

# frontline

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THE MAGAZINE OF HUMBERSIDE POLICE FEDERATION



**'Reform? Ask us  
what we think'** PAGE 3



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### frontline

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# Welcome to our new-look magazine

By *Helen Collier, secretary of Humberside Police Federation*

Welcome to this the first edition of our new-look Frontline magazine; a publication dedicated to news and views affecting all members of Humberside Police Federation.

Of course, this edition is taken up largely with articles about this year's national Police Federation conference in Bournemouth during May but we have also included features about the latest Chief Constable's awards ceremony, the support available at the Police Treatment Centre and also details of our nominee for this year's Police Bravery Awards which this year are being held in mid-July, rather than October.

The new magazine, which will be published quarterly, will form part of a co-ordinated communications programme, designed to keep members up to date with local, regional and national police matters and we hope that, as we develop it over time, members will contribute their own articles about their experiences of working within the Force. We hope you like the magazine – which is also available in an electronic format on our website - and look forward to hearing your views.

Moving on to the national conference, there are just a few points I would like to highlight. First and foremost, I think it is worth noting that conference 2016 marked the end of an era for the Police Federation. It was the final time the conference would be held in Bournemouth and also the last time it would be a three-day event. Next year, in line with the recommendations of Sir David Normington's independent review of the Police Federation of England and Wales, the conference is being held in Birmingham, a more central location, and will run for just two days. Federation branches will also take fewer delegates.

I think, as a result, of this significant milestone in the Federation's history, conference felt a bit flat this year but, having returned to Force and reflected on all that was discussed, I still think there

were some really meaningful sessions.

The update on officer assaults, for instance, was something of a highlight, showing that there had been great progress in this area over the last 12 months but there was still a way to go. Another important session was dedicated to the issue of officer mental health, an area of growing concern than needs to be addressed not just by the Federation but also by line managers, senior officers and the Force as a whole.

But perhaps the most surprising success of conference was the speech given by Sir Tom Winsor, author of Winsor report and therefore a generally unpopular figure for rank and file officers. He showed himself to be a compassionate man, apparently humbled by the experience of attending the funeral of Merseyside PC Dave Phillips, and also someone who did understand the police service, the role officers play in that service and the sacrifice they – and their families – made. I, for one, was left wondering if he would write the same report and make the same recommendations for change if he were to embark on his review process today with the knowledge he has now gleaned.

Moving away from conference, I would just like to pay my own tribute to the hard-working workplace representatives who make up Humberside Police Federation and give up their own time to support colleagues. Given the increased pressures officers face in their day to day lives, the role of the Police Federation representative has never been more vital, or more demanding. As well as supporting members facing misconduct procedures, they often find themselves as the first port of call for a member struggling with a mental health issue or another difficulty so I would just like to thank them for all they do.

Finally, just before conference, a new Humberside Police and Crime Commissioner was elected. We look forward to working with Keith Hunter in the interests of Humberside Police and the communities it serves.



suspects, when assisting with IPCC enquiries. "Confidence that enquiries will be dealt with quickly and confidence that, should they be compelled to discharge their firearm in a split-second life or death situation, they will not automatically be arrested on suspicion of murder."

Steve also led the tributes to the 96 families who lost loved ones at the Hillsborough disaster 27 years ago. He said the tragedy should never and will never be forgotten and led a one-minute silence to remember the victims.

He asked that the mistakes of the past not be blamed on the new generation of police officers.

And touching on cyber-crime and terrorist incidents, he said he welcomed the decision by Chancellor George Osborne not to introduce any further police cuts and his promise to provide the tools needed to do the job.

However, he highlighted that crimes which are rising fastest are those that are under-reported such as online fraud and other cyber-crime and these are the kinds of crime that the police are currently least equipped to deal with.

He paid tribute to PC Sahib Lalli and PC David Phillips who both lost their lives while on duty last year and appealed to Ms May to commit to increasing the sentences of those guilty of assaulting public servants doing their job.

Calling on the Home Secretary to issue Taser more widely, he said: "No police officer should ever go to work with an expectation that they will be injured.

"Fewer police officers means those policing are often without the quick back-up and support needed if a situation turns violent. Taser protects the public; it protects us. It even protects offenders."

He urged: "Don't make chief officers use the already depleted police budget to roll it out. Home Secretary, please give them the extra money needed to do so. Government always finds money when it's needed. We should not put a price on public safety."

## OUR REP SAYS...

*"Steve raised some prominent issues for our members but I don't feel that he drove at the Home Secretary as he has done in previous years; it's not about moaning but about raising Government and public awareness of the impacts of the cuts to police funding. So I think it could have been a bit stronger. Generally, the session needed more oomph!"*

**Paul Yeomans, Humberside Police Federation chairman**

**W**e will work with you, but ask us what we think.

That is the message from Steve White, chairman of the Police Federation of England and Wales, to Home Secretary Theresa May.

In his keynote speech to the annual Federation conference in Bournemouth, he gave his assurance that the Federation would work with the Government to deliver improvements in policing for the public.

But the chairman urged Theresa May to speak to the Federation about reform and invite them into the conversation.

"Policing in England and Wales needs reform, it's crying out for reform, reform to make it more efficient, more effective and more joined up. But it might be worth asking what we think!" he told the Home Secretary.

"Last year you stood on this stage and said 'Join me and work with me to change policing.' We want to be part of the discussion. We would welcome a seat at the table."

The 'Believe in Blue' campaign, launched earlier this year and adopted as the conference theme, was needed, he

explained: "To remind the country, to remind politicians, to remind the media, and to remind the public, what a brilliant job the British police do every single day. And to ask them to stand up and believe in blue. To believe in our men and women in blue."

