energy, food prices and now interest rates are going up and some of our members are already struggling to make ends meet, with the worst of the increases yet to land.

"Police officers do an incredibly tough job, often in very challenging circumstances, and they deserve to be properly rewarded for their hard work and dedication.

"People don't join the police service to get rich but our members rightly expect to be able to pay their rent or mortgages and fill their car up without having to worry about being able to afford it.

"We have effectively taken a pay cut in recent years while our workload has increased

and frankly enough is enough.

"Our officers work extremely hard, they have risen to the challenges of policing the pandemic and deserve much better."

In his letter to the Chancellor, Alex said police officers had faced increasing workloads and a real-terms pay cut of 20 per cent since 2010 and that there was now little difference between the hourly wage of a new starter and the national living wage.

He said many Police Federation members were feeling the impact of the rising cost of living on their household budgets.

And he warned that evidence suggested this was having a crippling effect on morale across the police service.

Alex highlighted the recent Police Federation pay and morale survey which found 92 per cent of members felt they were not fairly paid for the stresses and strains of their job, and 67 per cent said that they would not recommend joining the police to others.

He wrote: "We're asking that you use the Spring Statement to guarantee a real-terms pay increase for our members this year.

"With morale so low this matters hugely

for the ability of police forces to recruit and retain the skilled officers they need over the coming years.

"The Prime Minister was elected on a promise to recruit additional officers. Without further action on pay, experienced officers will leave inexperienced recruits replacing them at best and, at worst, your Government's recruitment target to recruit an additional 20,000 officers over three years will be missed entirely.

"It matters what kind of officers we're able to recruit – we want the brightest and best to want to join the police – in service of their communities.

"But this won't be possible if potential new joiners believe police pay doesn't fairly reflect the demands of the job."

Alex said the Police Federation welcomed the announcement that the public sector pay freeze was coming to end but warned any pay increase below the rate of inflation would be an insult to members.

He wrote: "A decade of real-terms pay cuts has done damage to our police forces. Guaranteeing a real-terms pay increase for our members would show you're finally treating officers with the respect that the British public demand and that they deserve."

[Read the letter.](#)

Government must give officers 'substantial pay rise'

Police officers should receive a pay rise of at least two per cent this year, the Home Office has told the Police Remuneration Review Body (PRRB).

But the Federation says this is woefully short of what officers should receive after 10 years of pay caps and last year's pay freeze.

Rich Cooke, chair of West Midlands Police Federation, said: "You only have to consider the findings of the annual pay and morale survey which were released last week to understand the financial pressures officers are under.

"In the West Midlands, almost half of the officers who responded said they were

worried about the state of their personal finances and more than one in 10 said they did not have enough money to cover their essentials. How can that be right?

"Police officers are committed to serving their communities, putting their lives on the line while doing so. They are regularly assaulted and abused by the public.

"I don't think anyone becomes a police officer expecting to get rich, however, I do think they should be paid fairly for the risks and dangers of their role and for the critical part they play in society.

"Police officer pay has taken a massive real terms hit over the last decade including

pensions, and talent retention is becoming a real problem. We need a substantial pay rise but we also need an overhaul of the pay review system because the current arrangements are satisfactory when year after year the Government can simply reject independent evidence-based recommendations."

According to the Home Office submission to PRRB, the recent funding settlement provides funding for a pay uplift of "at least two per cent" in the 2022/23 financial year.

But officers have faced a 20 per cent real terms pay cut since 2010.





Pay and conditions hit officer morale

THE RESULTS OF THE LATEST POLICE FEDERATION PAY AND MORALE SURVEY MAKE FOR DIFFICULT READING AS OFFICERS REVEAL THE IMPACT OF PAY FREEZE

More than three out of five West Midlands Police officers say their morale is low with pay and conditions among the key factors, according to a new Police Federation report.

The Federation's annual pay and morale survey found that 61 per cent of West Midlands respondents felt their morale was low, up from 52 per cent on the previous year's survey, and higher than the national average of 58 per cent. A total of 88 per cent of officers feel that morale in the Force is low.

The report found that the biggest contributor to low morale was the way police were treated by the Government (95 per cent), how the police are treated by the public (87 per cent), and pay (85 per cent). Other factors included pensions (76 per cent), the pandemic (64 per cent), and workload and responsibilities (62 per cent).

On the issue of pay and remuneration, 44 per cent of respondents worried about the state of their personal finances while 12 per

cent reported not having enough money to cover all essentials.

West Midlands Police Federation deputy chair Sam Hughes said: "This report makes grim reading and should serve as a wake-up call for the Government and decision-makers.

"It's disgusting that so many of our members have to deal with the stress and trauma of their role and then have to deal with additional money worries when they get home.

"There are officers who have had to ask for help with providing food for their families, which is a direct impact of no increase in salary, escalating domestic fuel bills which leads to people having to choose whether to buy food or fuel and the recent notification of possible vehicle fuel cost rises due to the current world issues.

"Our members are under huge pressure to deliver, but with cuts to resources and ever-increasing demands, the burden is becoming intolerable for some."

In addition to findings on pay and morale,

the survey also revealed that 48 per cent of West Midlands officers did not feel they were fairly treated. This was the sixth highest level across the 43 forces of England and Wales.

KEY FIGURES FROM THE WEST MIDLANDS SURVEY:

Pay and remuneration

- 81 per cent of respondents from West Midlands Police said that they are dissatisfied with their overall remuneration (including basic pay and allowances)
- 44 per cent of respondents from West Midlands Police reported worrying about the state of their personal finances every day or almost every day
- 78 per cent of respondents from West Midlands Police felt that they were worse off financially than they were five years ago – the sixth highest in the country
- 12 per cent of respondents from West Midlands Police reported never or almost never having enough money to cover all their essentials.

Morale and engagement

- 61 per cent said that their morale is currently low
- 88 per cent felt that morale within the force is currently low
- 70 per cent said that they would not recommend joining the police to others
- 94 per cent that they do not feel respected by the Government
- 13 per cent said they had an intention to leave the police service either within the next two years or as soon as possible.

Workload and working time

- 5 per cent said that they have never or rarely been able to take at least one rest day per week in the last 12 months
- 61 per cent said that over the last 12 months, their workload has been too high or much too high.

Sam said: "We need the Government to act now or we risk losing many more of our colleagues. As a Federation, we're calling on the Government to work with us on a new, independent fair pay mechanism that delivers a binding outcome to restore trust in the process.

"We're also calling on the Government to ensure officers receive a meaningful pay increase after years of real-terms cuts to wages."

Nationally, 14 per cent of officers said they don't have enough money for their monthly essentials, 74 per cent said they feel worse off financially compared to five years ago and 73 per cent said they feel worse off financially compared to 12 months ago.

Of 29,587 officers who responded, 95 per cent said their treatment had a negative impact on their morale, while 93 per cent stated they did not feel respected by Government.

Sadly, 12 per cent of survey respondents said they intended to resign either within the next two years or as soon as possible, while 82 per cent of those who wanted to quit blamed poor morale and 77 per cent highlighted the treatment of police by Government.

A total of 92 per cent of police officers said they were not fairly paid for the stresses and strain of their job, while 66 per cent claimed they were unfairly paid compared to other key workers.

The survey recorded a year-on-year rise of 10 per cent in those who cited poor morale, with 58 per cent of respondents saying morale was low and 67 per cent revealing they would not recommend joining the service to others.

When asked about their treatment by the public, 84 per cent of respondents said this had a negative impact on morale, while 78 per cent said they did not feel the police were respected by the public.

[Read the Force report.](#)

REASONS FOR LOW MORALE

The survey asked respondents about the factors that had a positive or negative impact on their morale, the table below shows the proportion of respondents in West Midlands Police who said a particular factor has had a negative impact upon their morale compared to the national figures.

	Negative impact on morale % (West Midlands Police)	Negative impact on morale % (England and Wales)
Pay	85	84
Workload and responsibilities	62	64
Work-life balance	58	58
How the police are treated by the Government	95	95
How the police are treated by the public	87	84
The Covid-19 crisis	6	61
Your pension	76	73

SATISFACTION WITH PAY

A total of 94 per cent of respondents from West Midlands Police told us they do not feel they are paid fairly for the stresses and strains they have within their job, and 88 per cent said that they are not fairly paid for the hazards they faced within their role. Comparison of 2021 and 2020 figures for perceptions of fair pay in West Midlands Police is provided in the table below.

