

Federation NEWS

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Conference 2014

A defining moment in Federation history

"It was the Police Federation that decided we should look at how we can improve what we do. It was the Police Federation that decided the time was right for an independent analysis of how we operate. Not government. Not the media. Us." Steve Williams, former Chair, Police Federation of England and Wales

New top team at the Federation

On the Friday following conference elections were held for the principal officer positions of the JCC. The newly appointed principal officers joining Treasurer Martyn Mordecai were Chair Steve White, Vice Chair Steve Evans, General Secretary Andy Fittes, Deputy General Secretary Andy Ward and Deputy Treasurer Geoff Stuttaford.

More information here
<http://www.polfed.org/aboutus/186.aspx>

Additionally, Hayley Aley, Mick

Hume, Barry Fletcher, Dave Bamber, Vicky Martin, Graham Haygreen, Calum MacLeod, Richie Jones and John Murphy were voted on to the JCC.

Leaving their positions on the JCC were George Gallimore, Steve Garmston, John Giblin, Fiona Douglas-Mullett, Paul Huitson, Ian Rennie, Steve Smith and Steve Williams.

Following Steve White's appointment as Chair, he said: "I am honoured to have been elected chairman of the Police Federation

of England and Wales at such a pivotal time for the organisation. This has been an historic week. We have been given a clear mandate to progress the reforms needed to better represent the hard working police officers throughout England and Wales. We are all committed to the work needed to implement change to the Police Federation. This is not the end of the road; it is the start of the journey."

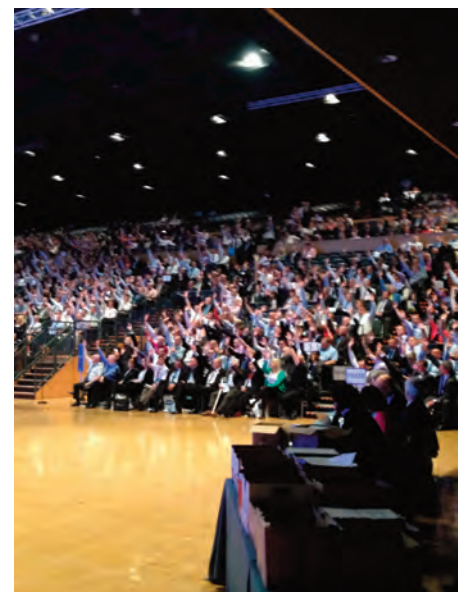
Federation votes for sweeping reforms

The Police Federation of England and Wales has pledged to create an organisation that is 'fit for purpose, open, transparent and accountable' after voting in favour of a motion to take forward recommendations to reform the organisation.

Home Secretary Theresa May delivered a stinging attack on the service at the Federation's annual conference in Bournemouth this week – announcing that public funds to the organisation will cease in August and warned that she would impose reform if the

organisation did not make changes.

But within hours of her speech, Federation members carried on the work they have been doing since the recommendations for reform were published in January, and overwhelmingly endorsed the need for change and reform of the organisation. They accepted the principles contained in the Independent Review of the Police Federation, led by Sir David Normington at the RSA, which the Federation themselves instigated.



Concern that women are being frozen out of the service

The police service will become young, white and male as it becomes a career which is increasingly freezing out women and diversity, predicts the Federation's equality advisor, Jayne Monkhouse, at the women's reserve session at conference. Women are generally leaving after around eight years in the job – when they start to have children.

Women with more than 27 years' service accounted for fewer than 700 officers in 2012

compared with nearly 5,000 men. "There is a very real possibility that the service will become younger, whiter and more male with the cumulative impact of the current changes that are being implemented by forces. The equality impact assessments, where any have been produced, show a lack of appreciation of the value of having a diverse workforce," said Ms Monkhouse.

Forces are increasingly changing shift patterns which

make it impossible for those with dependents to carry on in their roles without any flexible working options. Meanwhile, new promotion frameworks make it more difficult for women to go to the next step to be considered for promotion.

In service fitness tests are impacting particularly on older women. There are very few female officers in senior roles in the service, and none working part-time above the rank of inspector.

Vote opens Federation door to Specials

Special constables can now join the Police Federation and will be able to access to the same support and services as full time colleagues following a decision made by representatives from forces across the country.

At the Police Federation's conference in Bournemouth, a motion was passed which outlines support for Specials to become members – a historic decision in

the organisation's history and one which reflects the increasing number of Specials working alongside regular officers.

Jayne Willetts, secretary of the PFEW Specials working group, said the decision was a turning point: "This is quite astonishing, it was a unanimous decision to support Specials becoming members and that sends a strong message. Specials are increasingly

being deployed and it is only right they have access to the same services as regular officers."