He said police officers are the glue that holds communities together, explaining: "We offer the public as much help as our resources allow. But, in all honesty, that's a massive under-statement. We are selling ourselves short. Because we do much, much more than our resources should allow. The thin blue line runs ever-thinner, resources are at a premium but it's the police who keep going."

He acknowledged the police must be held accountable for their actions and inactions, but that officers needed to know they would be treated fairly.

He said: "If we are to have any chance of meeting the Government's commitment to increase the number of firearms officers by 1,500 then those volunteering to take such a huge responsibility must have confidence that they will be treated as witnesses, not

# Police need to do more to support victims of abuse

Home Secretary Theresa May has said more needs to be done to protect victims of abuse.

In her keynote speech on the first day of the Police Federation of England and Wales national conference, she addressed a hall of rank and file officers.

While great progress had been made in the past two years, she said there was still a long way to go as victims were still being 'let down' and reports are not taken seriously enough.

She said: "The right skills, training, and commitment to protect the vulnerable are still not held by every single police officer. And while the new powers that we introduced are effective, they are not being used anywhere near as systematically as they could be.

"We continue to see examples of the same shameful attitude that HMIC uncovered in 2013. We know of officers who develop inappropriate relationships with victims of domestic abuse. They have ignored their professional duty and their moral responsibility, and instead abused their position of power to exploit victims.

"We do not know the true scale of this,

but everyone in this room will know it goes on far more than we might care to admit. So today I have written to Sir Tom Winsor to ask HMIC to investigate this issue during its legitimacy inspections later this year."

She continued: "Often, you will be forced to come to terms with abhorrent forms of criminality and look through harrowing images, which can weigh heavily on morale and have consequences for investigating officers' mental health.

"But you must not let increasing caseloads and complex investigations slow improvement or hinder further change. Or let the failure of your superiors to find efficiencies elsewhere pile pressure on officers already stretched and overloaded.

"There is no excuse for investigative teams not being resourced effectively. Because the number of people now coming forward demonstrates just how much was previously hidden, neglected, or ignored, and how many people are now starting to trust the police again."

Ms May touched on the Hillsborough inquest, saying the police needed 'to face up to the past and right the wrongs that continue to jeopardise the work of police

officers today'.

She said: "And let's not forget, when we look at Hillsborough, the principal obstacle to the pursuit of justice has not been the passage of time. The problem has been that due process was obstructed and the police, the custodians of justice, failed to put justice first."

And finally, Ms May announced she will bring forward proposals with the College of Policing to develop minimum training and standards for certain specialist roles and to give the college responsibility to enforce those standards through a system of national accreditation.

"These reforms will mean that, in future, victims can have confidence that the police will take these crimes as seriously as any other. And it will mean that you - as police officers - are not forced to take on the risk and responsibility of investigating crimes for which you have not been prepared or trained professionally," she said.

"And if any of you still doubts whether this is possible - whether policing really can change - just look back at the last six years and consider what you have achieved."

## OUR REP SAYS...

*"The Home Secretary's speech followed a familiar format with no real surprises. She made reference to areas where progress has been slow and said there is more to do. She continues to adopt a coercive approach - if the PFEW does the right thing she will support and not interfere or force issues. Her recognition of reform and continued effort was a highlight but the Q and A session is never long enough. I would describe this session as the same as usual." Jon Cliff*



# Shadow home secretary: I believe in blue



**"I believe in Blue. I believe in you and what you do."**

Those were the resounding words of shadow home secretary Andy Burnham as he addressed this year's Police Federation conference.

Speaking on the first day of the annual conference, he said: "I know that there are thousands of your colleagues out there right now as I speak putting themselves out to keep others safe.

"British policing remains the best in the world - of that I have no doubt."

He said he was saddened to see the 'bedrock of British policing that I am proud

to say was built up by the last Labour Government' being 'slowly hollowed out'.

He quoted statistics of 18,000 police officers, 12,000 of them operational front-line officers, lost in the last Parliament and said those left have found their workloads soaring and pressure intensifying, with over a quarter now working more than 49 hours a week, beyond the legal limit.

He continued: "We are now in the sixth straight year of cuts to police budgets. These cuts come when the challenges of the job are greater than ever before and when the pressures on you are increasing all the time; at a time when crime is changing, becoming

more sophisticated, and starting to rise again; when the terror threat is growing; and when the police are increasingly being left to pick up the pieces from cuts to other public services as the service of last resort.

"So your job is getting harder and, if this wasn't bad enough, there has been a steady stream of revelations about policing practice in the past. So morale is low and no wonder."

Mr Burnham is proposing a package of changes in the Police and Crime Bill that he believes will strengthen victims' rights and police accountability.

He is also seeking to remove the time limit on the period after leaving a force that a retired officer can be investigated for misconduct.

## OUR REP SAYS...

*"I thought Andy Burnham came across well; the prompt and efficient manner in which he answered questions showed his understanding of the issues the police service is currently facing. He also recognises that policing relies on other public agencies which have been cut. But the proposed reform to a timeless window for gross misconduct investigations into police officers who have left the service in addition to deduction and penalties to the pension of those found guilty is a major concern."*

**Graeme Roberts**

# Sir Tom Winsor praises rank and file officers



Sir Tom Winsor, head of HMIC, spoke of his 'enormous respect and admiration' for rank and file police officers and the work they do every day in his speech to the Police Federation conference.