	2021 %	2020 %
Do not feel fairly paid for the stresses and strains of their job	90	83
Do not feel fairly paid for the hazards faced within their job	84	76

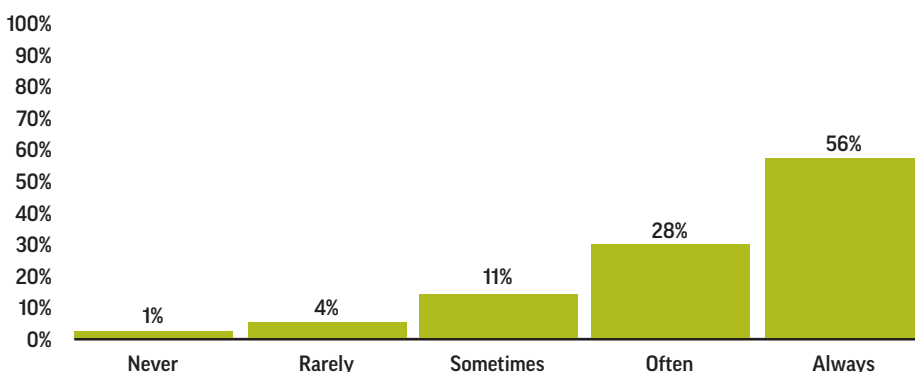
In addition 81 per cent of respondents from West Midlands Police said they are dissatisfied with their overall remuneration (including basic pay and allowances) and 73 per cent said they are dissatisfied with their pensions. Comparison of 2021 and 2020 figures for pay and remuneration in West Midlands Police is provided in the table below.

	2021 %	2020 %
Dissatisfied with total remuneration	81	72
Dissatisfied with pension	74	68

WORKLOAD AND WORKING TIME

Five per cent of respondents from West Midlands Police said they have either never or rarely been able to take at least one rest day per week in the last 12 months. This is compared to six per cent of respondents in England and Wales as a whole who said they have either never or rarely been able to take at least one rest day per week in the last 12 months.

Over the last 12 months, how often have you been able to take at least one rest day per week?



A total of 61 per cent of respondents from West Midlands Police said that over the last 12 months, their workload has been too high or much too high. This proportion is lower than the proportion of respondents in England and Wales where 63 per cent of respondents said that over the last 12 months their workload has been too high or much too high.

Half (50 per cent) of respondents from West Midlands Police said over the last 12 months they have often or always worked more than 48 hours per week. In England and Wales overall, 53 per cent of respondents said over the last 12 months they have often or always worked more than 48 hours per week.

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New recruits quitting

FEDERATION CALLS FOR FOCUS ON RECRUITMENT AS STUDENT OFFICERS ARE LEAVING BEFORE COMPLETING PROBATION PERIOD

West Midlands Police Federation is calling for a greater focus on retention after 5.4 per cent of the Force's new recruits quit before completing their probation.

Data from the National Police Chiefs' Council, obtained by Police Oracle, revealed the average attrition rate across the 43 forces in England and Wales is 9.1 per cent – or 2,567 leavers from 28,173 new recruits.

The recruits have been recorded from November 2019 and the leavers from April 2020 and show that 91 of the 1,680 West Midlands new starters quit.

Sam Hughes, deputy chair of West Midlands Police Federation, comments: "It is troubling to see so many promising new officers leaving the service before completing

their probation, nine per cent on average nationally and five per cent here in the West Midlands.

"The Federation has said all along that it is not enough just to get people through the door, it's just as important to create the conditions where recruits feel the need to stay and see a future for themselves within policing. This comes down to fair pay and conditions, ensuring police officers are paid fairly for the stresses and the hazards they face while protecting the public."

The starting salary for many officers in their first year of a Police Constable Degree Apprenticeship (PCDA) is £19,164 which is barely above the national living wage. But West Midlands Police has never paid this figure with its new PCDA recruits starting on

£22,065 and graduates starting on £23,115 on the Degree-Holder Entry Programme (DHEP).

According to the Police Federation of England and Wales' pay and morale survey in 2021, more than one in 10 police officers say they are never, or almost never, able to cover their monthly essentials, while almost half who intended to leave cited pay as the major reason.

Sam added: "The service will struggle to reach its intended target of 20,000 more police if it is losing recruits or having to backfill officers who have decided the enough is enough and are walking away from policing. The Government and police leaders need to take this retention issue very seriously."

At the top end of the figures was Northamptonshire, with a 19.3 per cent attrition during probation, followed by North Yorkshire on 16.8 per cent and Cambridgeshire at 16.1 per cent. The Met Police has lost 528 officers before completing probation – which is 7.9 per cent of its total recruits.

Disclosure rules having huge impact on detectives

A SURVEY BY THE FEDERATION'S NATIONAL DETECTIVES' SURVEY HAS REVEALED HOW THE NEW DISCLOSURE RULES ARE AFFECTING DETECTIVES WITH ALMOST NINE OUT OF TEN SAYING THE CHANGES HAD ADDED TO THEIR WORKLOAD



West Midlands Police Federation rep Jon Nott says new disclosure rules are having a huge impact on detectives and their morale as he called for an urgent Government review.

Jon, a detective before taking on a full-time Federation role around two years ago, is also secretary of the Police Federation National Detectives' Forum (PFNDF), which is leading the Federation's work on this issue.

He said complying with the rules added to investigators' workloads and stress levels, and prevented them delivering timely outcomes for crime victims.

The new rules were introduced last year by

the Director of Public Prosecutions. They require detectives to provide the Crown Prosecution Service (CPS) with trial-ready prosecution before it makes a charging decision.

A study carried out by the Police Federation of England and Wales (PFEW) on behalf of the Federation's National Detectives' Forum (PFNDF) found that 89 per cent of detectives felt the changes had added to their workload.

The survey also revealed 65 per cent of West Midlands detectives reported low job

satisfaction, with 70 per cent saying their job satisfaction had decreased due to the changes.

Almost two thirds (63 per cent) of respondents said their job was very or extremely stressful, with 82 per cent saying the rule changes had increased how stressful they found their role.

Some 59 per cent said their morale was now low or very low, with 81 per cent of respondents saying the new rules had a negative impact on their morale.

Jon said: "It's been just over a year since these rules were introduced and in that short space of time they've had a huge impact on our members.

**65 PER CENT OF WEST
MIDLANDS DETECTIVES
REPORTED LOW JOB
SATISFACTION, WITH 70 PER
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DUE TO THE CHANGES**



West Midlands Police Federation rep Jon Nott.

"We've seen workloads increase, stress levels rise and morale drop, and it's affecting our members' ability to do their job. Too much time and effort is being spent, essentially preparing court documents before a charge has even been made.

"It can all be a huge waste of time and effort if a suspect admits to an offence or the case doesn't proceed to court. And, as our research shows, it's placing detectives under

“ WE HAVE A SHORTAGE OF DETECTIVES AS IT IS, BUT MANY OF OUR COLLEAGUES ARE CONSIDERING THEIR FUTURE IN POLICING BECAUSE OF THESE CHANGES AND WE'RE STRUGGLING TO RECRUIT INVESTIGATORS. IT'S A PERFECT STORM.

increased strain, they're facing longer hours, and higher stress levels.

"We have a shortage of detectives as it is, but many of our colleagues are considering their future in policing because of these changes and we're struggling to recruit investigators. It's a perfect storm."

The report found that the rule changes had:

- Increased the number of hours spent on pre-charge file preparation (91 per cent)
- Increased the number of hours needed to submit a pre-charge file to the CPS (91 per cent)
- Increased the number of victims that have withdrawn from active participation with the investigation (51 per cent)
- Increased the number of active cases they are working on (82 per cent)
- Decreased the number of hours they were able to spend actively investigating live cases, due to increased case preparation work (59 per cent)
- Decreased the efficiency of the criminal justice system (82 per cent).

It also found that 52 per cent of detectives

SOME 59 PER CENT SAID THEIR MORALE WAS NOW LOW OR VERY LOW, WITH 81 PER CENT OF RESPONDENTS SAYING THE NEW RULES HAD A NEGATIVE IMPACT ON THEIR MORALE.

said the changes increased their intention to leave their role, with 47 per cent saying it had no effect.

Jon said: "The situation needs to change and change quickly. This is why we're sharing the survey with senior officers and our local MPs to draw attention to the impact on detectives.

"And we're calling on the Government to urgently review the situation and work with the Federation to move back towards our previous system."

[Read the full detectives' survey report.](#)

NOT CROSS

Misconduct delays 'troubling'

FEDERATION SUPPORTS MANY OF THE FINDINGS IN A NEW HOME AFFAIRS SELECT COMMITTEE REPORT

A Parliamentary report into the police complaints and disciplinary process has raised concerns about "delays to investigations that detrimentally affect people's lives", some nine years after the last inquiry identified these issues.

The House of Commons' Home Affairs Select Committee (HASC) called this "troubling" in a 56-page report into the Independent Office for Police Conduct (IOPC) and professional standards departments published on 1 March.

It was also critical of the complexity processes, and the inconsistency in updating and supporting officers and complainants during investigations.

George McDonnell, West Midlands Police Federation conduct and performance lead, said, "We welcome the recognition that misconduct investigations often take far too long to resolve, and that greater transparency and reform is needed in this area."



George McDonnell, West Midlands Police Federation conduct and performance lead.

"Those found guilty of misconduct should be dismissed, but most IOPC investigations often find that officers have done nothing wrong or are simply making mistakes under pressure. It is essential that the disciplinary process is quicker and more learning-based, and not returning to a sanction culture."

