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Contact us:

For general divisional enquiries, please first contact your divisional Federation representative as the staff at the office are unable to deal with divisional issues.

You can contact the Federation office as follows:

Write to:

Federation Office

**Pencoed Police House, Heol y Groes,
Pencoed, Bridgend CF35 5PE**

Telephone:

01656 869900

Or you can email us as follows:

office@swpf.org

For other matters, please contact:

Steve Treharne, chair

STreharne@swpf.polfed.org

Internal 21-763

Clare Biddlecombe, secretary and equality lead

CBiddlecombe@swpf.polfed.org

Internal 21-760

Danny Ahearn, case adviser

DAhearn@swpf.polfed.org

Internal 21-764

(Discipline/Upp)

Darran Fenton, health and safety lead

DFenton@swpf.polfed.org

Kay Bennett, general manager

KBennett@swpf.polfed.org

Internal 21-762

(Flint House/Group Insurance Scheme)

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Cover picture: Policing the Wales v Ireland rugby match at The Principality Stadium in Cardiff in March. Wales won the Six Nations Grand Slam.

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CHAIR'S UPDATE

Cuts programme affecting officers and police service

By **Steve Treharne**,
Chair of South
Wales Police
Federation



Welcome to the spring edition of your South Wales Police Federation magazine. The magazine focuses on the very real issues that face us as police officers at a national and local level. Some of the key issues we report on include the results of the latest demand survey, pay, pensions, health & safety and misconduct.

Each of your respective full-time divisional reps has provided an insight into their time within the Federation. It is now nine months since our local Federation reform. This enabled us to place a full-time representative in all four divisions. We are grateful to the chief officers for approving our new model and remain committed to ensuring the new approach works to serve your best interests at a local and Force level. Your divisional reps will assist you whether that is in relation to police regulations, welfare and support, discipline, health & safety or equality. They have considerable experience in all these areas and will promote your interests.

We continue to face challenging times and have done so since 2010, when these draconian Government cuts were imposed upon our great police service. These came at a time when the demands upon you have grown greater each year. South Wales Police continues to perform well in all areas and this is testament to your continued hard work, dedication and commitment. This Government has continually failed to recognise the impact of the cuts on officers and the communities we serve. The data provides the evidence of this failing policy; crime is continuing to rise with devastating consequences for our communities.

With the rise in crime and demand and

faced with fewer officers, it is inevitable your morale is as low as it is. The demands have never been greater and it is unfair and unacceptable for officers to continually work under such pressure. When things go wrong - which unfortunately is inevitable from time to time due to the number of plates officers are spinning - officers are then being subjected to misconduct and performance investigations. It is very difficult to prioritise work as we rush from one thing to another dealing with each call put in front of us. The results of the pressure you face are firmly illuminated within our demand and welfare survey with 84 per cent of you reporting there were not enough officers to do the job.

While the results of the survey are stark, our Chief Constable, Matt Jukes, and PCC Alun Michael are doing everything they can within their reduced finances to limit the impact of the cuts. Mr Michael has obtained above inflationary rises since 2013 undoubtedly placing us in a far better position than would otherwise have been the case. Mr Jukes and Mr Michael can only play with the cards they have been dealt so to speak, with the year on year cuts by the Government. We, as a Federation, firmly blame this Government for the effect cuts have had on you as you continue to do your best for our communities.

Onto some positive news. We are pleased the Force is doubling the amount of Taser trained officers this calendar year resulting in an extra 281 trained officers. There are also plans for the same uplift during 2020. Taser is an essential part of your PPE, providing the necessary protection for the dangers you face daily. We are also pleased that the roll-out of spit guards was approved across the Force.

I am immensely proud of the work and results you achieve on a daily basis. Despite the pressures, demands and dangers you face, you continue to achieve extraordinary results. Please stay safe and look out for each other.

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Federation seeks three-year pay deal as Home Office accused of 'lack of respect'

South Wales Police Federation chair Steve Treharne has hit out at the Home Office accusing it of showing disrespect to police officers.

His comments come after the Home Office was a month later than expected in making its annual submission to the Police Remuneration Review Body (PRRB).

