

# frontline

September 2016

THE MAGAZINE OF HUMBERSIDE POLICE FEDERATION



**New PM honours our  
brave officers** PAGES 4 and 5



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**Cover photos:** Our brave officers at No 10 Downing Street. Photos courtesy of Anderson Photography.

## frontline

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# Working for you

By *Helen Collier, secretary of Humberside Police Federation*

It has been an interesting summer to say the least. As a result of the vote for Brexit, we saw David Cameron resign and then, after much political shenanigans, the appointment of former Home Secretary Theresa May as his successor.

Of course, the Police Federation has not had the easiest of relations with Mrs May and it remains to see how the police service will fare now that she is PM. I am sure she will be taking a very active interest as Amber Rudd establishes herself as the new Home Secretary and Brandon Lewis gets to grips with his role as police minister. But let's hope the Police Federation can develop an effective working relationship with these new ministers. I am sure there is not going to be a sudden about face and change of direction in Government policy, however, there are some warning signs that it would do well to heed.

As we have been predicting for some time, crime is rising; the latest statistics prove that. Police officer numbers are falling. That is no surprise to anyone. But perhaps the Government should at least consider the link between those two sets of figures.

The Government has also overseen a drop in authorised firearms officers; at a time when we could really do with more AFOs, not less. The country's head of counter terrorism has admitted that it's a

case of 'when' not 'if' there will be an attack on the UK.

More officers are now being asked to put themselves forward to be firearms trained but, given some of the high profile cases of AFOs involved in shooting incidents, I would not be too surprised if people were not keen to volunteer. Our AFOs must be properly supported by chief officers, forces and political leaders. The Federation will do all it can to ensure that this is the case.

Our role, despite all the political turmoil over the last few months, remains unchanged. We are committed to representing our members, negotiating on their behalf and influencing decision-makers.

This edition of *Frontline* should give you an insight into the work we do on your behalf – our work on the seven-point pledge on officer assaults, for example, our efforts to recognise officers' outstanding bravery, our support for the new Force Menopause Action Group and our critical role in advising members involved in misconduct proceedings. We also give you an insight into the work of our new PCC in our first 'In the hot seat' feature.

Future editions will look at our work in health and safety and equality. Please take the time to read this magazine, give us your feedback and drop us a line if there's anything you would like us to include next time.

## Holiday homes prove a hit

Our new Derbyshire holiday home has been fully booked throughout August.

But there is availability for September and October so please visit the member services pages on the Federation website – [humberpolfed.co.uk](http://humberpolfed.co.uk) - for more details.

The property, which sleeps nine people, has all 'mod cons' and is available to members of our Group Insurance Scheme. Situated in Church Gresley, there are many family attractions nearby as well as the beautiful Derbyshire countryside to explore.

Bookings are also still being taken for our lodge in the North Yorkshire Dales. This sleeps up to six people and, again, is well equipped with Sky TV in the lounge plus a gym and other amenities at the holiday park where it is located.

Prices for both holiday homes start at just £50 per night off-peak so they offer good value for money.

If you would like to book the holiday accommodation, please telephone the Federation office on **01482 653480**. Bookings and enquiries can also be made by popping in to the office or by emailing [hcollier@humber.polfed.org](mailto:hcollier@humber.polfed.org) or [admin@humber.polfed.org](mailto:admin@humber.polfed.org)



# Memorial garden for fallen officers



Families, friends and colleagues can now remember fallen colleagues in a specially designated area at Force Headquarters.

A memorial garden has been built at the Priory Road site to give people a place to take some time to remember former officers who have died on and off duty.

"This area, dedicated to our fallen officers, will mean that their families, their friends and their colleagues can find a quiet spot to reflect on the officers' lives and honour their memory," says Helen Collier, secretary of Humberside Police Federation.

"I hope that it helps provide them with

some comfort and also shows that our former colleagues are never forgotten."

The memorial garden is near the small rear car park at Force Headquarters and was opened with a multi-faith blessing by the Bishop of Hull, The Rt Reverend Alison White. The families of a number of fallen officers also attended the service.

Humberside Police Federation donated a cherry blossom tree for the garden area.

## Annual remembrance service

Plans are well underway for this year's National Police Memorial Day which will be held at St Paul's Cathedral in London on Sunday 25 September.

Helen Collier, secretary, will represent Humberside Police Federation at the event.

"This is a very important date in the policing year," Helen explains, "While the memorial day patron Prince Charles often attends, along with the Home Secretary, chief officers and Federation officials, the most important people at this service are the families of our colleagues who have died in the line of duty.

"National Police Memorial Day gives us the opportunity to show these families that they are still part of the policing family and that their loved one's sacrifice is never forgotten."

## IN BRIEF

### Action on assaults

The Force is set to launch its seven-point plan on officer assaults.

The plan, which follows a pioneering initiative launched by Hampshire Police and its Federation branch, will aim to improve the way in which the Force tackles assaults on officers and staff.

"I have been pushing for this to be launched in-Force for some time now so I am pleased that this is now imminent. It has to be a good thing for both officers and staff who should never see assaults as part of the job and should be treated just the same as any other victim of an attack," says Paul Yeomans, chairman of Humberside Police Federation.

"I believe the plan is now being prepared for a Force-wide communications programme including briefings for all senior managers. It will include a framework for checks and balances to ensure the embedding of the charter will be managed through our communities command under the direct supervision of the senior operational commander as all but the most serious assaults will be investigated within this team."

The seven-point plan includes:

- A commitment that assaults on police officers and staff will be investigated with the same care, compassion and commitment as an assault on a member of the public
- A pledge that an assaulted police officer will never investigate their own assault, and
- An assurance that the Victim Code applies to all victims including police officers and police staff.