George echoed the sentiments of Ché Donald, vice-chair of the Police Federation of England and Wales (PFEW), who said: "PFEW supports many of the conclusions made in the report, particularly criticisms over timeliness and Professional Standards Departments (PSD) not being properly funded, and their lack of transparency and diversity amongst staff. We would welcome further positive dialogue with the Home Affairs Committee."

The Federation's Time Limits campaign has called for legal oversight of the length of time an allegation or complaint against a police



“THOSE FOUND GUILTY OF MISCONDUCT SHOULD BE DISMISSED, BUT MOST IOPC INVESTIGATIONS OFTEN FIND THAT OFFICERS HAVE DONE NOTHING WRONG OR ARE SIMPLY MAKING MISTAKES UNDER PRESSURE. IT IS ESSENTIAL THAT THE DISCIPLINARY PROCESS IS QUICKER AND MORE LEARNING-BASED, AND NOT RETURNING TO A SANCTION CULTURE.”

officer can be investigated. The HASC report concluded that 91 per cent of IOPC “core investigations” are completed within 12 months, but the Federation takes issue with this.

“We know the length of delays to many investigations are still totally unacceptable and we often find there is no rationale for these delays, or they are caused by issues such as lack of disclosure or other proceedings,” said Ché.

The report’s concluded and recommendations included:

- **The Government should consider police complaints as part of the review of the Police and Crime Commissioner (PCC) model currently under way**
- **Police and Crime Commissioners (PCCs) should be funded to work more closely with their forces to record and systematically monitor the root causes of complaints and recurrent issues**
- **That the police discipline system needs to be simpler and more transparent**
- **A culture needs to be created within police forces that requires open and non-defensive response to complaints about conduct, both to deal with misconduct where it arises, and to clear the names and reputations of officers**
- **The IOPC must minimise delays to investigations**
- **The Government should monitor and review bi-annually how effectively local policing bodies are holding their chief constables accountable for implementing IOPC recommendations to their forces**

The Federation has been campaigning for a 12 months’ time limit on misconduct investigations to end the scandal of officers enduring months or years of uncertainty, often while on garden leave at taxpayers’ expense.

One such officer was West Midlands’ Sergeant Jason Hayles, who was subject to a horrendous three-year-long investigation by the IOPC in 2015, after he subdued a violent prisoner in a custody suite who later complained.

Sergeant Hayles couldn’t sleep, and his mental health deteriorated. “It was the thought that if this went against me, I could go to jail – me, a black custody officer in jail, it would have been horrific,” he said.

It took just 20 minutes for a jury to clear Sgt Hayles but the IOPC pushed for a gross misconduct hearing where the officer’s honesty and integrity were questioned and he was forced to endure a testimony from the complainant. Again, he was fully exonerated.

He said afterwards, “People ask why I stayed in the job. It is to prove a point to myself, that I’ve been vindicated and can hold my head up.”

Local Federation chair Rich Cooke said cases where officers are the victim of



vexatious complaints must be investigated professionally and swiftly, calling this a “basic fairness”.

He added: “We support the conclusion that the IOPC must explain its decisions to the public in non-technical language, and ensure complainants are given more facts about the process, so they have realistic expectations about their complaint.”

“The effects on an individual officer’s morale can be devastating, and the removal of that officer from frontline duties for lengthy periods adds to the strain on police resources. There are no winners from this.”

HASC noted that policing organisations blame the IOPC for delays, while the watchdog claims it is the police service which “drags their heels in cooperating with investigations”.

“THE EFFECTS ON AN INDIVIDUAL OFFICER’S MORALE CAN BE DEVASTATING, AND THE REMOVAL OF THAT OFFICER FROM FRONTLINE DUTIES FOR LENGTHY PERIODS ADDS TO THE STRAIN ON POLICE RESOURCES. THERE ARE NO WINNERS FROM THIS.

The Federation said in response that the claim “officers treat complaints against them as challenges to their authority or matters to be sidestepped” does not ring true. In its experience, members are only too aware of the sanctions and possibility of dismissal.

Delays in officers responding are usually caused by lack of clarity over the officer’s status as a witness or suspect in the Federation’s view.

The report was critical of the IOPC for not following up on whether forces implement their recommendations. It suggested that a greater role for PCCs could help address this and other issues.

The Federation supports PCCs having a light touch role in overseeing the investigation of complaints, although its main concern with this would be if PCCs diverted funds to launch politically motivated investigations.

The national Federation vice-chair explained: “We’d ideally like to see the IOPC better explain its decisions to members of the public in non-technical language, and to ensure complainants are given more facts about the process, so they have realistic expectations about their complaint. Report findings are often hundreds of pages, and too legally complex.”

[Download the full HASC report.](#)

'I try my best'

**MICK
WOODS**

West Midlands Police Federation workplace representative Mick Woods has vowed to champion his colleagues' cause as the pressures faced by officers continue to grow.

Mick, a custody sergeant, became a Fed rep in 2019 when he felt there was a gap and a need for a rep in custody and since then has undergone Police Federation training plus a health and safety course at the head office in Leatherhead. He also serves on the national custody board and is a member of the health and safety committee.

He said he was proud to get re-elected last year after being nominated for a second term by members.

“ I HAVE HELPED A NUMBER OF OFFICERS OVER THE YEARS FOR A VARIETY OF THINGS AND FOR SOME OFFICERS JUST KNOWING THAT THERE IS SOMEONE THERE, THAT SOMEONE HAD THEIR BACK AND LISTENS MEANS EVERYTHING TO THEM.

Mick explained: “I wanted to become a Federation representative to help officers who were in need, to prevent injustice and to hold the Force to account for its decision-making to ensure the welfare of officers was at the forefront of any decision-making process.

“I’m a very approachable, proactive Federation representative and I try my best to serve officers, to help them and to stand up for their rights.

“ THE GREATEST REWARD FOR ME IS THE APPRECIATION YOU GET FROM OFFICERS AND KNOWING YOU ARE DOING A ROLE THAT MAKES A DIFFERENCE TO SO MANY PEOPLE.

“I have helped a number of officers over the years for a variety of things and for some officers just knowing that there is someone there, that someone had their back and listens means everything to them.”

Mick said he particularly enjoyed championing the cause for colleagues and making them feel valued which, he admitted, in the current climate was quite difficult amid the stresses and pressures of policing.

“The biggest challenge I face is balancing my Federation role with my full-time police role as there is so much more I feel I could bring to the role but I’m constrained by the hours I work and my shift pattern,” he said.

“I personally believe there should be more full-time Federation representatives, particularly in certain departments, as there is a great need for them and the work we do can often prevent long-term issues.

“The greatest reward for me is the appreciation you get from officers and knowing you are doing a role that makes a difference to so many people.”

Mick joined West Midlands Police in 2003 and was originally posted to C Unit Response at Wednesfield on the G2. He has since served with offender management teams, CID and the PPU and before taking up his current role as a sergeant in custody.

He said he became a police officer because he felt the career in the Force would offer him

the opportunity to make a difference.

“I’ve always had a strong belief that just one person can make the biggest difference and it is that mindset and passion that I have carried with me throughout my service,” he said.

Mick predicted the increasing demands of policing and the pressures involved would continue to have an impact on Federation members in the future.

He said: “It has almost become the norm to cancel rest days and for officers to carry unrealistic workloads. This is making the role of a Federation representative more difficult as officers welfare does not seem to be a priority.”

He urged new officers just coming into policing to make contact with the Police Federation.

Mick said: “My advice for them is that there are a number of Federation representatives who are there to help you.

“Get to know them. Use them. Don’t struggle in silence. We want to help in any way we can.”



Developing her skillset

Roads policing officer Carrie-Ann Lowe is using her experience of “challenging obstacles” in her new role as a Police Federation workplace representative.

Carrie-Ann joined West Midlands Police in 2001 after a career in retail and her first posting was on response in Birmingham city centre, parading from Digbeth.

She had had a stint on the Sector Action Team which she enjoyed but always felt her heart was in response policing.

“I love working nights!” she said.

Carrie-Ann then joined F1 traffic in 2009 and is now part of the Central Motorway Police Group (CMPG).

She said: “I worked in retail before becoming a police officer. I had various roles, some of which meant working closely with town centre police with retail crime etc.

“It was a rude awakening when I discovered it wasn’t all about shoplifters.”

Carrie-Ann is now part of the team that covers the whole of the Force area dealing with Fatal 4, impact areas around Force, serious road traffic collisions, pursuits of vehicles failing to stop.

She is also a stolen motor vehicle examiner, PG9 vehicle prohibition authorised and “anything involving rubber on the roads”.

Carrie-Ann became a workplace rep after the last Police Federation elections in August 2021 after putting herself forward because she felt her department was not being properly represented.

She explained: “We are a department where most of what we do is high-risk. Officers always act with the best intentions and sometimes it doesn’t go right for whatever reason.

“It is almost always resolvable but we hadn’t had a rep on the department for a number of years and with me now having 20 years’ service, I felt I could offer a voice of reason and have the communication skills to speak with officers about their concerns and also to approach senior officers to find a fair resolution on both sides.”