In its own submission, in February this year, the Federation put forward evidence of the need for a three-year pay deal, comprising of a five per cent uplift in police officer pay this year, in 2020/21 and again in 2021/22, as a start on the road to remedying years of below-inflation pay awards.

However, if the three-year deal was not considered possible, the Federation also put forward a claim for a 6.2 per cent rise this year with an increase coming into effect from 1 September.

Details of the pay claim were part of a joint submission to the PRRB with the Superintendents' Association.

But in its PRRB submission the Home Office said it will only make £70 million available. This equates to a pay rise of just 1.3 per cent if spent over a 12-month period, and less than the recent 2.7 per cent increase awarded to MPs.

"It seems incredible to me that the Home Office was so late making this submission to the pay review body," says Steve, "This in itself shows a complete lack of respect but, to add insult to injury, the details of the submission do nothing to reassure us that the Home Office truly appreciates the unique place police officers hold in society.

"Officers are still reeling from last year's pay award – when the Government once again ignored the recommendations of the PRRB. Let's not forget this is a pay review process that the Government itself instigated.

"Yet once more, officers feel disappointed,

disillusioned and unappreciated."

National Federation chair John Apter said: "Even the National Police Chiefs' Council (NPCC) has done better than 1.3 per cent, as its submission includes options of up to 4.5 per cent this year. Given that the NPCC say this, maybe we can take some hope from the fact the Home Office states it will 'undertake another assessment of affordability'.

"We have written to the PRRB to express our anger, disappointment and concerns. However, the Home Office submission itself and its lateness will do nothing to instil confidence in police officers that it takes seriously the pay review process."

The PFEW and Superintendents'

Association submission had eight recommendations:

Recommendation 1: The PRRB require the NPCC to set out a full and proper project plan for pay reform, including a workable level of detail, within a set period.

Recommendation 2: The PRRB insist that the Home Office, NPCC, and staff associations determine which elements of the pay reform should be prioritised, as the NPCC have not actioned this since last year.

Recommendation 3: In the interests of openness and transparency, and achieving appropriate expenditure from the public purse, a full cost benefit analysis of the existing Assessment and Recognition of Competence (ARC) process is undertaken. Only if it can be proved to be worth the overlay in terms of cost and time, should the NPCC proceed with plans for a Higher Skills assessment point linked to pay. Further, consultation regarding any payment associated with the Higher Skills assessment must be undertaken at the Police Consultative Forum (PCF), and a full Equality Impact Assessment undertaken before such assessment is linked to pay.

Recommendation 4: Regarding the targeted bonus payments introduced last year, while the Bonus payments should continue for now, there must be an opportunity to review: the circumstances under which they are paid; the impact on equal pay; and the guidance around their use, perhaps by incorporating more standard criteria.

Recommendation 5: A review is undertaken including both the London and SE Allowances, but that in the meantime the discretionary element is removed from the SE Allowances; all SE Allowances are set at the upper limit permissible (currently £3,000); and that both the London and SE Allowances are uprated in line with inflation.

Recommendation 6: We recommend an across the board pay uplift for the next three years. We seek a deal of five per cent in Year 1, followed by five per cent in each of Years 2 and 3. This would enable the NPCC to demonstrate a commitment to move towards the overall rectification of the gap between current pay level and just pay levels. Should a three-year settlement not be considered possible, then we seek a one-year deal of 6.2 per cent.

Recommendation 7: The PRRB should reject completely the NPCC proposal regarding Police Constable Degree Apprenticeship (PCDA) and Degree Holder Entry Programme (DHEP) progression pay. DHEP progression pay is not within the remit letter. In the meantime, we believe those on the PCDA scheme should progress along the existing constable pay scale, in the way that all other entrants do.

Recommendation 8: Regarding on call, in absence of a full review of the allowance usage and amount, as sought by Winsor, the PRRB, and the staff associations, officers should be paid the same rate as staff members: £29.17 per day. Further, we believe this should be paid to all rank. The next stage of the process was oral evidence sessions.

Legal challenge on 2018 pay award

The Police Federation's application to lodge a Judicial Review over the Government's failure to fully implement the pay review body's recommendation on officers' pay increase in 2018 has been accepted.