There were an estimated 23,000 assaults on police officers and staff during 2015/2016, according to new figures released by the Home Office.

And, for the first time, they include an extra column showing forces' crime recorded data although only 15 forces provided these figures with Humberside not being one of them.

### Pensions ruling

Officers in the 1987 Police Pension Scheme (PPS) retiring with between 25 and 30 years' service could soon be allowed to convert up to a quarter of their annual pension into a tax-free cash lump sum after successful lobbying from the Police Federation of England and Wales (PFEW).

However, the payment will only be at the discretion of chief officers.

To find out more, please visit the Humberside Police Federation website news section at [humberpolfed.co.uk/news](http://humberpolfed.co.uk/news)

Mark and his wife, Jayne, in the garden at Downing Street.

# Historic day for brave Humberside officers

**“Standing outside of the door of the iconic 10 Downing Street with my wife and the fact that while I think it is part of my job, people are genuinely amazed at what I did!”**

These were just two of the many special memories for Humberside PC Mark Hawley of the Downing Street reception that he and fellow officer PC Carol Ashford attended along with all those colleagues nationwide nominated for this year’s national Police Bravery Award.

For Carol, the awards day was: “... a much bigger and grander affair than I imagined and I felt in awe at being in the garden at Downing Street, as if I didn’t deserve it. I was in awe at how ‘normal’ the politicians and VIPs appeared and felt truly special at being selected. They all treated us as the VIPs.”

Both officers are based at Clough Road Police Station. Their nominations followed an incident on 4 April 2015 when they received a report of a man threatening to behead his girlfriend. The man was actually armed with a rifle, appeared to be under the influence of drink or drugs and was heading

## ‘An honour and privilege’

“I have been lucky enough now to attend the bravery awards on behalf of the Chief Constable on two occasions and it is genuinely both an honour and a privilege for me to be there. I know that we have an organisation of extraordinary people who do exceptional things to help the public day in, day out and I think in policing there can be a bit of a tendency to accept what we do as ‘just part of the job’ which is a phrase I often hear used. But the bravery awards just really bring it home to me about how proud we should all be of each other and our service,” says Deputy Chief Constable Garry Forsyth.

“It is incredibly humbling to hear the stories of selflessness, courage and service where colleagues have put themselves in harm’s way to protect the public and, in many cases, undoubtedly save the lives of the people involved. On a personal level, I really enjoy being able to personally thank our nominees, this year Mark and Carol, and their families for their incredible efforts and do everything I can to make it as memorable an event as possible for all involved.”

Carol and husband Mike.

for Duesbury Street, where the officers confronted him.

The area was busy with members of the public and around 35 young children and their parents taking part in an Easter egg hunt nearby. Although they were not firearms trained or equipped with Taser, they struggled with the man to remove the weapon. Mark sustained a broken jaw and the man escaped briefly before being arrested in Pearson Park.

Their day at the national Police Bravery Awards began with a reception at 10 Downing Street on Prime Minister Theresa May's first full day in office - Mark even had an opportunity to say a quick hello to her in the garden.

Mark said: "The house is huge and as you'd expect very opulent. Being stood in front of the famous door with all the cameras and the press there was like being in a film."

Looking back at the events that led to his nomination, Mark commented: "At the time of the incident I wasn't really thinking at all - after all who chooses to approach a man with a gun?! I certainly wasn't thinking of being brave, it was just the job that was in front of me at the time."

For Carol, the incident has had a profound impact: "Being nominated for the award feels somewhat embarrassing, I don't feel brave. It is bitter sweet really, I would have preferred not to have been involved in the incident as it has changed me, but being nominated was special."

After Downing Street, it was off to the Dorchester Hotel for the glittering awards event alongside Deputy Chief Constable Garry Forsyth and Humberside Police Federation secretary Helen Collier.

Carol said: "The evening reception was incredibly moving for me. I have never been in the company of so many top level officers before. The whole reception was impressive,

listening to the stories of the other officers nominated was very moving and brought me to tears several times. Some incredibly brave officers were there and I felt quite humbled at being one of them."

Carol adds: "The DCC was wonderful. I have never had the pleasure of his company before, he was very down to earth and gave me the impression that he was incredibly proud of Mark and I and that we were the focus of the evening.

"A true gentleman who appreciated that although we were there for an award, he appeared genuinely concerned as to our welfare since the incident. He took the time to individually talk with our partners on the effects the whole incident has had on myself and Mark."

Of dining alongside the DCC, Mark remembers: "He was great and made us feel really at ease. The way he managed to 'photobomb' me a few times makes me question how often he does that!"

Mark's guest was his wife, Jayne, and he paid tribute to her support: "She really deserved it more than me, for putting up with and looking after me in the aftermath

of the incident - and still looking after me."

Carol, took her husband, and said: "I'm so glad I went, it made me feel that it wasn't just for me but for my family as well."

She also added a special thank you to Helen Collier: "She looked after us the whole time, made us feel special and that it was our day, not just me and Mark but our partners too. Helen knew I was worried about being in public in uniform, she made sure we were looked after and that we were the focus of the whole affair."

Summarising the day, Carol said: "In short, a truly memorable time, something I feel truly proud of. I didn't want to go initially and was quite concerned about what would happen. I'm so glad I went, it made me feel that it wasn't just for me but for my family as well."

Carol, who has served with the Force for 17 years, and Mark, who has served for 15 years, have already received a Chief Constable's commendation and a Grimsby Telegraph Community Award.

West Yorkshire PC Sean Cannon won the overall national Police Bravery Award after braving a wall of fire to save five people.