He praised their 'can do' culture and acknowledged the dangers they faced explaining that attending Merseyside PC Dave Phillips' funeral last year had been one of the most moving experiences of his life and highlighting the 'dignity in profound grief of his young family'.

Sir Tom told delegates: "Dave Phillips' daughters will grow up without their father. They will be proud of their father but they will miss him every day - they will live with his memory but not his presence. This is something that everyone needs to keep front and centre of their minds as policing judgements are made."

He referred to a question asked of the Home Secretary about her legacy, saying that this had

prompted him to reflect on his own time as chief inspector at the inspectorate, particularly as he was now halfway through his term of office.

His respect and admiration for policing had only intensified, he explained.

He then went on to outline the key theme of his presentation saying that the aim of HMIC was to make front-line policing more productive and that the PEEL - police effectiveness, efficiency and legitimacy - inspections introduced two years ago marked the biggest ever change to force inspections.

The PEEL inspections, which rank forces as outstanding, good, requiring improvement and inadequate, involve three assessments for each of the 43 forces.

But, he announced that more needed to be done to enable forces to plan for the future. In line with utility companies, that are required to produce Network Management Statements each year to show how they are planning to meet their future demand, forces would now be compelled to prepare their own Force Management Statements annually.

The police, he pointed out, were the most important of all the services since policing affected everyone.

Demand is largely viewed as being about crime, Sir Tom said, but police dealt with far more than crime.

## OUR REP SAYS...

*"Sir Tom has become almost a cartoon villain for the police service, the rogue who stole double time, along with a whole host of other Regs and allowances in the infamous Winsor review. There was a mood in the room prior to his speech, that it would be the Home Secretary all over again and we would be in for a telling off... how wrong we were. It is good to know that he does feel the same passion we do about the our service and commitment to the public. He is not a bureaucrat in an office counting beans but he has a clear view of the demands and the difficulties we face and the importance of the service to the community, though from a slightly different perspective."*

*"I was impressed by Sir Tom and his genuine respect and appreciation of the police service, especially rank and file. The speech was well received by all the delegates and there was a real buzz and discussions in the following break about what he had said. It was a real shame that there was time for so few questions as the question we all want to know the answer to is: "If you knew then what you know about us now, would you have still made the draconian changes in the Winsor report?"*

**Maxine Teasdale**

## 2020 vision - developing specialist capabilities

Making police officers' jobs easier was at the heart of the Vision 2020 digital programme, Giles York, Chief Constable of Sussex Police, told conference.

But, during The Vision 2020 – Developing Specialist and Digital Capabilities session, he said the long-term aim to move evidence to a digital process is a highly complex national issue.

"We currently try to second guess what's going to be needed when we're building case files for the CPS but that has to change as we move into the digital process. That move isn't simple. We are working across great complexities and digital case file transfer for some forces means brown envelopes being passed around," he said.

"The police and the public can catch digital evidence in the first instance so we need to be able to investigate it and pass it on. Following the Shoreham air crash we received around 700 pieces of digital media.

"We had no control over their formats so we know we can't always control how we

receive digital evidence. But we can control our own processes."

Giles also told officers the criminal justice system was investing very heavily in the development of digital case files in order to develop a common platform across the CPS.

Former West Midlands Police Chief Chris Sims, now working on the NPCC Specialist Capabilities Programme, said there are 'genuinely exciting opportunities' for the police service.

"Essentially this programme is about something Steve White talked about earlier - reform that delivers better integration in policing. We need to re-think how critical specialist capabilities can be delivered to the wider policing family because I look forward and recognise that the current 43 force structure is not going to be fit for purpose in terms of delivering that specialist capability," he explained.

The Vision 2020 findings will be presented to the NPCC and PCCs in October.

## 'Police drivers need better legal protection'

Current legislation means police response or pursuit drivers can find themselves being convicted, fined, banned and sacked just for doing their duty.

But Tim Rogers, the Federation's national lead on police pursuits, is heading up a campaign for a change in the law to protect police drivers.

He told conference: "Emergency response drives and pursuits are still measured against the standard of the careful and competent driver. You know, the driver that doesn't drive above the speed limit, through red traffic lights, respond to incidents?"

And he continued: "We are not being alarmist, and I concede that prosecutions in context are few and far between. But spare a thought for Officer Few and Far Between who is mendaciously pursued through the criminal court only to be acquitted one, two, three or four years later and then told 'you were just doing your job'.

"We are merely pointing out what our members, chief officers, MPs and the public need to know. There is a flaw in the system, and a risk to our members - and the public."

Officers' role, training and the expectation of society should, he argued, be considered in law given that they are trained to a standard licensed by the College of Policing.

Details on the difficulties faced by officers when treated as witnesses – making them more vulnerable - rather than suspects were explained by Mark Aldred, a barrister and former police sergeant.

"Don't be misled into thinking the facts will speak for themselves," he cautioned.

He explained the background of other cases where officers found themselves facing criminal charges and also introduced the change of wording being proposed.

Anthony Bangham, the NPCC lead on pursuits, argued that the change should only apply to pursuit not response drivers.

The Federation's campaign for legislative change was re-launched in January this year and it is hoped it will be debated in Parliament in January 2017.



Tim Rogers.

## Taser: an essential bit of kit in preventing officer assaults

Taser needs to be rolled out to all officers who want to carry them, says John Apter, the Hampshire Police Federation chairman who has spearheaded a successful campaign to improve the way officer assaults are handled.

John told conference that body-worn cameras were a fantastic piece of equipment when it came to recording incidents but it did not prevent assaults.