A hearing is likely to be heard in the summer.

National Federation secretary Alex Duncan said: "We welcome this positive news and will now be working hard to prepare and plan for this important issue."

The Police Remuneration Review Body had recommended a three per cent rise

from September last year but the Government only awarded two per cent, though the Federation has argued this is only worth 0.85 per cent in real terms.

At the time of announcing the Federation was seeking legal redress, national Federation chair John Apter said: "Police officers must be treated fairly and have confidence that any independent pay recommendations will be accepted in full by the Home Secretary.

"I know the deep sense of anger felt by many of our members about the way they

have been treated. This is why we have taken this action and make no apology for doing so. Doing nothing was simply not an option and it is right and proper that we legally challenge this unfairness."

■ The 0.85 per cent is derived from the fact that only one per cent of last year's two per cent increase was consolidated. That one per cent has now been removed by the Government for this year's pay award so, taking into account pension contributions, the actual uplift is worth approximately 0.85 per cent to constables.

Spit guards: officer safety has to be a priority

South Wales Federation chair Steve Treharne says officers have every right to use spit guards to protect themselves from being spat at and bitten.

Steve's comments come after human rights group Liberty issued a statement about the roll-out of spit guards by police forces, saying they should be 'relegated to the past'.

"What about police officers' rights?" said Steve. "Surely police have the right to go about their work without being bitten or spat at?"

"Spitting phlegm or blood, or biting an officer is degrading, disgusting and dangerous. The personal impact of being subjected to that must not be underestimated.

"Many officers have had to undertake anti-viral treatment as a result, and this impacts on them and their families.

"Officers will always have to justify using spit guards but, unfortunately, they have become the reality of modern-day policing. With what my colleagues are facing as they go about their duties, spit guards are an essential part of police protective kit.

"Officers are trained in their use so that

the detained person's safety is a priority. But officers' safety must also be a priority."

Liberty, in its statement, said spit guards should not be used by the police.

It said: "At least 30 police forces in England and Wales now use spit hoods. They are dangerous, degrading and unjustified. They have no place in the future of policing and must be relegated to the past."

National Federation chair John Apter has published an open letter in which he invited Liberty to a session in which officers are trained in the use of spit guards.

"Prior to spit guards being issued, a person who was biting or spitting at officers would either be put on the ground or restrained with their head forced down,"

John said.

"The application of a spit guard uses less force and prevents the act of spitting or biting from continuing. Officers will always have to justify their use.

"Your blanket statement that spit guards must not be used offered no alternative, it would either be use more force or for the officer to allow themselves to be spat at or bitten.

"In your statement you claim that the use of spit guards are dangerous and can be attributed to a number of deaths. The examples you use are from the USA, where like Taser, spit guards are used in a very different way. The training given to officers ensures the detained persons safety is a priority."

“ SPITTING PHLEGM OR BLOOD, OR BITING AN OFFICER IS DEGRADING, DISGUSTING AND DANGEROUS. THE PERSONAL IMPACT OF BEING SUBJECTED TO THAT MUST NOT BE UNDER-ESTIMATED.

Welcome increase in numbers, but we still need more officers

Federation chair Steve Treharne says a 2.3 per cent increase in officer numbers over the last year was not enough to properly serve the communities of South Wales.

The Home Office's new Police Workforce Statistics revealed that in the 12 months to September 2018, South Wales' officer numbers rose by 65 from 2,890 to 2,955.

In the six months from March 2018 to September 2018, the numbers rose from 2,916 to 2,955, a 1.4 per cent increase.

Steve said: "While we have to be grateful to see an increase in our officer numbers, it is not enough to properly serve our communities.

"We need proper investment in policing

to allow forces to recruit more officers so that we can fight and prevent crime, protect the vulnerable and keep order.

"We also need to ease some of the pressure on our members, who are having to take on an ever-increasing workload to meet the demand for their assistance."

Across Wales – which also includes the Dyfed Powys, Gwent, and North Wales forces – officer numbers rose by 253 or 3.8 per cent from 6,690 to 6,943 in the 12 months to September 2018.