# Trio cycle up the £s for COPS charity

Three Humberside police officers joined police officers and staff from other forces for the UK Police Unity Tour - a gruelling and emotional three-day 180-mile cycle ride to raise funds for the charity Care of Police Survivors (COPS).

The tour had added meaning as they remembered Humberside police motorcyclist PC Russ Wylie, who died last year.

COPS cares for the families of officers who lose their lives in the line of duty. It aims to provide survivors with the help and support they need to cope with the loss of a loved one and ensure that they remain part of the policing family.

The Humberside officers - Robert (Bob) Blake, Darren Kirkwood and Helen Mann - started their ride in London, alongside other officers, converging with riders from chapters across the UK at a memorial service at the National Memorial Arboretum in Staffordshire. Each rider rode for a named, fallen colleague, wearing a wrist band in their memory.

Helen Mann, who is based at Melton in the joint specialist operations unit specialising in roads policing, was taking part in the tour for the first time and rode for Russ.

She said: "My decision to take part this year was mainly because our department lost Russ, a friend and colleague, just over a year ago while riding a police motorcycle.

"This affected us all a great deal, as a

police motorcyclist myself, I jumped at the opportunity to raise money for such a worthy cause - COPS, and to be able to present the memorial bracelet to Russ's parents at the arboretum, showing them that Russ is greatly missed and will never be forgotten."

Helen raised £675 and described the moment of cycling into the arboretum as: "Euphoric, but also very humbling and emotional."

Temp Sergeant Bob Blake, also had Russ at the forefront of his mind, and explained: "My family lost an officer last year (PC Russ Wylie) and I became aware of the tour, which is why I decided to participate. I am a regular cyclist anyway, I ride two or three times a week and have recently started cycle racing again after a 20-year break."

Bob added: "My highlight of the tour was the very moving ceremony at the end and meeting Angela Morgan, the partner of the fallen Derbyshire officer Gary Freeman who died in 1994 for whom I rode and receiving her genuine appreciation for what I had done for her; I must admit I didn't realise before meeting her just how much it meant to her."

Bob is based at CSD, HUB, Hessle Road Police Station, Hull. He raised a total of £475 and is planning to take part again next year.

PC Darren Kirkwood from Clough Road Police Station, Hull, was taking part in the Unity Tour for a third successive year and for the second year running was proud to cycle

for PC Greater Manchester Police officer Fiona Bone.

This year he raised more than £5,100 for the charity - bringing the total he has raised



*The Humberside team (left to right) Karen Ford, who years ago, she was a serving officer at the time and Helen Mann and Bob Blake.*





*s Stimpson, whose husband was killed about 18  
retired around four years ago, Darren Kirkwood,*

over the three years to more than £10,000.

He says: "Knowing that everyone involved in the Police Unity Tour is part of the police family is a great feeling. You ride alongside people of all ranks and you have no idea until you ask the few questions such as ...What force are you from? And what do you do? You suddenly realise that for the last 20 miles you have been riding with the Chief Constable of Cleveland or South Wales etc."

Nationally, the ride raised in excess of £50,000 for the charity. Looking ahead, Darren has already committed to ride again next year, and is hoping that, with the support of Chief Constable Iain Spittal, he will be able to start a North East Chapter to ride from the north to the arboretum rather than starting in London .



# In the hot seat



## PCC - Keith Hunter

**In the first of a new series of features, we put 10 questions to a key figure in the Force. This time, it's the new Police and Crime Commissioner, Keith Hunter, who was elected to the role in May this year. Turn-out for the elections was just 22 per cent, so how will he help develop interest in the role and what are his priorities?**

### **1. Why is a PCC important to the people of Humberside, our officers and staff?**

The role of PCC is greatly misunderstood by the vast majority of people, including many politicians, but there's an important job to be done and this impacts upon officers and staff.

The PCC is not a 'man-marker' for the Chief Constable. There are two distinct and separate roles and the PCC does not create another layer of bureaucracy.

There has always been a body holding the police to account but it has often been out of the public eye and the public have had no real opportunity to influence it.

At least most people now seem to understand that if something is going wrong with policing locally there is someone to go to who can respond. If you don't like what they do you can vote to replace them. That is how I got the job and it is an important step in connecting the public to the police. The PCC can be important to officers and staff by setting a 'tone' for policing locally and setting the strategic direction.

When setting a tone for policing it could be, as I have done, making clear that when the Government cuts police funding, it will impact upon the level of service and that should not be mitigated by constantly eroding working rights and conditions of service and driving staff harder to cover gaps created by a political choice, or it could be saying I want the police to be a visible service on the side of the public and not an arm of Government and protector of the

establishment. A PCC who lives these ideals and doesn't just say them will impact upon officers and staff.

### **2. Why will you be a good PCC?**

I bring a lot of relevant experience and success to the role. While I was in the police for 30 years, I don't believe having been an officer is an essential qualification for the role. Sometimes what you have done in the police may bear no relevance to the role a PCC must perform, however, I think my experience was relevant. I spent 10 years as a constable, 10 years working through the ranks and 10 years as a superintendent and chief superintendent. My career was split between uniform and CID with some shorter roles in corporate support and managing projects.

As a senior officer, I innovated and successfully introduced some big change programmes. I became very interested in business planning in policing and designed and delivered some of the big changes to the way Force did its business at a strategic level.

Any pride I feel for my time in the police is not around what rank I achieved, it is because I was successful in all my roles and ranks. Having a verifiable record of actually

delivering success, especially at a strategic level is, I think, a good qualification for a PCC.