"It's a disgrace to say Taser shouldn't be rolled out further. It is an essential piece of kit. I accept it's expensive, but what's the cost of the safety of officers?" he asked.

He also called for officer safety training to be standardised across all 43 forces in England and Wales and said he would raise the matter with the College of Policing.

"Policing is dangerous and unpredictable, but if you say being assaulted is part of the job then that makes it right, and it is not right," he told delegates in his Wednesday afternoon session at conference.

He drew attention to problems in finding out accurate statistics on officer assaults, questioning the reported figure of 23,000 a year.

"If we are to deal with this issue, we need to identify how big this issue is and, believe me, it's bigger than 23,000 assaults,"



John Apter.

he argued, adding that while he appreciated nothing would prevent every incident, better training and better access to equipment would help."

Work needed to be done with the CPS in relation to sentencing of those found to have assaulted officers while nationwide the roll-out of Hampshire's seven-point plan had also helped improve the support offered to victims of assaults.

John Montague, senior district Crown Prosecutor at CPS Wessex, urged delegates to build a relationship with their local CPS so cases could be better understood.

## Officers need more training to support vulnerable people

Officers need better training in public protection particularly in relation to child, sexual and domestic abuse, the head of the College of Policing told conference.

And he admitted that the college also had to better connect with front-line police officers.

Alex Marshall, CEO, led a Thursday morning session dedicated to an update on the College of Policing and argued for a police licence to practise.

"We are pretty strict about licensing to carry firearms, for example, and those officers are checked each year but in the public protection arena and other high risk areas we are quite weak. Officers do not have a qualification in that area and do not have the protection of a licence to practise. We will look at that," he said.

Alex pointed to a study of the demand placed on forces on a daily basis which showed that on a typical force on a typical day there were 50 arrests and 150 crime reports but it also revealed that in the public protection arena forces were typically dealing with 2,700 registered families, 1,600 domestic violence incidents, almost 1,200 registered sexual and violent offenders and 1,000 children and young people on the 'at risk' register, representing a massive change to the demand placed on forces.

While these were high risk working areas, there was low level support available to officers and they should not be put in these positions unless they had received adequate training.

The college, he stressed, was aiming to support the profession but wanted to do more.

He started his presentation by explaining the college's three main strands of work – knowledge, education and standards.

He was joined for the session by Rachel Tuffin, the college's director of knowledge, research and education, whose theme was passion, patterns and prevention.

In the past, learning had tended to come from one-off stories, incidents which ended up with apportioning blame, but there needed to be a shift towards learning from patterns, noticing when something is going wrong, and then prevention by questioning systems and improving processes.

During a questions session, one representative said: "The college is a long way away from our front-line officers – unless you have got a rose or a crown on your shoulders. The college doesn't have anything to do with front-line officers."

Rachel agreed: "It's a fair challenge and we are trying to sort it out."

## Film reveals the effects of mental health crisis



*Steve White, national Federation chairman, with regional Federation representative Hayley Aley (centre) and Faye McGuinness of MIND's Blue Light Programme and the Federation's Time to Change signed pledge.*

Four officers gave a powerful insight into the effects of mental illness on their lives, both personally and professionally in a film shown as part of a session called "How blue is the thin blue line? Police officers and mental health".

The session relied quite heavily on academic studies, showing a significant increase in officers suffering mental health issues, but it was the stories told by these four officers that had the more lasting impact. One of them said of their force: "I thought they would show me more compassion."

Ché Donald, the national Federation's lead on officer welfare and mental health, said forces had a statutory duty of care to officers and that the Federation should also be on hand to support officers.

"We need to know how many officers are experiencing this and we need to know the reasons why," he said.

Professor Jonathan Houdmont from the University of Nottingham provided statistical evidence underpinning the Federation's calls for more support for officers suffering mental illness.

He led the Federation's nationwide survey on officer stress and mental health in February this year which attracted 17,434 responses and highlighted some of the findings in relation to officers' views on demand and capacity with the majority expressing concerns about staffing arrangements.

He concluded that officers were under pressure trying to balance demand and capacity to meet that demand and said the mental wellbeing of police officers is considerably poorer than that found in the general adult population. A large proportion of officers have sought help for mental health and wellbeing matters and there is scope to improve the training available to line managers so they can offer support to their colleagues.

His interim survey report will be released in September this year with the full report being published in spring 2017.

The session included an outline of the work of MIND's Blue Light Programme by its manager Faye McGuinness, covering its Phase 1 work in reducing stigma and raising awareness, as well as forthcoming Phase 2 work such as the Blue Light Time to Change Pledge.

Stuart Haythorn then gave an overview of the 24-hour Welfare Support Programme which is currently being used by 32 forces to offer support to officers in three main groups: those involved in deaths or serious incidents, those suspended from work or subject to gross misconduct procedures or those thought to be at risk.

The final speaker in the session was Dr Ian Hesketh, the organisational wellbeing adviser at the College of Policing, who offered simple advice to anyone suffering stress or emotional issues: "Don't be afraid to ask for help."

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## Focus on women in policing

In an entertaining and informative conference speech DS Nita Jhanji-Garrod gave an insight into her 29-year career with Greater Manchester Police during Wednesday's conference.

Nita, the Force's first female Asian officer, showed how much the police service has changed in that time but nevertheless revealed the prejudice she had faced along the way in 'The future of women in policing' session.

The service was becoming more reflective of the communities it serves without thinking and that should continue as everyone embraced difference.

"I challenge you to be the change you want to see in the police service," she told delegates.