Across the whole of England and Wales in the same period, there was an increase of 0.4 per cent.

Commenting on the statistics, John

Apter, national Federation chair, said: "This isn't a cause for celebration. This is a miniscule increase and this report does not include data about those leaving the service and does not undo the damage caused by the reduction of the thousands of officers we have lost over the last eight years.

"I would be interested to see if this minute upwards trend continues; I suspect it is merely a blip and in any case it is not enough to compete with the increasing rate of violent crime. Tackling this level of violence needs an immediate re-think and we sincerely want to work with Government to help turn this around."

Officers' welfare concerns aired in national survey

More than four out of every five members of South Wales Police Federation believe there are not enough officers to police the Force area properly.

That is a shocking statistic in the Federation's new demand, capacity and welfare survey.

A staggering 84 per cent of South Wales members said there were not enough officers to do the job properly; a total of 69 per cent said their workload was too high or much too high; 63 per cent reported often or always crewing alone and 55 per cent reported never or rarely being able to take their rest entitlement.

Federation branch secretary Clare Biddlecombe said the survey paints a picture of a service that has been devastated by Government cuts.

"These figures reveal a bleak picture," Clare said. "Years of cuts have left policing stretched to breaking point and are putting our members' health and wellbeing at risk."

"The public will be staggered to hear that more than half of officers never or rarely take their breaks and that the vast majority feel there are not enough officers to properly police our communities. Our members and the public are now being put at risk by these cuts."

"It is time the Government properly funded and properly resourced our police service for the good of our communities, and for the good of the dedicated people who serve them."

The survey, which is the only national policing survey of its kind, was undertaken by the Police Federation of England and Wales and saw more than 18,000 officers from the rank of constable to chief inspector give their views on the demand currently experienced by the service and how this has affected them.

This is the second time this survey has been conducted, the first being in 2016.

Nationally, the results show:

- **Almost every police officer has been exposed to at least one traumatic experience in their career, with 61.7 per cent saying they had experienced at least one of these types of incident in the last 12 months.**

- **79 per cent of officers say they have felt feelings of stress and anxiety within the previous 12 months with 94 per cent of those saying these difficulties were caused or made worse by their job.**

National Federation vice-chair Ché Donald said: "The police service's most valuable resource is its people and these results should be a huge red flag to the Government, chief constables and the public."

"Officers are stressed, exhausted and consistently exposed to things people should never have to see – and these results show just how much it is taking its toll."

He added: "I compel the Home Secretary who claims he gets policing to read this report and act on it and when he is finished reading it, share it with the Treasury. We need more money, more resources and more officers, so this public safety emergency can be addressed, and the pressure on officers eased before it is too late."



Putting officers' health and safety to the fore

Darran Fenton, the South Wales Police Federation lead and Central BCU representative, gives a round-up of health and safety matters affecting members

Mercedes Sprinter personnel carriers

Around two years ago, the Force took possession of the new, long wheelbase Mercedes Sprinter personnel carriers.

They are excellent PSU carriers and have plenty of room inside for officers and kit. As well as racking for equipment and bags, there was also a prisoner cage in the rear to allow them to be used as station vans for carrying prisoners back to custody suites and so on when they were not being used as PSU carriers.

Unfortunately, the design of the cage has not met operational officers' requirements and they told the Federation it was leading to officers being assaulted.

We have also represented a response officer accused of assaulting a detainee while trying to remove them from the cage, which the officer demonstrated was very difficult.

A number of issues with the cage were included in an assessment report that I conducted towards the end of 2017 and which can be found on our website. The two main concerns are the cage's small dimensions which is not conducive to properly contain prisoners. There is also a large step to access the cage from the rear of the van and no room for escorting officers to place detainees inside safely. Officers have to be let go of detainees so they can get themselves into the cage and this lack of control causes danger to the officers.

Over a six-month period, Eastern BCU Federation representative Emma Sainsbury and myself worked to highlight the issues officers were having and raised them with SMTs. We also ensured officers who were assaulted or subject to attempted assaults while using the cage told their supervisors who would in turn complete F64 reports.