CARRIE-ANN LOWE

Carrie-Ann said she was looking forward to developing her skill set and getting into a better place to help and advise colleagues once Police Federation training resumed. She is currently specialising in diversity and inclusion.

The determination Carrie-Ann brings to the role was highlighted when she challenged a decision to stop her serving as frontline officer on medical grounds.

She explained: “I have experience of finding ways of challenging obstacles in order to continue being a frontline officer.

“I was diagnosed with the BRCA cancer gene mutation in 2014 inherited from my late mother and underwent a bilateral mastectomy and reconstruction in 2018.

“Due to the unknown about the condition

it was decided by the Force doctor that I would be permanently restricted from frontline duties but I challenged this and was then allowed to go back out fully operational in January 2021.”

Carrie-Ann warned the recruitment process for new officers was one of the key challenges faced by the police service.

She said: “I feel the current process with degree entrants does not reflect the communities we police. An overhaul of the recruitment process to attract a representation of the world we police needs to be done.

“Policing is still about common sense and a good feel for right and wrong. The paperwork can be learnt through the correct training and being tutored by the correct people.”

And she was also quick to acknowledge the Police Federation also faced some tough challenges in the future.

“**POLICING IS STILL ABOUT COMMON SENSE AND A GOOD FEEL FOR RIGHT AND WRONG. THE PAPERWORK CAN BE LEARNT THROUGH THE CORRECT TRAINING AND BEING TUTORED BY THE CORRECT PEOPLE.**”

“We know time is limited so we’re just making the most of every day”

WEST MIDLANDS PC SHARON JOHNSON SHARES HER THOUGHTS ON WHY THE TIME IS RIGHT TO RETIRE IN AN INTERVIEW TIMED TO COINCIDE WITH INTERNATIONAL WOMEN'S DAY ON 8 MARCH.

“It has been such a tough decision, but the time is right. It is time to give my whole self to my family and for us to make the most of every day, creating memories together,” says Sharon Johnson, whose career at West Midlands Police began when she was 16.

After initially joining the police as part of the Youth Training Scheme as a teenager, Sharon enrolled as an officer just before her 23rd birthday in 1994. She was the only female officer on her shift and the uniform for women was strictly skirt or culottes. And, she was given a handbag, in which she carried her small truncheon – smaller than those her male colleagues were given – a pocketbook and sometimes, a flask of tea.

“Every time a female prisoner came in, or there was a case involving babies or children, people would ask me to deal with it,” Sharon recalls.

“There was a certain stigma surrounding me being a woman when in actual fact there were dads working who would be able to handle those jobs better.

“Now, in some cases, the majority of those on shift are women – things have changed drastically. You couldn't even imagine the Force being how it was then, now.”

As the youngest officer and the only female, Sharon was also expected to get into work early and make the cups of tea for her colleagues.

“When I joined, it was unheard of to have a female sergeant or female inspector. It seems mad now looking back at how things were, but



Sharon (centre) and Chris Johnson (left) with fellow MND campaigners in Downing Street.

that's just the way it was,” she said, “I personally, have never faced any challenges and I think people are a lot more open to women working in the Force now.”

Sharon remembers having to carry around a folder with her on every shift, in which she would have crime reports, her road traffic collision book, death reports – the lot.

“Everything was paper back then, writing everything down would take a long time. And then we'd have to re-write everything again and again, but that was the norm back then. Now we all communicate digitally and log everything on a computer,” explained mother-

of-two Sharon.

“Now officers go out with a camera and hand-held device, no folder. The Force has evolved so much.”

Being in the police was something she always wanted to do, although as a youngster, that was probably due to the uniform, admits Sharon.

“I always wanted to do it and if I say I'll do something, I will do it,” she said.

Over the past 30 years, Sharon has worked within a number of departments, including the response team, which she says is where some of her best memories at work are.



Award-winner Sharon (right).

"I love not knowing what you're going to do, day to day," added Sharon, who says there's no better feeling than getting justice for victims by helping to put offenders in prison.

"I worked a lot on sexual offence and child abuse cases, which was very emotionally hard but also so rewarding – to see the relief on those victims' faces to know that the offenders had been sentenced."

Around six years ago, Sharon moved to the investigation team, in which she spent two years.

"I was then given the opportunity to start in a completely new team, the initial investigation department. I was one of 30 originals and now that team has grown to around 250. And that's the role I will be leaving," explained Sharon.

"I really will miss the job but I have done everything I want to do, and this is the best decision for both me and my family right now."

Having dedicated three decades to protecting the public, Sharon is retiring to spend time supporting her husband of 20 years, former West Midlands Assistant Chief Constable, Chris.

"I met Chris on the job back in 1996 and we married in 2001," said Sharon. The couple have a 17-year-old daughter and 11-year-old son together.

In 2018, having experienced ongoing shortness of breath, Chris was given the devastating news that he had Motor Neurone Disease (MND), a terminal illness that affects the brain and nerves, causing a person's muscles to get gradually weaker.

He had been promoted to the position of Assistant Chief Constable shortly before receiving the diagnosis.

"It was 16th November 2018, that date is etched in my memory. My whole world fell apart," says Sharon.

"It's been incredibly tough, and very emotional. When I was first told the news, I just cried. It's the small things I miss, like when

I see a couple walking up the road together holding hands – it reminds me, we can't do that anymore."

After being diagnosed, Chris, who is now 54, used his position to create awareness around diversity in the Force. He continued to work up until September 2020, which is when deterioration in his condition forced him to retire.

He was also part of the 'United To End MND' campaign, which successfully called on the Government to invest £50 million in targeted MND research.



Sharon and Chris Johnson.

Sharon said: "Chris knows that's probably too late for that money to impact his life but being part of that campaign enabled him to leave his own legacy. He knows he's done his bit."

Chris is in a wheelchair, needs a permanent ventilator and cannot move from his neck down. He is unable to feed himself, wash, eat or brush his teeth.

"His body is failing and it's heartbreaking to watch," says Sharon, "But he can still talk to



Chris and Sharon Johnson with GMB presenter Charlotte Hawkins, who is patron of the Motor Neurone Disease Association.

me, which I take a lot of comfort in."

On the back of her husband's illness, Sharon discovered a new love for running, which led to her taking part in the Liverpool Rock 'n' Roll Marathon and fundraising for the Motor Neurone Disease Association (MNDA), along with the Primrose Hospice, a local charity that has supported the family since Chris' diagnosis.

Thanks to her fundraising efforts, Sharon, along with fellow officers and police staff have helped raise £61,000 for charity. This year, her passion for running and raising money continues, as she has a place in the Great North Run and the London Marathon.

How does she do it? A question Sharon is asked regularly. Her response is always: "I've got two children and I have a responsibility to keep life as normal as possible for them."

"When Chris was diagnosed, we agreed that we would never cry in front of one another. But I have some amazing friends who I know I can ring up and talk to whenever I need."

Sharon also receives regular counselling sessions from Primrose Hospice, a charity that she is now an official ambassador for.

"We know time is limited for Chris," added Sharon. "So, we're just making the most of every day."

"When you're diagnosed with MND, you are told you have 60 per cent chance of being here within two years. Now, nearly four years later and Chris is still here, and he's still talking."

Sharon says both she and Chris have just great memories from the Force and have met some amazing friends. She added: "It will be a sad day when I retire but as we know, life doesn't always plan out how you thought it would."

Police drivers: training session on new assessment of skills

Representatives of the Home Office, Crown Prosecution Service, Independent Office for Police Conduct, National Police Chiefs' Council (NPCC) and the Police Federation joined specialist lawyers for a training seminar based on changes to the law in relation to police drivers which are due to come into effect in a few months' time.

The seminar, held at Guardians House, the West Midlands Police Federation office, aimed to prepare all stakeholders for when the Police, Crime, Sentencing and Courts Bill becomes law.

The legislative change, which will mean officers' driving will no longer be judged by the standards of the careful and competent driving member of the public, follows a campaign led by Tim Rogers, secretary of West Midlands Police Federation and national Federation lead for driver training.

"The aim of this training is to ensure that we have an established framework for how police drivers' skills will be assessed under the new legislation so that once it lands we have everything in place," says Tim.

"In short, where a driver's driving needs to be considered in terms of possible conduct or legal proceedings, it will go through the NPCC driving lead and myself before being

considered by a panel of experts to ensure that all evidence is considered.

"It was clearly unfair for police officers to have their response driving judged by the standards of the careful and competent driving member of the public. As part of their duties, we expect police officers to respond quickly to calls for assistance. This can involve driving through red lights, crossing to the wrong side of the carriageway and speeding.

"So we fully welcome this change in legislation but we have to guarantee that those assessing police drivers fully understand the standard by which they are judging them. A breach of policy under the new legislation could lead to a breach of law and that is why we need to ensure that those assessing drivers have the professionalism and expertise required so that officers can have the confidence to use their skills and training in the way intended without fear of prosecution.

"In the past, we have seen cases where only selective evidence has been presented and this has been to the detriment of our members. So far, this training is working well and we are now in a position where the reports only will be completed with all available evidence being submitted to the expert.