Earlier in the session, officers heard from an officer young in service, PC Sally Mulvaney of North Wales Police, who said that as a 5ft 2in, petite blonde woman she had experienced unconscious bias from others - suggesting others saw her as not very intelligent and fragile - but she had actually been more adversely affected by her own pre-conceptions.

"Unconscious bias affects how we see ourselves and that can be far more limiting and far more damaging. Glass ceilings do not exist. Unconscious bias is holding women back in the police," said Sally.

She found other people's bias easier to confront than her own - you just had to prove them wrong!

She said: "Don't pre-judge yourself, push yourself because no-one is going to do it for you."

## Getting to grips with an older workforce

With an increasingly older workforce, the police service needs to consider how best to address their needs, Jayne Willetts, the Federation's equality lead told conference.

And, she said that it is an issue that should be picked up by forces and not just fall to Federation representatives.

The double effects of an ageing workforce and changes to pensions - which mean officers are working longer - could mean forces have to learn to adapt to having more officers with disabilities or face more Employment Tribunals.

The session raised issues faced by women going through the menopause with the first panellist - West Yorkshire Temporary Chief Constable Dee Collins - describing managing this in the workplace as the 'last taboo' and calling for more training to raise awareness of its debilitating effects.

She urged women to start the conversation and speak about their symptoms and called on line managers to get better informed. Support is available through the police service Menopause Action Group which she leads.

She said it was important to recognise the benefit of an ageing workforce - knowledge, experience and commitment - and not just see the issues they could bring.

Jamie Mills, general secretary of the Disabled Police Association, explained the organisation's drive for equality of opportunity for disabled people working in policing and said there should be a focus on

ability not difference.

He explained that common problems faced by an older workforce include hearing loss, deterioration of vision and bone and spine degeneration. Changes in the policing landscape had to be considered - people were working longer due to pension changes, there was a lower rate of ill-health retirements, coupled with an increased awareness of conditions such as PTSD, officers were having to work harder under the 'more for less' regime and the job related fitness test, a lack of reasonable alternatives were having an effect.

The final presentation of the session was by Jonathan Keighley and Laura-Jane Fowler of the Federation's in-house legal team who gave an insight into discrimination legislation.

### OUR REP SAYS...

*"Jayne explained that officers unable to fulfill active duties were previously allocated 'back office' or non-operational duties but these opportunities no longer exist. She added that, through lack of training, line managers have little or no knowledge of how to deal with officers who are restricted through illness, age or disability. I think the message is that Humberside Police must continue to implement the solutions suggested by Jamie Mills, ensure training and support for line managers."* **Jon Cliff**

## "Devolution is coming to a town near you"

That was the message on this year's conference opening day from Mark Hinge, managing director of The Bay public affairs.

He said: "This conference will be our first look at devolution - the first time we'll dip our toes in. The Federation is keen to develop this debate because if you think devolution is only an issue for Scotland, Northern Ireland or Wales, you couldn't be more wrong."

Fellow speaker Sir Paul Silk said none of the UK Government's arguments against devolution were robust.

South Wales' Police and Crime Commissioner Alun Michael believes devolved policing in England should be the responsibility of PCCs, to ensure it is delivered

effectively.

He also said if policing is localised in England, the arguments against Welsh devolution would be weakened.

"It would be quite an irony if devolution in England was the catalyst for devolution in Wales," he said.

"Devolution has the potential to improve local policing if conducted effectively," he said.

Another member of the panel, Richard Wyn Jones, professor of Welsh politics at Cardiff University, issued a warning: "So far England hasn't learned from Wales' mistakes.

"In fact, England is about to repeat some mistakes but won't enjoy being able to

recover quite as we have in Wales. So this is quite a serious warning. Comparing England to Wales makes me worry that the UK Government is about to get this wrong."

### OUR REP SAYS...

*"The debate appeared to make it clear that we are a long way from this being fully implemented and that there are significant decisions to be made before any progress is made. This was possibly the least interesting session of the week and feedback from other delegates was that the session achieved little."*

**Graeme Smithy**

# We can tackle our bias, says psychologist

A psychologist told conference this year that bias in any work place, including the police force, is down to the unconscious brain, or large ping pong ball.

Dr Peter Jones said bias is mitigated by contact.

He explained that we are all neurologically pre-disposed to prefer people who look like us and even have similar names to our own. But he said his study and testing of 15,000 people in the UK shows that this potentially damaging behaviour can be unlearned.

"A workplace needs to be both diverse and inclusive. The police force has more gazelles and giraffes than a lot of other places but it needs to be inclusive to allow everyone to take part and get promotion," he said.

Peter said highly diverse, low inclusion organisations, such as councils who boast of staff speaking 168 different languages, actually allow very little opportunity for promotion for those who weren't "the same".

Highly diverse, highly inclusive workplaces, however, showed better staff performance.

"So it's not just about the people – it's

about having the people and allowing them to fairly participate," delegates were told.

He explained that people process information both consciously (slowly, rule driven and limited in resources) and unconsciously (automatically, fast and intuitively driven) at the same time.

He further pointed out: "We all make decisions every day about someone's tie or accent but those decisions are usually made by the unconscious brain, or the large ping pong ball, because the conscious, or small ping pong ball, is too busy processing the basic planning stuff and can't cope with any more information.

"The unconscious sees patterns and makes assumptions so we categorise people without even realising we're doing it. The brain learns to fire and wire information together. This isn't a problem most of the time until it affects the decisions someone is making about a person.

"And when you, as police officers, are tired, stressed, anxious or rushing, the unconscious takes over and those unconscious patterns are what your decisions become based on – for instance, in Stop and Search. Those informal,



Dr Peter Jones.

unimportant layers of commonality form an important bias."