The reports were provided as evidence by Emma to the Force vehicle user group and its chair determined the cages

presented an unnecessary risk to officers and members of the public.

As the issues were now known and had been documented and reported on, any future assaults on officers or injuries to detainees became foreseeable and mitigation was needed by the Force to prevent similar incidents.

The chair decided the PSU carriers would be withdrawn from use in BCUs in phases and would be stored centrally for sole use of PSUs. In time, BCUs will have their carriers replaced by more appropriate vehicles for prisoner transport.

As police officers we are all aware of the need to gather relevant evidence to present cases to the CPS so they can make informed decisions. This case is no different and the evidence gathered from the F64s assisted in this decision.

Yellow 'TAC' vests

Over the past six months, we have become aware of potential issues with the high-visibility yellow 'TAC' vests that operational officers are being issued and are required to wear.

The vests hold officers' appointments in specifically designed compartments at the front attached by Velcro and poppers. However, when loaded with appointments such as handcuffs, baton, CS spray, torch and Taser, these can drop at the front and this then pulls across the shoulders of the wearer making them uncomfortable and causing pain in the neck, shoulders, upper and lower back.

A number of female officers have also told us that when they wear the short-sleeved wicking shirts underneath the 'TAC' vest, they rub around the arms holes and the outside of the detachable compartments and they have had reddening to the inside of their arms as a result.

I have raised both issues at previous Uniform and Equipment User Group meetings but unfortunately, as officers do not formally report these matters via the F64 injury on duty/near miss forms, we lack the information to support the anecdotal evidence.

I would therefore urge officers to report

such issues via their supervisors and also drop me or their local Fed rep a brief email with the issue and we will take it forward.

Bactericidal hand rub

Last year we presented a case to the Uniform and Equipment User Group for the Force to make available anti-bacterial hand rub to front-line operational staff officers. There were other requests sent into the Force via last year's '100 things in 100 days' project. As a result, the Force bought Sterizar bactericidal hand rub sanitiser for personal issue to front-line staff and officers.

The hand rub is a quick solution to cleanse hands when they are at incidents where there is no ready access to soap and water. We are advising that it only be used under these circumstances and not as a substitute for washing with soap and water, which should always be the default.

Operational officers and staff who would benefit from this product are urged to enquire with their supervisors.

Cannabis factories

Since cannabis factories first began to sprout up, the Force has had no formal way of dealing with them. They can pose a serious risk to the health of officers attending – including the risks of electric shock or exposure to hazardous chemicals.

Numerous representations have been made by South Wales Police Federation (SWPF) representatives and many concerns raised over the years, but little seems to have been done by the Force to make it safer for officers tasked to attend, dismantle equipment and recover evidence.

I have now set up a SWPF working party of five appointed safety representatives tasked to look at the current practices across the Force, ascertain any breaches of health and safety legislation and make recommendations for improving the way in which they are dealt with in compliance with all the relevant legislation.

The details of the officers who form the working party will be placed onto the SWPF website and again I would ask officers to feedback any concerns of current practices to the working party.

Operation Sceptre: an effective weapon in the

The success of Operation Sceptre proves that having dedicated police resources to tackling knife crime is effective, according to Steve Treharne.

And, the South Wales Police Federation chair says, that while the £100 million the Chancellor announced would be allocated to forces to tackle the knife crime epidemic is welcomed, it was just a short-term fix with a longer term investment in policing being needed if the police were to halt the upsurge in violent crime.

“South Wales was one of the first forces to get involved in Op

Sceptre when it was launched last summer,” says Steve, “Within six months, the proactive team working on this initiative have, from the latest statistics available, arrested 101 people, taken almost 50 weapons off the street, seized nearly £90,000 worth of drugs and cash, attended 150 incidents and conducted around 350 stop searches.

“It is proving that targeting and pursuing those carrying and using knives in a public place is taking knives and violent offenders out of our communities.”

TIMELINE

25 January

ONS figures released

Knife crime across South Wales has risen by more than 40 per cent in a 12-month period, according to figures released by the Office of National Statistics.