Upon leaving the police, I carried out justice reform work internationally as a private contractor on behalf of the UK Government. I maintained contacts in the political scene. I think this allows me to understand policing from a number of different perspectives and gives me a decent set of experiences, skills and networks to try to be a good PCC.

### **3. Turn-out for the PCC election was once again low. How will you make your mark and make people recognise your role is justified?**

There is a balance to be struck in attempting to educate the public as to the role and importance of PCCs. If as a PCC you go to every event you are invited to try to raise your profile you won't have time to do the real work you are paid to do. The really difficult point to address is that the more successful you are in providing a service the public want, the less interested the public will be in the PCC, as they won't see the PCC as someone they need to address deficiencies. All I can do is incrementally try to educate the public, when I do come into contact with them, as to the real importance of the role and try to project a true picture of what PCCs can do.

### **4. During your four years as PCC do you think the number of officers should increase?**

I think the number of officers and staff should increase, unequivocally. The level of cuts to policing is completely unjustified and I will be doing everything in my power to reverse them to the greatest extent possible.

### **5. How do you see the role of the PCC changing?**

There are proposals for PCCs to take over the governance of the Fire and Rescue Service. I'm not a huge fan of this but will watch with interest as others move down that road. I think for PCCs to have more relevance and deliver better outcomes for the public they should have greater responsibility for other aspects of the criminal justice system - probation, CPS, prisons, the courts witness service. This would help create a proper criminal justice system rather than the collection of different organisations, working often at cross purposes, referred to erroneously as a 'system' now.

### **6. What are your priorities?**

My priorities are based around securing the confidence of the public in the police and our partners in delivering community safety. We must listen to the public and try to deliver services in the style they want them, giving them more control over resources are used to tackle their priorities. We need a flexible service, systems capable of capturing community priorities and responding to them on an ongoing basis, and links with partners to deliver a more coherent response. We need to be able identify and respond to

strategic threats without creating a gap between the police and the public. HMIC was quoted as saying recently that the police risked sleepwalking away from community policing. That's ironic, as a lot of that movement has been at the behest of HMIC. Well, it won't happen here while I have this job. It must remain the bedrock of virtually everything the police do.

### **7. How will you meet the budget shortfall?**

Any budget shortfall can only really be met through staff reductions. For the Government to pretend 'efficiencies' can be delivered to save individual forces significant amounts of cash is a deception. Budget cuts are now about service reduction - at a time of increasing demand. I will use reserves to provide additional resource in the short-term but if funding remains as it is or gets worse the longer term trend will remain officer and staff reductions.

### **8. Three months in, have you been out to meet our officers, and if so what are your impressions of operational policing?**

I haven't made it a main priority to go out and meet groups of officers. I have met quite a few through my other travels and meetings and have made a point of meeting the staff associations. Officers have contacted me directly with issues they wanted advice or assistance with and I have done what I could, understanding that I don't have control over officers and staff in the Force. I am fed a lot of information about what is happening 'on the ground' through a number of routes.

The first three months is a very hectic time for PCCs. As that first rush is over, I have now started booking meetings with officers and staff. I should say that I have also drastically cut the number of small local meetings with the public in this first period. I want to get on with the real work and move away from the role being seen as ceremonial, attending as many meetings as possible just to show my face.

Of course, I know what operational policing is about because I did it for so long and, although many things change, the basics don't. Officers are being pushed more than ever before because of cuts and the evolving challenges. Conditions of service are being squeezed because of cuts to police funding. I am going to do what I can to establish some stability and reassurance for officers and staff.

### **9. After speaking to officers, do your priorities match up with what they see as being important?**

Officers' priorities tend to be focussed on their own area of work, their work-life balance and working conditions. While, of course, all police work that is done is important or it wouldn't be carried out, and without a contented workforce performance will never be as good as it could be, my priority is not focussing on any single issue

or group of issues. My priority is about getting the balance right, both within the Force and with the Government and partners, so that we can build a sustainable position which will, over time, lead to a more manageable workload and increased capacity to tackle the most highly prioritised areas. This may sound all a bit woolly to those who think CSE or cyber crime or response or whatever area of policing is THE most important area to focus on or that every effort should go into making staff and officers happy, but experience tells me such an approach is doomed to failure and I want longer term sustainable improvement not a series of 'flash in the pan' initiatives, intended to buy periods of short-term support. The best organisations do things incrementally, almost unnoticeably, and although it doesn't bring the headlines, if done well it will bring success. That is my priority.

### **10. Lots of officers are very sceptical about the role of the PCC – have you been out on operational duty with any of them and how do you plan to change their opinion?**

It isn't just officers who are sceptical about the role of PCC, many members of the public are also. That's because most have literally no idea what the role involves. Any officers who think a PCC is there to address any grievances they have with the Force is going to be disappointed as are members of the public who think I am going to do the things they haven't previously managed to get the police or partner agencies interested in doing for them. I am not the complaints authority.

The PCC has a specific role in commissioning, or ensuring the provision of, policing services and other services that impact upon crime and also those services that victims access. That means I ensure the Force is providing an effective and efficient service that provides value for money but also that others services act in a joined-up way to improve the life of residents in the area. PCCs also help shape the national agenda on policing working hand-in hand with the National Police Chiefs' Council.

I do hold the Chief to account but that is at a strategic level and I really don't get involved in operational matters. I haven't been out on operational duty with officers although I'm quite happy to do so if anyone would like me to join them.

I didn't actually take on this job with the intention of winning anyone over and I have never taken on a job with that intention. If after four years communities feel and are safer and officers and staff feel more contented about their jobs, and the trend in these matters is upwards, then I have done what I came to do. PCCs will win over the sceptical, or not, on delivery not on promises. That is how it should be.