To tackle this, he said: "We can get people tested so they are aware of any bias they may have. We can watch for our triggers. We can get a colleague to deal with something that we know we have an issue with. We can think about decisions and slow them down.

"Having contact with groups in the community mitigates bias, as does actively remembering people's names within those groups. Talk about it and then walk the walk because you can't talk about it and do nothing.

"Be aware of bias and measure it."

Sally Leaman,  
Partner and  
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# Driving home the success of Operation Dragoon

PC Steve Clare of Northumbria Police told conference on Tuesday that Operation Dragoon - the safer roads initiative - is no longer an operation but "business as usual" for his force.

He also said it has shown a definite link between dangerous drivers and criminals.

"Operation Dragoon was set up in 2013 following two separate fatal collisions in Northumbria which were not as isolated or accidental as they initially appeared to be," he explained.

"We thought we would be dealing with young drivers in modified cars but actually, as we developed the concept, it became clear there is a massive link between serial dangerous drivers and career criminals - real nasty people - drug dealers, sex offenders and the like."

He explained that Operation Dragoon is a three-pronged approach to road safety that supports the national policing strategy to ensure roads are safe, secure and efficient.

"The three elements are education, engagement and enforcement. There are similarities between what we're doing and what goes on all around the country but the difference for us is the enforcement - the investigative ability it gives us," delegates were told in the last session of the Tuesday of conference week.

"There was a pattern with the two drivers involved in the Northumbria collisions but no-one was joining the dots up and looking at the bigger picture."

PC Derek Longstaff explained that the new, inexperienced drivers the Force thought the initiative would highlight actually represented the lowest risk category of three identified - high, medium and standard.

"The high risk drivers are usually criminals with a history of failing to stop for the police. These people use their vehicles to endanger not only their own lives but mine and my family's. So I make no apology for saying I hunt them. They are pro-actively



PC Steve Clare.

targeted daily; we will do anything to get them off the roads.

PC Clare added: "Operation Dragoon means we are disrupting criminals. It is a massive tool. Since it has been running there have been 196 arrests, 295 summonses, over 32 years in prison sentences awarded, 115 disqualifications and 163 vehicles uplifted.

"This is a system that works and is effective; not just from a safeguarding point of view but because we all need protecting from these idiots."

## OUR REP SAYS...

*"The inputs were informative, insightful and interesting. A similar operation would benefit Humberside - proactively targeting anti-social drivers. And the linked criminality could lead to reductions in serious RTC and crime. I would encourage the Force to adopt it but money and resources are an obvious obstacle."* Rich Eglan

# Joined up approach needed to help vulnerable people

Photographs showing Holly Wells and Jessica Chapman, Victoria Climbié, Baby P and Daniel Pelka brought home the key message of a conference session looking at how the police service can tackle the new volume of crime involving vulnerable people.

Chief Superintendent Gavin Thomas, the first speaker in the debate, stressed that all agencies working with vulnerable people had to improve information sharing and partnership working.

All too often information was only passed between agencies via a serious case review and rarely at the right time, in the right place and between the right professionals in a way that could prevent a vulnerable victim dying.

"I think policing has done a good job in getting its house in order," he said, adding it must improve further and that protecting children and the vulnerable was the most important job in policing.

He predicted an increase in domestic abuse cases and accepted there were major challenges through child sexual exploitation, elderly abuse and honour based crime to name just a few.

The theme of the session was developed by Gareth Edwards, of the Child Protection Abuse Investigation (CPAI) working group at the National Police Chiefs' Council (NPCC) who talked about the academic support it was using to develop a National Safeguarding Action Plan and a training programme through the College of Policing.

## OUR REP SAYS...

*"Highlights for me were the Vision 2020, Operation Dragoon, HMIC PEEL inspections and assaults on police presentations. Low points were devolving policing in England, as I'm not sure how relevant it is to PFEW, and the future of women in Policing as the last speaker focused on her successes in investigating cyber-crime which had no real link to women in policing. Timekeeping was as expected but there was insufficient time for the Q and A sessions."* Jon Cliff

## Detectives' forum

More than 100 detectives from across the country gathered at the end of a long day at conference for Tuesday's Police Federation National Detectives' Forum (PFNDF) meeting.

Sharon Stratton from the College of Policing gave a summary of the part it is playing in professionalising the role of public protection and trying to standardise training across all forces.

The session began with an explanation of how PFNDF started, what it hopes to do in the future and the success of the annual detectives' awards. PFNDF believes all issues affecting detectives should be passed through the forum.

There was a discussion on the fact that with fewer detectives, those left were now having to do more work and the forum is keen to stand up for them.

# Force commendations

The commitment and dedication of officers has been recognised at an awards ceremony.

Humberside Police honoured officers at a recent commendations event, which was hosted by Chief Constable Justine Curran and saw a total of 44 awards being given out.

Among those who were recognised for their work was **PC Craig Atkin**, who broke his ankle in several places while apprehending an offender.

On 27 September 2014 officers responded to a report of a burglary in Hull and using the 'Find my iPhone' app the items were tracked to being on the move, by bike, in Greenwood Avenue.

Roads policing officer Craig was nearby and anticipated where the offender might be heading so positioned himself in sight of the cycle as it came towards him, ordering it to stop. It was instead accelerated into him, knocking him over. Despite being in pain, Craig managed to hold onto the man until help arrived.

He was commended for his bravery, professionalism and tenacity.