Tim Rogers, West Midlands Police Federation secretary and the Federation's national driver training lead.

"This was a suggestion I put forward in 2018 to rid the system of the inconsistent approach that was damaging to both officers and public which we are pleased to have seen supported and implemented."

The Force must make sure that roads policing is given the priority it needs and deserves or it risks continuing to fail the communities it serves.

That is the view of Tim Rogers, secretary of West Midlands Police Federation and national Federation lead for driver training.

Tim says he has repeatedly called on the Force to make road safety one of its Key Performance Indicators (KPIs) which would ensure that progress in this area was regularly assessed and prioritised by chief officers.

"The Force currently prioritises for regular discussion and accountability 25 KPIs," says Tim, "But not one of them relates to road accidents or road safety. What message does that send out to the families of those killed or seriously injured on the roads we police? The Force states that these are covered but absorbed within other priorities.

"If the road harm KPI specifically linked to deaths or serious injuries on our roads was deemed a priority, then chief officers would hold to account its officers and would apply appropriate budget and resource for the Force's performance and record in this area. This reputationally important area of business needs to be on the regular performance agenda for our Force. Where does our Force sit in terms of reducing casualties on our roads?

"Figures released last summer showed that 49 people died on roads in the West Midlands during 2020 with the Department for Transport statistics also revealing that more than 700 people suffered serious or potentially life-threatening injuries.

"We owe it to these people, and their families, to make sure the Force is doing all it can to keep people as safe as possible on our roads.

"But it's not just about reducing road deaths and casualties, criminals are using our roads and effective roads policing can help tackle this criminality."

Tim believes the Force should also ensure a share of any extra funds it receives is allocated to roads policing and, welcoming the Government Uplift Programme through which 20,000 officers are being recruited nationwide, hopes an increase in officer numbers also means an increase in designated roads policing officers.

'Roads policing must be prioritised'

He fears roads policing has become the poor relation in the police service with a 30 per cent reduction in dedicated roads policing officers in the last 10 years.

"Roads policing has to be seen as an essential part of the whole police service we provide," says Tim, "It is not something that we should choose to do as and when we have the resources or funding, it is something that we have to do 24/7, 365 days a year.

"This has been recognised by the police inspectorate with Her Majesty's Inspectorate of Constabulary and Fire & Rescue Services acknowledging that roads policing is seen as less of a priority than other areas of policing with spending having been reduced by more than a third.

"The report also found that more than half of forces make no reference to roads policing in their crime plans and said there was a clear and pressing need for the Government, police and crime commissioners, chief officers and the College of Policing to recognise the importance of roads policing in reducing deaths on the roads."

The West Midlands Police and Crime Commissioner (PCC), Simon Foster, does highlight the need for more to be done to make the region's roads safer for pedestrians and road users and has set out measures to see how effective the Force is by monitoring road traffic casualties, speeding, driving under the

influence of drugs or alcohol, driving without insurance and incidents of street racing.

Tim explained: "We welcome the fact that the PCC has included reference to roads policing in the Police and Crime Plan for 2021-2025 but we now need to see the Force ensuring that roads policing is covered in its own KPIs, only then will we see this critical area of policing being given the priority it needs and our communities deserve.

"Of course, we are pleased to see that the Uplift Programme is boosting officer numbers but we would also like to see the PCC committing to investing in the equipment, training and facilities that designated roads policing officers need to do their job effectively."

Tim also called for a serious debate over whether roads policing should sit under the Department for Transport rather than the Home Office, becoming a British Transport Police style roads policing unit which could enable it to be better funded.

"Jo Shiner, the National Police Chiefs' Council roads policing lead has ambitious goals for improving road safety but for this to succeed we need to see roads policing prioritised by police leaders across the country, with the right structures, investment, training and resources," he said.

[Read the HMI-CFRS report](#) on roads policing.





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New national chair

West Midlands Police Federation chair Rich Cooke has congratulated new national chair Steve Hartshorn on his election success.

Steve, a National Board member and firearms and Taser lead, was confirmed as the second national chair to be voted in by police officers across England and Wales and took office on 1 April.

Rich said: "We are very much looking forward to working with Steve to make sure our voices are heard and a better deal for policing is secured."

"Steve has expertise in armed policing and less than lethal options like Taser so I'm hoping to work with him to assist with our current local campaigns in particular. Policing has been through a very challenging few years and the Police Federation needs to move forward with a

strong and committed leadership team and a national chair who has a solid mandate and the full support of the membership.

"There is lots of work to be done and the members that voted believe Steve has the vision to steer the organisation in the right direction."

Steve joined the Metropolitan Police in 1995, before moving to the Met's Firearms Command. He became a Federation rep because he wanted to help colleagues that were going through a difficult time.

He said: "I feel incredibly honoured to



**New national chair
Steve Hartshorn.**

have been elected the next national chair of the Police Federation of England and Wales.

"I would like to acknowledge the hard work of Brian Booth and Ché Donald for standing as candidates and running very strong campaigns - they have my respect for being professional throughout.

"My sincere thanks goes to everyone who voted for me, from the National Council nomination stage, to the membership for getting involved in the vote. The level of support and encouragement I have received has helped me through the process and means a great deal to me.

"I am looking forward to working with the National Council, the National Board and our members to seek the very best we can for policing, and with support, I genuinely believe we can make our voices heard to secure a better deal for policing."

Federation calls for award for fallen officers

West Midlands Police Federation has given its full support to calls for a new posthumous award for emergency service workers who give their lives in the line of duty.

Branch chair Rich Cooke said it was important to make sure the existing honours and awards system was updated in a way that adequately reflected the dedication, commitment and sacrifice of the men and women who died in service.

And he said the branch was fully behind a campaign by the Police Federation of England and Wales (PFEW), the Police Superintendents' Association and the Prison Officers' Association which seeks Home Office approval and cross-party support for the creation of a new medal.

The award would be similar to the Elizabeth Cross awarded to the bereaved relatives of members of the British armed forces killed in action.

Rich explained: "We fully support the bid to get the sacrifices made by our fallen colleagues honoured with a new posthumous award. Police officers play a unique role in the communities they serve and often put themselves in danger to ensure others within those communities are kept safe and secure."

"Their willingness to put their own lives on the line to protect others should be properly recognised and a new award would seem an appropriate way of doing that."

"Policing is a family and we rightly honour the memory of our fallen heroes and their families who are never far from our minds."

"A new medal would be a fitting tribute to those who give their lives in such

circumstances."

PFEW deputy national secretary John Partington said: "It is only right we should honour fallen colleagues and support bereaved families. Police officers and other emergency service workers willingly run towards danger while others run away."

"The current awards system does not formally recognise emergency service workers who lose their lives while performing their duties, and all too often formal state recognition is not forthcoming."

"The proposed new medal would not just recognise outstanding individual acts of dedication to duty, it would also mean so much to family, friends and colleagues."

The campaign has also been endorsed by the father of PC Nicola Hughes (23) who was murdered alongside her Greater Manchester Police colleague Fiona Bone in a gun and grenade attack by fugitive Dale Cregan in September 2012.

"Police officers and emergency service workers like Nicola are human beings who go to work expecting to finish their shift then head home to see family. They willingly sign up to serve the public, knowing the dangers they might face. In my daughter Nicola's case she was the tiniest thing, just 5ft tall. When she died, a colleague told me: 'She had the body of a lion cub, and the heart of a lion,'" said Bryn.

"As a society, it is only fitting and right we recognise her service and courage. I am backing this campaign as the creation of a new medal would fittingly honour fallen colleagues, and the families of emergency workers who

have suffered a devastating loss."

"It would mean so much to so many for the Government to officially show formal gratitude to Nicola and others and say 'thank you' to those who are killed because they have gone to work wearing a uniform."

"Although it is now a decade since we lost her, there is not a day that goes by where I don't think of Nicola. Nothing will ever make up for her loss, but this award would bring a large degree of comfort to me and many others and is long overdue."

Former prison officer Bryn played a leading part in the successful campaign to establish the UK Police Memorial at the National Memorial Arboretum in Staffordshire, which commemorates the 5,000 police officers who have died in the line of duty over the years. He also runs the PC Nicola Hughes Memorial Fund to help children whose parents have been murdered.

Former Kent Police officer Joe Holness OBE QPM, who founded National Police Memorial Day after the killing of Kent colleague Jon Odell, is also backing the initiative.

He said: "For some time it has been my strong belief that emergency personnel who pay the ultimate sacrifice should be granted the fitting honour of a posthumous award. This is long overdue."

"The fallen have earned the right to be recognised in this way. They are an example to us all and must never be forgotten."

Nicola and Fiona were the first recipients of the Women in Police Award posthumously when it was launched by the PFEW in 2015.



Izzie

MOTHER OF TEENAGER WITH RARE BLOOD DISORDER THANKS COLLEAGUES FOR 'OVERWHELMING' RESPONSE TO STEM CELL APPEAL

"Thank you, you've given us hope," says the mother of a teenager battling two life-threatening blood disorders after more than 2,300 West Midlands Police officers and staff applied to join the stem cell register following her urgent appeal.