# One per cent pay rise

Police officers have been awarded a one per cent pay rise. But the decision has been met with anger and disappointment by the Police Federation of England and Wales which had submitted detailed evidence to support its claim for a 2.8 per cent pay rise.

The Police Remuneration Review Body (PRRB) announced in July that it had rejected this element of the Police Federation submission.

The PRRB decided, in line with the Federation's evidence, that the pay increase should be consolidated, dismissing chief officers' views that it should be non-consolidated, which would have meant the increase would not have been pensionable.

It also agreed public holiday pay should not be reduced and away from home overnight allowance should be retained.

Steve White, national chairman of the Police Federation of England and Wales, said: "The PRRB clearly hasn't listened to the reasons why we called for a 2.8 per cent increase on pay, however, it agrees with us on almost every other point we put forward.

"The Home Office and Treasury

acknowledge that the UK economy grew by 2.9 per cent in 2014, yet the Government still expects hard-working police officers to further tighten their belts. This will further impact on the low morale among police officers who have told us and the PRRB that they already feel over-worked, under-valued and unappreciated.

"The Government talks of austerity measures, but they clearly apply to some more than others. The bitter irony won't be lost on officers that all public sector pay review bodies have had their hands effectively tied to fit the Government's fiscal agenda and rhetoric of cuts, while MPs themselves enjoyed a pay increase of 10 per cent."

He said police officers perform a vital, extraordinary and unique function in society, explaining: "We run towards danger and threats when others can walk away; we are the emergency service of last resort that people come to when they have nowhere else and no-one else to turn to. Therefore, a one per cent pay increase will feel like a kick in the teeth for the 122,000 dedicated, professional and committed police officers who put the lives and welfare of those we serve ahead of their own."

# Crime up

Two new reports showing a rise in recorded crime and a continuing fall in police numbers show that the Federation was not scaremongering when it said the funding cuts would have consequences, according to the secretary of Humberside Police Federation.

Helen Collier spoke out after the Office for National Statistics (ONS) revealed an eight per cent increase in recorded crime for the year ending 31 March 2016 and also estimated there had been 5.8 million fraud and computer misuse crimes, the first time so-called cyber-crimes have been included in the reported figures.

Meanwhile Workforce Data statistics showed that 3,000 police officers were lost in the last year, continuing the downward trend started in 2009 and bringing the total reduction in numbers to 20,000, and also pointed to a rise in sickness levels with an 11.5 per cent increase in the number of officers on long-term sick leave.

"These figures show a direct link between the cuts to policing which have reduced officer numbers and resulted in an increase in crime. But we should also not forget that policing is not just about crime so what effect the cuts have had on other areas of work – tackling unsocial behaviour and disorder, crime prevention, community partnership working and protecting the vulnerable?" Helen asks.



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# Roadshows roll-out the wellbeing message

A series of wellbeing roadshows have been held in both Humberside and South Yorkshire Police in a bid to show officers and staff the various support mechanisms available and encourage them to access help if they need it.

The roadshows, which will also be held throughout the autumn and winter, have been organised by Chief Inspector Deb Johnstone who is the wellbeing lead across both forces.

“One of the biggest issues I have encountered is communication and getting officers and staff to understand all the different support mechanisms that are available to them and then to trust them and seek the support they may need,” she says.

“There is so much information on emails, websites, briefings and so on that they often miss the information about their wellbeing. This is why we have been conducting roadshows, in order to engage with staff face to face at their places of work. They provide a great opportunity to signpost staff to the different resources and services available to them, while obtaining feedback about their wellbeing and ideas to take forward.

“As part of this initiative, we have included

wellbeing information in the Behind the Headlines publication. I have also attended leadership events and presented the information to our sergeants, inspectors and equivalent staff leaders, so they can be better equipped to support their staff. It is really important that our leaders at all levels understand how to support our staff and the services that are available.”

While there has been a significant amount of work going on to support wellbeing, some extra focus and co-ordination was needed so a joint forces Well-Together Board has been formed. It is chaired by Humberside’s DCC Garry Forsyth and representatives from operational policing as well as occupational health, HR, the Federation, staff associations and corporate communications are all active members of the Board.

Well-Together Board members attended the roadshows along with representatives of the Employment Assistance Programme (EAP) and occupational health who spoke to officers and staff about the service they provide.

The EAP allows you to talk confidentially to a trained counsellor about any issues you may be facing at home or at work, from debt

advice, to health issues, to workplace stress, relationship advice, support during organisational change, bereavement support, child and elder care, and sleep advice (full details are available via the Force intranet). The confidential free helpline number is 0800 328 0357.

This can be accessed by officers and staff members and their immediate family (including their children over 16-years-old). No personal information is provided to the Force. Managers can also contact the helpline to seek advice about how to support their staff.

“The Help EAP service acts as a gateway providing easy access via self-referral to a wide range of free employee advice and support services 24 hours a day, seven days a week. Accessing this first level of timely support may be all that is needed to tackle any concerns, and may reduce demand placed on our in-house services who can direct resources to individuals who need more complex or in-depth support,” says Deb.

## ABOUT OUR WELLBEING LEAD

Deb Johnstone has always been interested in the welfare of staff and the importance of keeping fit and healthy, both mind and body, in order to be the best we can be at work and home, to perform our roles efficiently, but also be healthy for our families.

She explains: “In my early service as a PC with six years’ service in the early 1990s I was diagnosed with suffering from PTSD after being beaten up during a violent disorder situation, so I have personal experience about how stress can affect us and the importance of accepting professional help.