Regulations would have to be changed to allow the move to go ahead but Mrs Willetts said the time was right as Specials are effectively becoming a 'recruitment pool' for forces to take on full time police officers.

Police Federation National Detectives' Forum

This year's Police Federation National Detectives Forum (PFNDF) session at conference consisted of a presentation from the College of Policing about the college's Target Operational Model along with the Professionalising Investigation Programme (PIP) review and its recommendations.

The College's Target Operating Model deals with 'Members' as individuals, not representatives of organisations and bases standards setting on what works, evidence, ethics and integrity while professionalising the policing

environment through accreditation and qualifications.

It also outlines the importance to set standards across the whole policing community to drive consistency and transparency while enabling a greater mobility and transferable skills across police communities.

The presentation also touched upon the model's guide to building public trust, innovative and effective approaches to interact with the public through a range of recognised contact points, and attracting a broad range of people to a career in policing.

The session later moved on to discuss the PIP Review: "To deliver a professional, ethical and effective investigation capability for policing in the 21st Century, providing robust national benchmarked standards maintained and overseen by a Professional Policing Institute".

The review recommendations included standards of investigation in law enforcement, consistency of training, learning and assessment, CPD, operational effectiveness and more.

Senior ranks lack BME representation

Franstine Jones, President of the National Black Police Association addressed the women's reserve meeting at conference with serious concerns that black and ethnic minority officers feel they are being denied promotion and kept in front line posts in order to give the impression of diversity in the service.

Mrs Jones, a diversity officer at

Suffolk Constabulary, said that BME officers are predominantly in the lower ranks and therefore have no power to influence change. As a consequence there is real concern that the service will struggle to fully understand the diverse communities that it serves.

The number of black and minority ethnic officers fell by 2 per cent last financial year

compared with the year before and there were only ten BME chief superintendents in England and Wales at the last count.

Mrs Jones said: "If the service does not allow people up to the higher ranks, which is to the service's detriment because it is not going to change. The leadership has to recognise this."

National rank committees disbanded

Officers have voted to immediately disband all the Police Federation's national rank committees.

An emergency motion to the Police Federation's annual conference in Bournemouth, brought by Greater Manchester Police Federation, stated that the committees should be suspended 'immediately following conference'.

It added that those committees' staff should be 'unified under the joint central committee' and proposed the joint central committee and local joint branch boards then work together as an interim national council – the federation's main decision making body.

Currently, regional boards elect representatives to the three national rank committees – constables, sergeants and inspectors – which then form the joint central committee, the organisation's chief decision making body.

That body also elects the principal officers: chair and vice chair; general secretary and deputy general secretary; and treasurer and deputy treasurer.

The motion went further than the relevant recommendation in the independent review, commissioned by the Police Federation and carried out by former Home Office director general Sir David Normington.

That stated that 'rank committees at local and national level should be removed from the governance and decision-making structure of the Police Federation'.

- The full wording of the emergency motion is: 'That this Conference agrees that immediately following conference 2014 the Rank Committees should agree to suspend their operations and budgets and that staffing is unified under the JCC, with the JCC then operating as the Interim Board working with Branch Chairs and Secretaries operating as an Interim National Council in the spirit proposed in the Independent Review Report.'

Direct entry will threaten the office of constable

Shami Chakrabarti, Director of Liberty, addressed conference with criticism of the coalition Government's reform agenda.

Specifically, Ms Chakrabarti's concerns related to direct entry to the police service and the effect this will have to the office of constable. She is concerned that an 'officer class' will be the result of the direct entry scheme and said: "Politics should not be

intertwined with the office of constable."

In addition to offering words of caution on direct entry to delegates at conference, Ms Chakrabarti also criticised the introduction of police and crime commissioners, stating that it had been a failure when less than 15% of voters turned out in the 41 police regions electing a PCC.



Theresa May tells conference if you do not change, we will impose change on you

There was stunned silence following Theresa May's speech to conference in which she focused on a series of negative stories relating to policing and police officers. She relayed a list of alleged failures and then went on to threaten that the government will impose on the Federation recommendations in the review: "Make no mistake. If you do not make significant progress towards the implementation of the Normington reforms, if the Federation does not start to turn itself around, you must not be under the impression that the government

will let things remain as they are.

"The Federation was created by an act of Parliament and it can be reformed by an act of Parliament.

"If you do not change of your own accord, we will impose change on you."

The Home Secretary also told delegates that Home Office funding for the Federation will cease. It will change the law so that officers have to choose to join the Federation and pay its full subscriptions – as opposed to the current system of opting out.