**PC James Grandidge** was commended for his brave and selfless actions in saving a man's life.

James responded to a call that a man had jumped into the water from Drypool Bridge and at the scene crawled over very wet and slippery wooden pier joists out over the river to reach the man, who was struggling to stay afloat in the strong current.

He kept him afloat until Humberside Fire and Rescue arrived and pulled him out of the water.

Without his brave actions, it is highly likely the man would have been dragged under and taken by the fast current and could have easily lost his life.

**DC Mandy Kellington** received three awards, the first alongside **DS Debra Carter**. DC Kellington was commended for her meticulous management of the murder case of Christina Spillane, including the file preparation process, and also for her support to the family, especially the children, during what were very difficult circumstances.

DS Carter was commended for her role in

identifying and tracing key witnesses, which was a real challenge as a number of them had already left the city before the victim was found.

Her second award came alongside **DC Catherine O'Connor**, support officer **Cassie Davies** and **DCI Wendy North**.

The group were involved in the investigation of the death of two-year-old Joshua Barnett who fell into a garden pond at his home in March 2014.

The ceremony heard how, overseen by DCI North, DC O'Connor displayed outstanding professionalism and dedication in supporting the family throughout the investigation and subsequent court case, which saw the mother jailed for five years.

DC Kellington was praised for displaying 'extraordinary sensitivity' as the lead interviewing officer, carefully planning and conducting several interviews, which became pivotal in highlighting inconsistencies in the mother's account.

DC Kellington's final award was for her involvement in a team effort which led to Liam Laverick being jailed for eight and a half years for the manslaughter of his 26-day-old son Tommy-Lee Laverick Whitworth.



PC Craig Atkin



PC James Grandidge



DC Catherine O'Connor, DC Mandy Kellington, DCI Wendy North and Support Officer Cassie Davies, Major Crime Team



In September 2014, Tommy-Lee was taken to Hull Royal Infirmary with injuries doctors believed had not been accidental and he died two days later.

The ceremony heard how DC Kellington diligently managed this case, offering first class support to the family in very difficult circumstances and working with a number of partner agencies.

**DC Brian Coates** was praised for the way he prepared and presented the audio visual evidence and **SIO DCI Phil Gadd** was commended for 'leading this difficult and often challenging enquiry.'

The Major Crime Team's office manager **John Wilson** was praised for his work in collating and managing the large number of medical experts and legal requests made for the trial and subsequent serious case review.

**DC Jason Mullard** and **Det Supt Matt Baldwin** ensured the parents of 22-month old Patience Griffin were brought to justice after their neglect and cruelty left her with life-changing injuries.

Her parents said they didn't know how she got the injuries, but the officers proved she had numerous old, untreated fractures showing a life of abuse and neglect.

They submitted a compelling case to the Crown Prosecution Service and got them to reverse their original decision not to charge. Patience's three siblings were also safeguarded through the family courts.

The parents were charged with child neglect and causing or allowing serious injury to a child and following an eight-day trial they were convicted and were given a prison sentence.

The trial Judge commended the investigation during his sentencing speech.

The pair were commended for outstanding police work and their resilience in the pursuit of justice for this little girl.

**Sergeant Dave Falcus** was commended for his 'outstanding support' which was given to colleagues following the loss of PC Gareth Attwood, who sadly died in a motorcycle accident while off duty in October 2015.

Sgt Falcus was Gareth's first line manager until just a week before his death and, on hearing what had happened, took it upon himself to personally visit every member of Gareth's team to deliver the news. Both he and his team were on rest days at the time.

The ceremony heard that 'his professional but compassionate attitude has enabled the team to continue to operate effectively and has helped them all to cope with this awful event'.

**DC Mark Lilleyman** and **DC Bella Akande** were commended for their role in bringing two men who were involved in the sexual exploitation of girls in the Scunthorpe area to justice.

While on remand the men made numerous attempts to obtain bail to addresses throughout the country and had they been granted bail the victims would have been too scared to continue with the prosecution.

DC Lilleyman researched every suggested bail address and provided reasons why they were unsuitable. He gained the trust of the girls involved and that of their families, keeping them fully informed and supported throughout a difficult time.

DC Akande ensured there was an excellent working relationship with the victims, kept them engaged throughout the whole process and provided invaluable support to the investigation.

In January, one of the men was given a prison sentence and faces deportation at the end of his sentence. His co-accused was deported with immediate effect.

Without Mark's intervention, the defendants would have continued to groom other girls, involve other suspects and would have potentially damaged the lives of many others.

The ceremony was attended by Thomas Martin, High Sheriff of the East Riding, and also commended staff from partner agencies for their work alongside the Force.



DC Mandy Kellington and DC Debra Carter



DC Jason Mullard and DSupt Matt Baldwin



PS Dave Falcus



DC Bella Akande and DC Mark Lilleyman, PVP unit

# PTC offers mental health support



## The Police Treatment Centres

A new mental health programme has been launched to help officers deal with stress and anxiety caused by the job.

The two-week Psychological Wellbeing Programme is available at the Police Treatment Centres, in Harrogate and Auchterarder, and is designed to help patients through times of high stress and anxiety, giving them coping mechanisms to deal with situations.

The programme is designed specifically for serving officers and includes group sessions in stress management, workshops focusing on relaxation, sleep, mindfulness and exercise as well as individual counselling and complementary therapy sessions.

Mark Oxley, head of clinical services, explained: "Research from mental health charity Mind recently revealed that 91 per cent of police personnel have experienced stress or poor mental health while working within the service, and 61 per cent have had personal experience of mental health problems – highest of all blue light services.