Detective Sergeant Sally Olsen made a desperate plea to fellow colleagues urging them to join the register in hope of finding a life-saving match for her 13-year-old daughter, Izzie.

A number of donation drives were held for West Midlands Police officers and staff, with the final event taking place at Lloyd House in the first week of March.

"I'm overwhelmed with the response we've received so far. It just shows that people are listening to our appeal and want to help, it's reassuring," says Sally, "Seeing how many

'You've given us hope'

people reacted to Izzie's story, I've had former colleagues who I haven't spoken to in years get in touch, well they've all given me hope.

"And this is about others too, not just Izzie. There are so many people out there waiting for a donation, the more people who can join the register the better. I'm asking anyone who can register, please do, it's such a simple act but will have such a massive impact on the recipients and their families."

Although 2,300 people applied for a pack, Sally says the challenge comes in ensuring they send off their swab and complete the registration process.

"I'm calling on everyone who showed an interest in joining the register to make sure you send off your swab. I know we're all busy but sending that swab in means you could save somebody's life," she says.

Izzie, who was diagnosed with two rare blood disorders last year, is hoping to find a 10 out of 10 perfect stem cell match.

Her life is currently centred around regular hospital visits and home schooling, as she continues to fight not only the two blood conditions but also ongoing infections.

"Alongside Izzie continuing with her treatment, she constantly suffers from



Izzie during a hospital stay.

infections, which makes this much harder," explained Sally.

"It's just a waiting game for us now. We're waiting for that phone call to let us know a match has been found."

Last year, a perfect match was found for Izzie but due to last minute health issues with the donor, the transplant was devastatingly cancelled.

“WE KNOW SOMEONE IS OUT THERE, WE KNOW THERE IS A SOLUTION SOMEWHERE. IZZIE GETTING BETTER IS NOT IMPOSSIBLE, WE JUST NEED TO FIND THAT PERSON.”

"We know someone is out there, we know there is a solution somewhere. Izzie getting better is not impossible, we just need to find that person," said Sally.

There are two different ways a person can donate stem cells, either peripheral stem cell donation or bone marrow donation.

Depending on your age, you can register to donate with Anthony Nolan (if you are aged between 16 and 30) or DKMS (if you are over 30 and up until 60, depending on other specific criteria). Both match donors and patients across the world.

If you join the donation register, you will have a 1 in 800 chance of being asked to donate.

Sally concluded: "Your registration could help anyone, anywhere in the world at any time. Being on the register is key to providing a second chance of life to others."

Brian meets the 10-year-old boy whose life he saved

'TO SEE A 10-YEAR-OLD AND KNOW THEY ARE HERE BECAUSE OF YOU IS INDESCRIBABLE' SAYS A FORMER FEDERATION MEMBER WHO DONATED LIFE-SAVING STEM CELLS

A former Federation member who donated his stem cells to a young boy has described the overwhelmingly emotional moment he met the recipient whose life he saved.

Brian Carmichael was able to meet 10-year-old Josiah and his parents, Mary and Fred, in February, five years after he made the donation.

Due to Josiah's family living in America, the meet was done virtually online but Brian says that did not stop him from feeling the love from the little lad and his parents.

"That moment, when I first saw Josiah and his family, I just cried, we all just cried, there were lots of tears. I just couldn't take my eyes off Josiah," says 54-year-old Brian, a father and grandfather of two.

"Mary and Fred kept on calling me their angel but to me, I'm just Brian, from Birmingham, I'm just a normal guy, I love a laugh, I like to dance and occasionally I eat too much. I don't think it's really sunk in what I've done for them."

Brian said that hearing what Josiah and his family had been through confirmed just how important it is for people to join the stem cell register.

"I'm a father, a grandfather, an uncle, a son, so I get it to an extent but I don't think until this happens directly to you, to someone that you love, that you really know just how much of a difference finding a donor can make," explained Brian.

"Meeting Josiah meant that I was not only able to put a face to my recipient but find out his background information too. I could see them, I could feel the love, feel such gratitude.

"Speaking to them, it dawned on me that this was a child's life that we'd been dealing with. When you see a 10-year-old and you know they're still here because of you, it's just indescribable."

Having been diagnosed with a severe blood condition as a baby, Josiah was in and out of hospital since the day he was born.

The one thing that could save his life was a stem cell donation and that donation needed to be a 90 per cent match.

"Mary and Fred said that they went onto



Josiah with parents Mary and Fred.

the list and within weeks they'd got a match but it's not as simple as that. Maybe it's my naivety but I didn't realise that they then had many hours, weeks and months of praying and sleepless nights, waiting to hear if I would be willing to donate and what's more, that I was able to," said Brian, who admits he still gets tingles talking about it now.

Brian was contacted in 2017 and in October that year, he donated his stem cells.

"They just couldn't believe a near-perfect had been found. They kept telling me that we were brothers, family now," added Brian, who has regularly been sharing updates with Josiah and his family and hopes to meet up with his recipient in person one day.

"Josiah is just a normal 10-year-old boy now, with no issues at all, it's brilliant," added Brian.

"It's not until you see that person that you realise just how amazing the whole process of donating stem cells is.

"I just can't wait to meet them in person now. I said to Josiah, all I want from him is to be good to his mum and dad, and live a productive life."

More than ever, Brian is encouraging anyone who is able, to join the stem cell donor register. He is hoping that by sharing his story with the Federation, members will join the register.

Feature continued overleaf

Federation member who donated stem cells urges colleagues to join register

A West Midlands Police Federation member who donated his stem cells last year says he would do it again if he needed to, as he urges colleagues to join the register.

PC Anil Bains says donating his stem cells was “a painless process” and joining the register was easy.

Anil has potentially saved a person's life after his stem cells were found to be a match with somebody who was urgently waiting for the donation.

“It's one of those things, I want to help people as much as I can. It's a great feeling to know you've supported someone,” said father-of-two Anil.

“And the way I look at it is, it takes you giving just a few days of your life to give but you could be giving somebody the rest of their life.

“Now I've donated, my colleagues keep telling me I don't just save lives at work anymore.”

Anil joined the register when he was a student officer and a pop-up donation drive was taking place in the local area.

“Joining the register is just as easy as taking



PC Anil Bains donates his stem cells.

a swab from your mouth,” Anil added.

“And to be honest, I forgot about it, I didn't think I would ever get called back so, when I was contacted, I was shocked.”

All Anil knows about his recipient is that they're from the UK and they're female.

“With them being from the UK, it definitely makes this a little closer to home,” he said.

“And I have a family, a wife, you just never know what can happen in your own life – anyone of us could need a donation.”

Anil has shared his story in hope that other Federation members will join the register, following the recent appeal to find a donor for Izzie, the daughter of West Midlands police officer Sally Olsen.

NATIONAL ASSOCIATION OF RETIRED POLICE OFFICERS



NARPO is a rank-free association of retired police officers, dedicated to improving benefits for its members.

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- **MEMBER SERVICES –** Welfare Support, Car, Health and Travel Insurance, Car Purchase, Domestic Appliances, Trusted Legal Advisors, Mobile Phones, Travel Discounts, Job Opportunities + National/Local Websites, National Magazine, Branch Newsletters;
- **SOCIAL EVENTS –** Keep in touch with old friends and colleagues.

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**www.NARPOWestMidlands.org
www.NARPO-Wolverhampton.co.uk**

Fed members with an alcohol or drugs problem encouraged to ask for help

Federation members who feel they have a problem with alcohol or drugs are being encouraged to access the necessary support in order to help improve their mental health, wellbeing and lifestyle.

Professionals from Aquarius Life, an organisation that works with West Midlands Police to help officers and staff overcome the harms caused by alcohol, drugs and gambling, are reassuring Federation members that support is there if they need it.

Senior specialist advisor at Aquarius Life Tony Glew said: "We're all human, we all have different ways to cope, relax and drinking or alcohol is a quick way of dealing with our emotions. However, sometimes, these can change into a reoccurring habit.

"I help people understand why they are using that substance. I provide them with a safe space to talk."

Tony explained, for example, he finds that people who once used exercise to combat stress and anxiety, start to swap keeping fit for drinking.

"The thing is, some find it quicker to go down the pub and have a drink, than go for a bike ride or to find other ways to deal with stress," he added.

"I help people look at their lives, their history and any concerns they might have. If you think of life as a jigsaw, we talk about all of the different pieces and help people put a plan in place to help them to develop. This might include guidance to other support services too.

"I try to enable people to make their own decisions and look at other coping strategies, both short and long-term. The majority of those I see, end up dramatically

Have you noticed someone that may need support with alcohol, drugs or gambling issues, but you're not sure what to say?

**Make it clear that it's your JOB
Show that you won't JUDGE
Remember not to JUMP AHEAD**



aquarius life

@AquariusTweets



changing their lives."

An anonymous user of Aquarius said: "Tony has helped me immensely. We spoke on the phone for an hour each week initially. Tony could see that I still needed help even though my drinking was under control and our sessions continued as long as I needed them."