The data shows that between October 2017 and September 2018 there were 735 offences involving a knife or bladed instrument and in the previous 12 months there were 511, giving an increase of 44 per cent. The figures also show that since 2010/11 knife crime has risen by 92 per cent in the Force area.

Nationally, knife crime has risen by 13 per cent, giving South Wales one of the highest percentage increases across England and Wales.

Knife crime equated to five per cent of overall crime for the Force, and broken down further the figures showed there had been 482 assaults where a knife or bladed instrument was used and 162 robberies.

The figures also show that overall crime in South Wales has increased by five per cent, which is below the national average of eight per cent.

Nationally, murder and manslaughter are at their highest levels for 12 years and violent offences have increased 19 per cent overall, prompting national Federation chair John Apter to claim the public has been let down despite the best efforts of police officers to fight crime.

“Society just isn’t as safe as it once was, and although the police service is doing everything within its power, we are swimming against the tide and it is the public who are being let down,” John explained, calling for more boots on the ground to tackle the issue.

1 February

Home Office responds

The Home Office outlines new proposals to tackle knife crime.

It seeks to amend the Offensive Weapons Bill to include the following new measures:

- The introduction of Knife Crime Prevention Orders
- Increased action against traders who sell knives to children
- More money to help Trading Standards prosecute retailers who repeatedly sell blades to under 18s, and
- The continuation of the #knifefree campaign.

5 March

Violent crime linked to fall in officer numbers

Police leaders, including the Metropolitan Police Commissioner Cressida Dick, round on the Prime Minister after she says there is no correlation between an increase in violent crime and a fall in officer numbers.

Ms Dick said: “I agree that there is some link between violent crime on the streets obviously and police numbers, of course there is, and everybody would see that.”

7 March

Chancellor’s comments ‘insulting’

National Federation chair John Apter accuses the Chancellor of insulting police by saying forces needed to prioritise how they respond to demand rather than expecting more funding.

Philip Hammond wanted senior officers to move officers away from dealing with lower priority crimes to tackling knife crime.

John said: “Children are dying on our streets and he has the audacity to suggest that the police need to prioritise,” said John. “Let me assure him – this is a priority.”

11 March

National Federation chair John Apter meets Home Secretary Sajid Javid to discuss the knife crime epidemic.

Ahead of the meeting, John said: “Front-line officers must be able to contribute to the debate to help end this surge in violence. They are the ones dealing with it day in, day out and their experience and insight is invaluable.

“We know this cannot be solved overnight, or by the police alone, but we certainly need to be at the heart of any solution.”

fight against knife crime

13 March

Extra funding

Chancellor Philip Hammond announces £100 million has been allocated to help forces tackle the surge in knife crime.

The extra £100m has been allocated over the course of next year in a bid to fight knife crime through a set of measures including setting up violent crime reduction units. It will be ring-fenced to pay for over-time costs.

The Federation's national chair, John Apter, said: "Whilst the funding is welcome it is, however, just a short-term fix as knife crime and violent crime continues to plague our towns and cities. We still urgently need additional resources to solve this issue in the long run.

"The Government must make a significant investment in the spending review to give police the long-term boost they need. We know this cannot be solved overnight, or by the police alone, but we certainly need to be at the heart of any solution."



14 March

Tackling knife crime

Knife offences in South Wales are at their highest levels in eight years, according to new Government figures.

The number of people cautioned or convicted for knife or offensive weapons offences in the Force area rose by 8.5 per cent, from 471 in 2017 to 511 in 2018.

It is the highest figure in the South Wales Force area since 2010, when there were 562 offences, the Ministry of Justice statistics show.

South Wales Police Federation chair Steve Treharne said: "These statistics are a concern and underline the extent to which knife crime is on the increase, not just in South Wales but across England and Wales as a whole.

"Our officers see at first-hand the devastating impact that knife crime has on families and communities. The figures illustrate just how hard our officers are working, their dedication in tackling this issue and their determination to bring offenders to justice.

"But we also need to see their efforts backed by the Government with the proper investment needed for a long-term solution to this issue."

Across England and Wales, 21,484 knife and offensive weapon offences were dealt with by the criminal justice system. This is the highest number since 2009, when there were 25,103.