“There was then a stigma attached to seeking help from welfare services, although the help was out there, it was seen as a weakness to access support. I am really pleased that, while there is still some stigma attached to mental health in policing, this has dramatically reduced in more recent years.

“We are seeing officers and staff members feeling supported and able to ask for help and supervisors now have the skills to talk to staff about their mental health. We are still not there yet, but HP and SYP see this as a priority and are certainly committed to providing help and support for their officers and staff.”

## ‘Talking about mental health will help’

The more everyone talks about mental health and the more appropriate support is provided, the better we can all get at looking after our own mental wellbeing and the more able the Force will become in helping us, according to the wellbeing lead.

Deb Johnstone has spoken out after a rise in reported cases of mental health related absence from work not just in policing but also in other public services and the private sector.

“The fact that staff are reporting mental health as the reason for absence enables the correct support to be given, as I believe that historically, some people would have been reticent to have provided that as the reason for them being off work, due in part to the cultural stigma associated with it,” says Deb.

“There are still many challenges in dealing with mental health in the organisation and we have therefore just set up a mental health core group meeting in order to really focus on the mental health of our officers staff and to identify ways of improving their mental wellbeing. We intend to consult them about this in the very near future and so we want everyone to get involved in talking about this.”

Initiatives currently available to support staff and to reduce the likelihood of them suffering mental health or to get help early in order to prevent more serious cases include:

- Help EAP – Employee Assistance Programme (24/7 telephone counselling helpline and wellbeing advice for staff and their families)

- PMAS Wellbeing Zone – an interactive site with lots of advice and a way of tracking progress – available on the Intranet
- Global Corporate Challenge – this is the first year we have taken part and we have had 46 teams from across both forces taking part in this popular 100-day challenge
- Chaplaincy service
- I-resilience tool
- TRiM – Traumatic Incident Management
- Mental Health Peer to Peer supporters – trained by Mind’s Blue Light Programme to provide support to staff
- Psychological Health Surveillance (PHS) programme – annual checks conducted by OH, for identified roles, to help prevent psychological ill health.

Information on all of these initiatives are available via the Intranet under ‘quick links’ ‘well-together’.

Deb added: “If officers are concerned about their mental wellbeing, then I would encourage them to talk about it. This is one of the most important messages to get out, as the more we talk about mental health and mental wellbeing, then the more it reduces any stigmas associated with it. So, talking to your supervisor is a great way to get their support and advice and they can help you access the range of in-house services available. There are also specially trained Peer to Peer supporters across the Force to talk to. You can also make a self-referral to occupational health.”



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# Menopause matters – coffee mornings aim to raise awareness

The menopause could still be “a hidden problem” for most female police officers, according to the Force’s Menopause Action Group (MAG).

The group wants to raise awareness of the issues that menopausal women face and has organised coffee mornings in September which is national awareness raising month for the menopause.

Inspector Maxine Teasdale, joint specialist operations (uniform) for Humberside and South Yorkshire Police and member of MAG said: “Every female police officer will be affected by the menopause and its symptoms which include hot flushes, palpitations, headaches, night sweats, sleep disturbance, fatigue, poor concentration, irritability, mood disturbance, skin irritation and urinary problems.

“The coffee mornings are purely an opportunity for those officers and female staff to come and chat about it. We can offer help and advice, possibly talk to line managers if necessary, but the key message is that no woman needs to be embarrassed. We all just need to talk about it.”

PS Helen McGill-Sanderson, also a member of Humberside MAG, added: “The problem is an increasingly older workforce who obviously have great knowledge and experience but who have additional welfare needs.

“The menopause can have a huge effect on a woman’s physical and emotional health and that will impact on her work and her colleagues.

“It’s important that women have the confidence to talk about the menopause and how it’s affecting them so they’re not discriminated against. Line managers need to be aware of it, be better informed and know what support is available to their staff.”

She added: “The priority is to understand if there is a hidden problem in the Force – if women are suffering in silence. That is what the coffee mornings are for. They are aimed at

women who need a listening ear and maybe advice.”

The menopause was even the subject of a main conference session at this year’s national Police Federation conference for the first time.

Dee Collins, Temporary Chief Constable for West Yorkshire and chair of the National Police Menopause Action Group, described it as “the last taboo” and called for more training and information to raise awareness of its debilitating effects.

“There are 13 million women in the UK currently going through the menopause and seven out of 10 of those report debilitating symptoms. Research showed 72 per cent of menopausal women felt unsupported at work and 50 per cent had not even disclosed their menopause to their supervisor or line manager which put them at risk of disciplinary or absence procedures, yet there is legislation in place to offer protection,” she told conference.

“Common reasons for disciplinary procedures include lack of productivity, absenteeism and even ageism, as women can be reluctant to disclose to male managers the real reason for their absence. This means the organisation will lose talented and experienced officers and staff.

“The police service has made significant strides in supporting its workforce but I believe the menopause and its effect on women’s ability to work is one of the last unmanaged health taboos. Without a cohesive approach to awareness, training and practice, many colleagues may feel isolated and vulnerable at a time when they most need support.”

The Humberside ‘Menopause Matters’

**Menopause Matters**  
Come and have a chat about the **menopause** how we can help you and how to manage the issues **all** women will face  
Open to all female officers and staff  
Don't be embarrassed—let's talk about it  
10am to 4pm  
21st and 29th September  
Police Fed Meeting Room, Kirkella  
**Matters**

coffee mornings will be between 10am and 4pm on 21 and 29 September at the Police Federation Meeting Room in Kirkella.

Helen explained: “Other forces have expressed interest in organising similar coffee mornings and other positive action includes line manager training in the West Midlands which was over-subscribed with officers and staff wanting to attend the course.