"Police are under higher stress, because of lower staff numbers and exposure to stressful situations, and sometimes both personal and professional responsibilities take their toll.

"Attending the treatment centre for such officers provides the necessary support needed in an informal setting, reducing pressures of life and workload to enable them to take the time to learn strategies to improve their psychological wellbeing."

During the programme, a group workshop takes place each day covering topics such as stress awareness, coping strategies, sleeping problems and mindfulness.

A group exercise class will also be offered each day and all officers will be given an induction session to familiarise themselves with the gym equipment available. The exercise classes are suitable for all levels of fitness and will comprise such activities as

**“ Research from mental health charity Mind recently revealed that 91 per cent of police personnel have experienced stress or poor mental health while working within the service, and 61 per cent have had personal experience of mental health problems – highest of all blue light services.**



# Brave officers in line for national award

tai chi, yoga, swimming or walking.

Patients will also sit down with patient advisers who are experienced counsellors and aim to help them find solutions.

Mark continued: "We concentrate on ways forward rather than examining past causes and, the exact number of sessions needed by each officer will vary according to the nature of their issues.

"For some, one session may be sufficient but typically this will take the form of three to four sessions over a two-week period.

"The patient advisers provide a confidential listening ear and a sounding board to help patients make important decisions as well as offering advice and support and signposting them to other support services available.

Complementary therapy sessions are also on offer at the centre. They can have a big impact on emotional wellbeing, helping to clear the mind and provide a sense of comfort and care which can aid the healing process.

Treatments on offer include aromatherapy, reflexology, Swedish massage, Reiki and Indian head massage.

An officer explained how the programme has helped them. "Having attended on the stress programme, it has provided me with knowledge and confidence to take certain practices back home and to work. Everything has been outstanding, being surrounded with officers with similar systems has helped greatly. The medical and non-medical staff have all been refreshing and nothing has been too much trouble. Everyone worked really hard to help."

Each year almost 4,000 officers receive treatment on a residential basis at The Police Treatment Centres. Treatment is provided free-of-charge to officers who make a monthly donation to the charity.

In order to apply for the programme, an application form and two short questionnaires must be completed, to help assess suitability.

Application forms for treatment can be found on the PTC website, or alternatively, forms are available from occupational health units and Police Federation representatives.

If you are not currently making a regular donation to the Police Treatment Centres and would like to do so, or would like more information on the programme, visit the website to find out more

[www.thepolicetreatmentcentres.org](http://www.thepolicetreatmentcentres.org)



*PCs Carol Ashford and Mark Hawley,*

**T**wo Humberside police officers have been nominated for this year's national Police Bravery Awards after putting their lives at risk to apprehend a man threatening to behead his girlfriend.

PCs Carol Ashford and Mark Hawley, who have already received a Chief Constable's Commendation, were put forward for the bravery award by Humberside Police Federation which also nominated them for a community award with the Grimsby Telegraph. The nominations follow an incident on 4 April 2015 when both officers were on patrol in Hull and received a report of a man threatening to behead his girlfriend.

On arrival at the scene, however, they were told by a member of the public that the man was armed with a rifle and heading for Duesbury Street. The officers immediately pursued and confronted the suspect who had a rifle across his chest and appeared to be under the influence of drink or drugs.

Despite the fact that the officers were not firearms trained or equipped with Taser, they attempted to persuade the man to lay down his weapon, as it was around midday and the area was busy with members of the public. In addition, around 35 young children

and their parents were taking part in an Easter egg hunt in a nearby park.

But negotiations resulted in a scuffle as the officers struggled with the man in their attempts to remove the rifle from him. Mark sustained a broken jaw and the man escaped briefly before being arrested in Pearson Park.

Humberside Police Federation secretary Helen Collier said: "Both officers not only displayed courage and bravery but put their own lives on the line by confronting an armed and dangerous male in order to protect the public.

"The man was only eight metres away with a rifle but the safety of the general public was of paramount importance, particularly as it was a busy time of day with the added numbers of children and parents involved in the Easter egg hunt."

Carol, who has served with Humberside Police for 17 years, is based at Hessle Road Police Station and Mark, who has been with the Force for 15 years, is currently stationed at Clough Road. They will attend the 21st Police Bravery Awards ceremony in London on 14 July this year. They will also attend an afternoon reception at Downing Street hosted by the Prime Minister David Cameron and Home Secretary Theresa May.

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0139 Alex Park Grimsby 07838 508180	738 James Staff Scunthorpe 0751 847 1242	
1144 Rich Eglen Beverley 0793 167 0081	1948 Graeme Roberts Scunthorpe 0785 404 0354	Mark Cleghorn Scunthorpe 0781 730 5872
1265 Marcus Liddle OST, Warners Gym 0754 517 1772		5514 Jon Cliff** Clough Road 0797 000 1214 **Also H & S lead**
	1511 Mark Broughton* Custody, Clough Road 0784 360 8772	
2003 Lorraine Summerfield Osbourne St 0791 741 1738	0521 Mark Dunphy Priory 0752 833 0866	5667 Phil North Brough 0781 217 7343
Lee Bragg Clough Road 0770 134 0281	Graeme Smithey The Hub 0759 289 9326	5664 Rob Grunner Scunthorpe 0787 064 1148
2058 Mark Lilleyman PVP, Brigg PS 0778 858 8358		5723 Andy Robinson Bridlington 0783 765 4085
1831 Julie Kitchen PVP Clough Road 0791 710 4840	1534 Helen McGill-Sanderson** Goole 0773 095 3968	5665 Maxine Teasdale Traffic, Melton 0789 443 3150
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