Another said: "Tony has helped me to recover from that low. Just by chatting and seeing things in a different way, I am back in control of my life and not worried by those things over which I can have no control. I'm back at work and happy."

Tony admits there is a stigma surrounding mental health and substances (including gambling), but he is hoping to break these down by talking about it more.

"Asking for help is nothing to be ashamed

of," he continued, "A lot of people don't know what our sessions will be like. A lot of people say 'I didn't expect it to be like that,'" he said.

"Often, it turns out, that there may be other reasons behind their drinking such as financial worries, relationship issues or stress and anxiety at work."

Tony explained that Aquarius tries to take a proactive approach, to prevent people from getting to the point when they are really struggling, supporting them by using proven tools and techniques.

"We are aiming to raise awareness of support within the Force for employees and having Aquarius as a resource," Tony added.

"And ultimately, this support benefits everyone, including the service, the person, their families and society."

Find out more about the services [Aquarius Life](#) provides. Alternatively, email Tony.Glew@Aquarius.org.uk to speak to someone directly.

“

I TRY TO ENABLE PEOPLE TO MAKE THEIR OWN DECISIONS AND LOOK AT OTHER COPING STRATEGIES, BOTH SHORT AND LONG-TERM. THE MAJORITY OF THOSE I SEE, END UP DRAMATICALLY CHANGING THEIR LIVES.

Visit St Michael's Lodge for a wellbeing retreat that will leave you feeling on top of the world



WEST MIDLANDS BENEVOLENT FUND MEMBER LILLIE ABBOTT OUTLINES THE BENEFITS OF A VISIT TO ST MICHAEL'S LODGE

Lillie is the diversity and inclusion co-ordinator for West Midlands Police and joined the Benevolent Fund back in December 2012.

Lillie suffers with fibromyalgia, a disorder where changes in the body and brain result in pain messages being constantly fired. Lillie also suffers from spondylolisthesis, which causes back pain from vertebrae moving and pushing against each other resulting in high levels of pain around the whole of her body.

As part of Lillie's membership benefits with West Midlands Police Benevolent Fund, she recently spent five days at the holistic treatment centre with husband Richard. Set in the picturesque Ribble Valley in Lancashire, it provided a much-needed boost to her physical

health and mental wellbeing.

"Having previously stayed at St Michael's I knew the value of a visit to this facility; my health conditions are a life-long battle and having the opportunity to rest and recuperate with treatments tailored to my needs gives me a much-needed boost," she explained.

"Being able to spend a week at this wonderful facility helps me to focus my attention on what I can do rather than what I can no longer do and how to improve my fitness, health and general wellbeing.

"During my stay I was shown new exercises and treatment techniques that I can build into my daily routine at home. The practical advice and exercises are helping me to manage my conditions.

"While some of this treatment is available through the NHS, the long waiting times and limited time you have with a health professional mean it can be hard to keep up with treatment while you wait for your next appointment.

"Therefore, having the opportunity to spend a whole week with the amazing team at St Michael's takes away the protracted wait and enables me to find ways to increase my fitness and wellbeing so that I can feel well and ready to take on the world."

We asked Lillie what treatments and complementary therapies she received while she was there.



"I received daily holistic treatments during my stay which included mindfulness, massage, meditation, access to hydrotherapy, yoga, sauna and, most of all, I enjoyed the peace and quiet at the treatment centre and the beautiful surroundings of the Ribble Valley," she said.

"This really helped me to find my inner peace and take time out to focus on myself and my physical and mental wellbeing. My husband accompanied me for the five days. It was nice to have his support and enjoy his company."

The team and facilities

"The team at St Michael's Lodge are truly amazing. The rooms are beautifully designed. Special consideration has been made to ensure the rooms are fully accessible as well as providing a quiet and relaxing environment where you can truly recoup and re-charge," Lillie explained.

"The staff are second to none, nothing is too much trouble, they are friendly and caring and really want to do everything they can to make your stay as comfortable and beneficial as possible.

"The kitchen staff are fantastic too. They provide beautiful home cooked food three times a day.

"The treatment staff, physiotherapists,

reception, night guard, kitchen staff and back-end staff are all great. You really do feel like you are being looked after. They make sure all treatment is person centred and that your stay is akin to a five-star hotel!"

How did the stay help

"I started the week feeling exhausted, pain levels were through the roof and honestly, I felt lost having worked so hard for so long without a real break. I was desperately in need of some help to get myself back on track. Like so many of us, my visit was even more important after the pressures and challenges of the Covid-19 pandemic," said Lillie.

"I have returned from my week feeling revitalised, with a plan of action to regain my fitness and mental wellness. I feel ready to take on the world again."

Would Lillie recommend serving officers and police staff to join the fund?

"To anyone who is not already a member of this amazing fund, don't think twice. For just £2 a month West Midlands Police Benevolent Fund can offer you so much help and support. There are so many membership benefits that have been carefully chosen to provide you with the best welfare support, not least of all you can apply to visit St Michaels Lodge for a wellbeing retreat, convalescence break or



specialist treatment," she concluded.

"I'm sure anyone who visits St Michael's will leave feeling on top of the world."

If you're a member of West Midlands Police Benevolent Fund you can apply for a convalescence, rehabilitation or a wellbeing break at the state-of-the-art holistic treatment centre, St Michael's Lodge.

The Ben Fund will pay for your four-night stay, all your meals and whatever treatment you require. It's the perfect place for members to visit if they need time away to recover from injury or illness.

Ben Fund chair John Williams said: "The centre offers a diverse programme, completely tailored to meet the individual needs of each guest and with a wide range of treatments are on offer including physiotherapy, holistic therapy and hydrotherapy. It's a great benefit for your £2 per month membership subscription to the Benevolent Fund."

For more details about applying to stay at St Michael's or joining the Benevolent Fund visit www.wmpben.co.uk



Kin pledges to be the voice of women officers

A detective inspector from West Midlands Police has vowed to be the voice of women officers after taking up a regional role on the Police Federation of England and Wales' National Council.

Kin Devi now has the national reserve women's seat for the Federation's Region 3 which covers the West Midlands, West Mercia, Warwickshire and Staffordshire forces.

And she said she wanted to use all the experience and knowledge gained from 25 years' service with the country's second largest force to make a difference for Police Federation members.

Kin explained: "I am a detective inspector and also a mother and I am from an under-represented group so I have experienced many challenges in my policing career to date.

"And I think now, more than ever, with increasing pressures on policing, it is critical that we represent all members' views and concerns both locally and nationally.

"I feel that I will be a strong female voice as I am really passionate about this area of work but also about issues that don't just affect women and require a more corporate response."

As chair of the Black and Asian Police Association within West Midlands Police, Kin already has experience of working very closely with the national Police Federation to address and bring about changes in equality.

And she said she was determined to build on her previous achievements by challenging forces and holding senior officers to account while representing all members.

Kin explained: "I have also been involved in the promotion and development of women in policing and my ambition is to assist female officers to have the confidence in progressing in their roles and to develop and support them to become senior leaders.

"I have recently left my post as detective

inspector, head of investigations, within the Force's professional standards department so I have advised members on matters concerning Police Regulations, grievance and regulation procedures and actions on discipline matters.

"While in role, I led the enforcement education prevention work around abuse of position for sexual gain and this involved supporting many vulnerable female police officers.

"My job also involved challenging inappropriate behaviour and language which undermines the six strands of diversity.

"Being a mother to two young girls, I have suffered gender discrimination and can emphasise how lonely and upsetting this can be.

"I will ensure the close monitoring of those on maternity, sick leave or suspended from duty and keep branch informed of their progress.

"Challenging any inequality through quality and fairness is a must if we are to create a diverse force."

Kin said she believed the biggest challenge to the Police Federation would be trying to regain some of the trust and confidence of members who might have lost faith in the organisation as a whole because of the pressures on policing, the lack of resources and the stresses and strains of modern life.

She explained: "I want to rebuild this trust by representing and supporting members,



making a difference, coming up with ideas, solutions and thoughts by challenging, being visible and contributing my diverse views to discussions and debates in the ever-changing police environment."

Kin followed in her sister's footsteps by becoming a police officer 25 years ago when women from diverse backgrounds were very rarely seen in a police uniform.

"I always thought being female and from a diverse background, it would be a no-go area for us because of the reputation of the police and because of what you saw - you never saw anybody who looked like yourself," she said.

She was initially based on her home patch in Sandwell and now works in the Regional Organised Crime Unit as a detective inspector heading county lines investigations.

But she said she was willing to put in the hours away from her day job because she wanted to make a difference.

"The Police Federation has supported me and I want to give something back," Kin said.

"And I think I'd be a good role model because I do think the Police Federation needs to change in line with a changing world. If we don't become more diverse we are going to be left behind."

“ I FEEL THAT I WILL BE A STRONG FEMALE VOICE AS I AM REALLY PASSIONATE ABOUT THIS AREA OF WORK BUT ALSO ABOUT ISSUES THAT DON'T JUST AFFECT WOMEN AND REQUIRE A MORE CORPORATE RESPONSE.