“Humberside are looking to bring the good practice in from other forces in and we are discussing with the HR team what benefits can be brought into Force around reasonable adjustment for the menopause.

“The coffee mornings will also be followed up by a survey as a way of gauging how much of a concern the menopause really is in the Force.”

## Force slightly below national average on fitness tests

Just two per cent of officers have failed their fitness test according to figures released by the College of Policing

The latest statistics show an average pass rate of 98 per cent nationwide based on a total of 93,956 tests carried out between September 2014 and August 2015.

In Humberside the pass rates were slightly lower at 96.4 per cent (851 out of 883) with male officers achieving a 98.9 per cent success rate (635 out of 642) and female officers 89.6 per cent (216 out of 241)

“These figures show that the vast majority of police officers are physically fit to perform their duties and serve the public,” says

Helen Collier, secretary of Humberside Police Federation, “But I am a little concerned as it is also clear women and older officers were more likely to fail the test. There must be fairness and equality in the fitness tests, something we, as a Federation, have argued from the outset.”

Nationally, the pass rate for the 67,376 tests on male officers reached 99 per cent, while female officers (23,154 tests) achieved a 95 per cent pass rate.

The City of London Police came top with a 100 per cent record followed by South Wales (99.6 per cent) and then Dyfed-Powys, Hampshire and Surrey (99.5 per cent).

# Part of the solution not the problem

## MISCONDUCT

**People often ask: "What does the Federation do for me?" So in each edition of *Frontline* we will try to give an insight into the work of Humberside Police Federation, its full-time officials and its workplace representatives. This time we focus on Ian Spain, the Federation's misconduct lead.**

**Ian took up the misconduct lead role full-time in June 2014.**

*"I had been doing misconduct representation at all levels for six years prior to that and had the benefit of shadowing some very experienced Federation representatives and lawyers. My predecessor, the excellent Ian Springett, retired from the role and there was a natural vacancy. I was approached to fill it and was voted into position by the Board," says Ian, who was previously equality lead for four years while also working part-time in a busy interview team in Hull.*

*"There is a large, and never-ending, demand on the misconduct team and you need personal resilience and also a close team within the Fed office to keep an eye on you too. I am very lucky to be able to have both.*

*"I have a misconduct team and we do try to develop reps to represent their membership. This has become very difficult to access the reps and get them facility time dependant upon their police role as the Force has constricted. For example, a custody sergeant is very difficult to replace even with weeks of notice and reps do a lot of work in*

*their own time because of this. The Branch Board officials in the office do share the misconduct and they tend to help members in multi-handed hearings as we can manage their availability to a better extent.*

*"I estimate I deal with 70 per cent of the caseload but this varies case by case. I oversee all cases and regularly communicate with the reps to assist and understand the cases as they progress."*

We put Ian under questioning below.

**Have you ever been the subject of a complaint?**

Yes, more than one but all were resolved locally. I have had complaints as a Fed rep too and those again were answered satisfactorily. I do not underestimate the effect that a complaint has on the officer and what I try to do is learn from them on managing the stress and pass on tips to other officers who find themselves in similar circumstances, especially the more serious the allegation.

**Should officers see PSB as the enemy? Please explain your answer.**

PSB is not the enemy. They are mostly Federation members (or retired members) doing a job for the organisation. The issue always is: 'Can the member satisfactorily answer the question?' They are appropriate and do consider and listen to representation especially around welfare concerns and interview location for example. They give full disclosure and in time for the member to be able to seek advice and for the rep to facilitate this.

I do not see any PSB officers rejoicing if a member receives a sanction. It is not the same dynamic as crime where there can be a personal satisfaction in any prosecution. They are fair and approachable and the decision-makers also see the human element of the officers' reasoning. They deal with a lot of malicious and vexatious complaints and use the Notification of Complaint system and refer some to local management where they can. They tailor questions to assist the officer to answer the complaint and allow them to respond. A lot of this work goes on unseen by the wider membership.

**Do officers have anything to fear?**

Officers will be apprehensive, that is perfectly understandable. No-one likes any criticism but, if the officer can explain and justify what they have done, they should have nothing to fear internally. I do have some reservations about the IPCC and national political agendas but that is more from an organisational viewpoint than specifically for every officer to worry about.

The accused officer will be supported by the Fed rep and, if necessary, their legal team. They are never alone and we address any lack of knowledge or concerns they may have. We guide them throughout the process and often after it as well.

**Latest annual statistics (for 2015/2015 released October) from the IPCC show the Force takes an average of 83 days to finalise a complaint case compared to a national average of 102. How can you explain this?**

Some of these cases do take years during which the officer has to try to maintain themselves, remain at work and be productive with the case hanging over them. The Federation has raised this on numerous occasions. Some delays are in-built due to the rules concerning public complaints, appeals CPS and the IPCC. Some delays are due to the Force seeking external legal advice.

**And do you expect a similar performance this year?**

Staffing levels in the PSB have been below what was required for many years but that has now been addressed. It is unacceptable for standard internal misconduct matters to take months, even years and I am assured the performance of the cases are now closely monitored by the supervision in the unit. The impact of the stress of a complaint dragging on is not to be underestimated on the accused officer. The Federation's position is to get a response in as soon as possible after consultation.

The level of bureaucracy is an issue but, for investigations that stay within PSB, we have seen a faster turnaround than before. We had some historic cases that were all hearings and they have now all passed through the system. I expect, and have seen, cases within PSB get dealt with far quicker within the last few months.