The Government will legislate to

enable the Home Office to call in all financial records held by the Federation. The Federation will also be subject to the Freedom of Information Act.



Reality of cuts to policing budgets

Nearly two thirds of the public have revealed they would feel less safe in their local area if the government continues to cut police budgets.

The Ipsos MORI poll of 1,828 people, commissioned by the Police Federation of England and Wales and published on the eve of its annual conference earlier this month, showed that 63 per cent of the public would feel less safe if the government continues to cut the funding it gives police forces, leading to fewer police officers.

More than nine out of ten (93 per cent) of the 1,828 people surveyed said the number of police officers was important in affecting how good a job the police service can do. And 55 per cent said their feelings of safety were influenced by

the number of officers available to their local force, with 19 per cent unsure.

Total central funding of the police is projected to fall by around 20 per cent in real terms between 2010/11 and 2014/15, as originally planned in the 2010 spending review. Officer numbers have fallen by 16,000 since 2010.

Other findings:

- + Over three quarters (78 per cent) of the public said they would feel much less safe or less safe if it was agreed that the police stopped dealing with the full range of crimes due to budget cuts.
- + The respondents identified murder/violent crime; sexual crime/rape; burglary of people's houses; and organised crime as

the top four police priorities.

- + The respondents identified illegal betting/gaming; use of cannabis/marijuana; sale of cigarettes/alcohol/pornography to under-18s; and supply of cannabis/marijuana as the four least important areas for the police to focus on.



Police Federation presents £12,000 to Julia's House

On the Eve of the Federation's annual conference in Bournemouth, we were delighted to present a cheque for £12,000 to children's charity Julia's House. Julia's House is the only children's hospice charity in Dorset dedicated to helping life-limited children and their families across the county and in South Wiltshire. Their nurses and carers provide life-changing support for parents and their children both in the hospice and in

their own homes.

They receive less than 10% of their total annual funding from the government. The rest is raised through the generosity of the local community, corporate partners and charitable foundations.

The Police Federation pledged to give £10 per conference delegate to this very worthy charity. With 1,200 registered delegates, this comes to £12,000.

The cheque was presented by our then Chairman, Steve Williams, to Martin and Suzanne Hudson, from Julia's House.



Standing ovation for Chief Superintendent Nick Adderley

A chief superintendent has been praised for his powerful and inspirational presentation, speaking of his anguish following the deaths of two officers on his watch and how he almost quit the service as a result.

Chief superintendent Nick Adderley, the Territorial Commander of the North Manchester Division, addressed the main room at conference recounting the moment he discovered that PC Nicola Hughes, 23, and PC Fiona Bone, 32 had lost their lives at the hands of Dale Cregan on 18 September 2012. The women were killed in a gun and grenade attack as they investigated a hoax burglary in Greater Manchester.

In a poignant address to delegates the officer said the date

would forever be 'seared on his mind'.

"One of the things that haunts me every day is did I do enough to work out the risk assessments," he said. "All the evidence pointed there was no direct threat to officers unless he [Cregan] was caged or cornered."

In painstaking detail, Adderley described the 'outer body experience' he felt as the devastating news filtered through and how, momentarily, he felt powerless. "They're [colleagues] all looking at you to give them the instruction what to do next, it was a lonely place, for that split second I just didn't know," he said. "In my mind I know I have officers shot, inside I'm praying they're not fatally injured. Then suddenly it's time to get a grip."

The officer said he learned many lessons in the immediate aftermath of the tragic incident. The introduction of a shadow team to help the situation did not help and only served to 'confuse the picture'. "What staff and officers need is to know who's in charge, who to go to when they need things doing," he said.



Conference week in the media

During the week of conference there was a significant amount of media interest in the Police Federation. Some of the key issues raised during the week included the results of the Ipsos MORI survey into public perception of policing, reaction to Home Secretary's keynote speech, implementation of various aspects of the Independent Review and the results of the JCC election.

In their capacities as principal officers, then Chair Steve Williams

and then Vice Chair Steve White completed several interviews for print, online and broadcast media, which included;

- Sky News
- BBC News
- News at 10
- LBC Radio
- Express
- 5 Live
- Channel 4
- The Times
- Radio 4
- Police Professional

- Police Oracle
- BBC World Tonight
- The Guardian

During conference the corporate twitter account @PFEW_HQ reached more than 95,000 Twitter accounts and the hashtag for conference #pfewconf14 reached around 50,000 accounts. Additionally, following last Friday's elections 'Steve White', the name of the newly appointed chair, trended for 30 minutes.

Conference photographs courtesy of Anderson Photography

For more on conference, visit [police magazine](#)

Watch archived sessions from conference

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media@polfed.org