Rod joins Federation National Council to represent BAME officers

West Midlands Police Federation workplace representative Rod Rose has been voted onto the Federation's National Council and has vowed to ensure all members are treated according to the three core values of dignity, respect and fairness.

Rod has the additional BAME seat for Region 3 which encompasses West Midlands, West Mercia, Warwickshire and Staffordshire.

He said he had a wide remit of issues to take to the council but one key area would be the representation of black, Asian and minority ethnic police officers from across the region.



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He said: "One of my priorities is to get out across the region as much as I can - bearing in mind I have a full-time day job as well - to introduce myself and get to understand what the varying issues are.

"Issues faced by officers in West Mercia might be different to those in Warwickshire but what I am also looking for is general themes among the BAME officers that they might want pushing through."

Rod said he was looking forward to getting to grips with the new position which will include holding the National Board to account.

But he added: "Obviously I am also accountable to all the regional Federation

executives from the four forces - including my own Force, West Midlands - so it is in my interest to meet with them and understand the issues that need taking forward to the National Council."

Rod has been a Fed rep for more than six years and specialises in personnel and equality.

He admits balancing Police Federation work with his day job as a DCI is difficult but said he hoped his new regional role would enable him to devote more time to the Federation.

Rod's career in policing began more than 27 years ago on the streets of Birmingham and, but for a brief stint as a response sergeant in Devon and Cornwall in 2003, he has served with West Midlands Police ever since.

He said: "There are lots of under-represented groups, BAME being one of them, and identifying as a black officer myself I am invested in it."

Rod explained his approach rested on the key principles of dignity, respect and fairness

for all colleagues.

"And it doesn't matter if you're male, female, black or pink with green spots, my overarching aim as a Fed rep is to ensure my colleagues are treated with dignity, fairness and respect.

"My interest around BAME matters comes from the fact that I am a black officer and there aren't many of us in policing.

"Having said that, most of my work is with non-black officers and is actually around disability rather than race issues".

He said: "Also, I am the father of three young black males and growing up in the 1980s I was stopped and searched disproportionately and unfairly and, I now know, unlawfully.

"And the paradox is that I then became the person stopping and searching young males which, when I look back on it, was quite a weird situation to find myself in.

"But I would happily say that I never carried out a stop and search solely based on someone's appearance."

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Police service comes together on suicide prevention

West Midlands Police Federation chair Rich Cooke has welcomed a new joint strategy to reduce the number of deaths by suicide in policing.

A [consensus statement](#), agreed by the Police Federation of England and Wales (PFEW), the National Police Chiefs' Council (NPCC), College of Policing (CoP), Association of Police and Crime Commissioners (APCC), Home Office, UNISON and Police Superintendents' Association, sets out the police service's commitment to suicide prevention.

Rich said progress has been made to reduce mental health stigma but said organisations across policing need to work together on this issue.

"The suicide prevention consensus statement is an important and welcome commitment by the police service," said Rich.

"We've come a long way in terms of reducing the stigma and improving awareness of mental health – but we know there's still a long way to go.

"Working together we can continue to break down those barriers that have prevented our colleagues from seeking support.

"There's still work to do but the stigma around mental health is reducing, attitudes are changing and more officers are saying that it's okay to not be okay.

"And if you are struggling in any way, then the Federation is here for you, to support you, and to guide you to help if you need it."

The consensus statement was developed by [Oscar Kilo](#), the National Police Wellbeing Service (NPWS), which worked with the UK Health Security Agency (formerly Public Health England) to learn from the ambulance service's approach to suicide prevention and provide guidance for policing.

It's been welcomed by national Federation vice-chair Ché Donald.

He said: "While the national consensus statement represents a welcome first step in helping to tackle this issue, it's only the beginning of a more collective approach which we hope will pay dividends in the longer run. Our combined aim is to break down the many existing barriers to help-seeking.

"As a staff association, PFEW has always taken a pro-active approach to the issues around mental health support for colleagues. However, we fully recognise there is a lot more we can all do, both as organisations and as individuals involved in policing.

"Only by working together within the service can we help to transform attitudes, and increase the confidence of those who might otherwise shun the existing support services available for depression and mental illness.

"This means confining some attitudes and language to the past, ensuring colleagues are protected from burnout because of work demands, and providing effective health screening and better support for those in high stress roles.

"It's crucial the service offers the very best care to colleagues and their family members, and that lessons are learnt from every single tragedy, so others don't similarly suffer in the future."

What will happen now the consensus has been agreed and published?

The Officer & Staff Safety Review (OSSR) proposal to improve the way data is recorded on police officer and staff death, serious injury and suicide has been agreed and will be progressed.

The NPWS has funded and commissioned a toolkit working closely with the Samaritans, given their expertise in this area. The toolkit will be made available in spring 2022 to all forces and will also be accessible via the

[Oscar Kilo website](#).

Reference to this toolkit will be included in the NPWS Blue Light Wellbeing Framework, which is completed annually by every force and is requested by [Her Majesty's Inspectorate of Constabulary and Fire & Rescue Services](#).

[More information](#) on the consensus statement.



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Legal Services for West Midlands Police

With over 20 years' experience of working with police, Gorvins have been a leading provider of legal services in all matters arising from relationship breakdowns and disputes concerning children. We understand the importance of family and the impact that a family breakdown can have upon all of those closely concerned and that is why our service (with discounted fees) is offered not just to serving and retired police officers and police staff, but also to their partners and immediate family members.

Part of **our commitment** to supporting those whose vital work supports us all includes a prompt **initial consultation - free of charge**.

We also supply our legal advice to you at a discounted rate and are able to offer a **fixed-fee divorce process**.

Our family & divorce law specialists understand the aspects that particularly impact upon the police with reference to pensions in divorce cases and shift patterns in relation to arrangement for children.

Other Legal Services

- Wills, Trusts and Probate
- Corporate/Commercial
- Personal Injury
- Employment Law
- Insolvency
- Dispute Resolution & Civil Litigation
- Commercial Property

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0161 930 5274

e-mail police-divorce@gorvins.com
or visit us at www.gorvins.com/wmp



WEST MIDLANDS POLICE FEDERATION REPS - JANUARY 2022

LOCATION	REP(s)		POSTING
FEDERATION OFFICIALS			
Guardians House	8474	Tim Rogers	Secretary
	9270	Richard Cooke	Chair
	20428	Chris James	Dep secretary
	9187	Sam Hughes	Dep chair
	9878	Dave Hadley	CaPLO
	4132	George McDonnell	CaPLO
	5583	Cliff Tomkinson	P & E
	4368	Julie Fleming	P & E
WORKPLACE REPRESENTATIVES			
Acoks Green	3249	Lee Howkins	BE NHT
Aston C3 Ops	9694	Roy Teague	Check Blue Pages
	7658	Matt Minton	Check Blue Pages
	5992	Barrie Punshon	Check Blue Pages
Bloxwich	1284	David Keasey	Force Response
	8851	Jason Dooley	FCID
Bournville	6329	Simon Wheeler	NPU
Brierley Hill	8879	Ian Smith	DY NPU
	4993	Rod Rose	FCID
Coventry	24843	Jess Davies	Force Response
	1329	Jason Sayers	L & D
	21420	Suky Bagri	Force Support Unit
	8440	Steve Malone	Neighbourhood
CTU	8979	Simon Price	
	9271	Mark Flynn	
	21352	Sam Staite	
Coventry/Willenhall	2162	Dawn Murkett	NPU
Operations	4413	Aaron Bell	Operations
Edgbaston	6219	Lorayne Brown	Force Support
Kings Heath	20213	Duncan McDonald	OSU
Ladywood	20287	Marcia Francis	PPU
Lloyd House	9996	Jordan Keen	CJU
Nechells	1687	Pete Snape	NHT
	643	Westley Smith	CJU
Perry Bar	20455	Jasdeep Pahil	FCID
	5508	Carrie-Ann Lowe	CMPG
	8137	Raj Kanth	FCID
	7338	Andrew Lavanchy	CMPG
Perry Barr/Custody Suite	21554	Osman Khan	PPU - DV
	5456	Winston Christie	CJS
Stechford	6557	Stuart Whitehead	Force Response
	9900	Curt Wilkins	FCID
	2503	Stacey Francis	Offender Management
	3799	Gemma Griffith	Force Response
Steelhouse Lane	2703	Patrick McBrearty	Reg Cyber Crime Unit
	1566	Kin Devi	ROCU
Sutton Coldfield	4377	Martin Bonser	Neighbourhood
Tally Ho	8178	Wayne Bennett	Organisation & Learning
	6736	Andrea Forrester	Organisation & Learning
Wednesbury	4468	Sue Cheek	Ops - Dog Unit
West Bromwich	501	Glen Foster	Force Response
Wolverhampton	9233	Darren Neville	Organised Crime WV
	21287	Lee Hayward	Force Response
	9152	Michael Woods	CJS
	9104	Ash Forster	FCID
	6979	Jon Nott	
Dudley	1978	Deano Walker	NHT/H & S secretary



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