**How would you describe your working relationship (between you and the head of PSB specifically but also the wider Federation and the department)?**

Historically, the Fed and PSB were at loggerheads going back many years but this, I am pleased to say, has changed. There is no point at all in being difficult or obstructive

and it is much better to try to understand the other department's view point, decision-making and influence by talking to each other. This was started by my predecessors and is something I am keen to maintain. We are all professional people and we can influence much better if the other party is listening.

I have regular cordial meetings with Chief Superintendent Heaton as head of PSB and we can also call a meeting if a dynamic situation arises, or take emergency phone calls. We are also afforded the courtesy of being told in advance (but not who) if there are plans to arrest or suspend an officer so we can be available to assist the member immediately. We discuss not only individual cases but also wider policy review, implementation of those policies, decisions made and also working together to try to proactively educate officers about not breaching the Standards of Professional Behaviour. The learning of lessons is essential and one we both agree on.

The misconduct reps liaise with the Investigating officers to understand the cases, timetable responses or interviews and to direct them to possible lines of enquiry that might help them. This is efficient for the accused officer and the rep and some of this is helping to bring down the delays in progressing cases.

#### **Are there ways in which this relationship could be improved?**

More of the same really. The more contact between PSB and the Fed reps the better the working relationship is and the better for the member. I found completing the training that the PSB officers receive helped me to understand the processes and constraints especially with public complaints that they face. I have approached the IPCC in the region to see if they would consider the same training as they differ somewhat in their assessment of misconduct to that of the Force and what we feel is appropriate.

The College of Policing is also going to publish some 'Sanction Guideline' similar to the charging standards the CPS work within with aggravating and mitigating factors allowing decision-makers to move up and down the scale. I have fed into this work directly at national Federation level. This is looking to achieve standardisation across the 43 forces. This will help members know what, if any, possible sanction they may be facing and manage their expectations.

#### **What issues do you find are causing problems for officers? And how can officers avoid getting into difficulties with these issues?**

There are many issues that frequently recur. One is the misuse of police computer systems where officers are accessing these but not for a policing purpose. If the check is

not directly linked to the member's role, it should not be made. I think of it as 'need to know, or like to know'. If members have any doubt ask a supervisor or ask PSB for advice first. Another is the use of social media, identifying yourself as a police officer, compromising personal security, and commenting on operational policing or colleagues can all be breaches. A fairly good guiding principle is: 'Would I post that if the Chief Constable was sat behind me as I was typing?'

The use of force is a frequently made complaint and members are much better served if force is used that they make a comprehensive ONB record justifying it as soon as practicable. The Force withdrew the old use of force form as it was deemed to be bureaucratic (except for Taser) and the CPS have asked that officers do not incorporate use of force in basic evidence arrest statements as it is not evidential for court. I have seen many times that an officer is asked to recall in interview a use of force many months later in detail without any original notes. Any inconsistencies may cause the officer difficulties and question their honesty and integrity so I urge them to proactively record initially.

PC Chancer and the contact with vulnerable victims and witnesses I believe was a successful campaign but its importance cannot be over stressed. The public must have the upmost confidence that officers are beyond reproach in this area.

#### **Have there been recent changes to regulations that officers need to be aware of?**

Unless officers are directly involved in the misconduct process, the changes to the misconduct regs is nothing for them to be overly concerned with but we have all seen the public hearings and press reporting thereon. The Federation is up to date and has continuing professional development and seminars in all related areas; Post Incident Management (PIM), for example. The Federation has trained some reps to be able to help members if a PIM is called and they had to pass an exam and refresh the training every year to be qualified to represent. It is too important to allow any mistakes initially and then have lawyers attack the officers later on .

#### **What are your views on public hearings? What effects are these having for the Force, for the officers involved and for the public?**

Public hearings are incredibly traumatic for the officers, many of whom cannot access the exemptions for these to be held in private. If they are dismissed, it has a disproportionate effect on their chances for re-employment as if the press syndicate the story they can go onto national papers. The

search engines, if part of any research or vetting, will also show cases and increasingly open source photographs of officers. This is a recent dynamic and one that we have had to address and prepare members for.

Even if not dismissed, officers who have been through the process can have their cases reviewed by summary by local papers that bring it all up again when they want to move on. We ask members of the public to carry a heavy burden of being police constables and to publicly humiliate them after, in some cases, misjudgments just does not sit right with me. It is telling that the only members of the public who attend these 'public hearings' are members of the press who benefit from selling the stories. However, I do not feel that now they are with us they will ever be repealed. I think they actually detract from the Force's reputation more than any 'transparency of process'. This is also seen when the IPCC directs a hearing when the Force does not feel it would have done on the circumstances of the case. There needs to be a much more closer assessment of what does constitute gross misconduct.

#### **What do you think about the introduction of legally qualified chairs? Do you feel they will bring benefits?**

We have recently had the legally qualified chairs take over the running of the hearings. Their respective backgrounds show in the different styles of how the hearing is conducted. Crime based as opposed to employment based chairs are very different and our legal teams have to represent the member while also assessing any procedural issues that may lead to unfairness. The burden of the Practical Police Voice on the panel now sits alone with a senior police officer who may well have to contextualise the issues at hand. For example, a use of force presented by a text book interpretation as opposed to the cold reality of a real life scuffle where techniques are adapted and attempted but are dynamic. The chair would never have had that experience on the streets nor would the independent third member. There are still appeals to the Police Appeals Tribunal that the legally qualified chairs were supposed to stop.

#### **What advice would you give to someone who is the subject of a complaint or investigation?**

The best advice to anyone subject of any complaint is to seek immediate best advice from your local Federation. We use the process daily and know the Regulations and the stages of any investigation. Whatever an officer says initially will stay with them throughout so come and ask for help, that is what we are here for.

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