In 2018, 37 per cent of knife and offensive weapon offences ended in an immediate custodial sentence, compared to 20 per cent in 2008. The average length increased over the same period from 5.3 months to 8.1 months.

Taser trained officers set to double



The Force is doubling the number of Taser-trained officers this year, with a further 281 officers undergoing the training course and being equipped with the devices.

Another 281 will also be trained and allocated a Taser during 2020.

"We are pleased the Force is investing in Taser and training more officers how to use them," says Steve Treharne, chair of South Wales Police Federation.

"Taser has proved to be an effective piece of kit allowing officers to protect the public and themselves when faced with a dangerous situation."

In the latest Police Federation of England and Wales survey on routine arming, which was carried out in 2017, 84 per cent of South Wales members who responded said they would like access to Taser.

But the survey results, published in April last year, revealed that the number of South Wales officers who actually had access to the devices while on duty, was slightly lower than the national average of 22 per cent.

It also revealed that 39 per cent of South Wales respondents were in favour of routine arming, compared to 34 per cent nationally.

"What can be seen is that there is a growing trend towards officers wanting to be routinely armed but I think this is due to the increased threats of violence our officers are facing as they try to serve and protect their communities," Steve explains.

"It is also clear that the majority of officers would still prefer the less lethal option of Taser than a gun so I am pleased that the Force has listened and responded accordingly. We would like to see all officers trained and equipped with Taser."

Under the current 2019 uplift, the Force is running 24 Taser training courses – for 12 officers at a time - back to back with the first having started on 8 January.

The Home Office has confirmed that, due to a change in policy, chief constables can now offer Taser training to student officers.

The Federation has welcomed this move but wants established officers to be equipped with the devices first.

Full-time reps help improve Federation links with members

South Wales Police Federation changed its structure last year to improve the way it represented members.

Steve Treharne was elected as chair and now works full-time from the Federation office in Pencoed with secretary Clare Biddlecombe.

For the first time, full-time representatives were elected in each of the four BCUs to make them easily accessible to officers.

Making the Federation more accessible to members

Leigh Godfrey recognises the need to prioritise officer welfare and issues around pay and conditions but his own mission, as full-time Northern BCU Federation representative, is to make sure he is as available as possible to members.

As members continue to adapt to an ever-changing policing landscape, Leigh believes he has settled into his new role too.

"Having this local visibility has already made a difference, I think, and I think it is already having an impact. I am able to pick up on potential issues and address them before they impact on business continuity. I am hoping that by helping to resolve matters before they become detrimental issues for our members we will also help lower sickness level and raise morale which can only have a positive impact on the Force and the service it provides to our communities," he explains.

All the same, Leigh considers officer health will be the biggest challenge for members, senior officers, the Force and the police service, adding: "Due to the pension changes, officers will be working longer and

inevitably we will have an aging workforce. The 'back office' functions that cops used to fulfil when approaching retirement are no longer there, partially due to civilianising roles and also due to austerity. An aging workforce with the health issues that will bring, when demand is ever-increasing, will be a very challenging dynamic."

Leigh first joined the Force as a front desk enquiry clerk in the summer of 2001 and admits this came about more through opportunity than any conscious effort to join the organisation. But, two years later, encouraged by colleagues, he successfully applied to become an officer. He started his probationary training in July 2004.

The thought of becoming a police officer had not previously occurred to him.

"It was only when all my response team were out on night shifts and I was bored and frustrated alone in the station office that the thought to be a police officer started to intrigue me," he recalled.

His first posting, in December, was in his home town of Merthyr Tydfil on Team 1 response and just over three years later he

joined the town's Neighbourhood Policing Team, where he stayed until around May 2012 when he moved into the Priority Policing Team.

In 2009, he became a workplace representative after turning to the Federation for support.

Leigh said: "I suppose I had always been aware of the Federation, however, I only recognised its value when I needed support when I was myself subject of a criminal allegation.

"I received excellent support from my Fed rep, Howard Casey, and recognised the value in having that support from such an experienced and knowledgeable officer. Post-investigation, Howard encouraged me to stand to be a local Federation representative and I was successfully elected."

Since then, Leigh says he has loved handling discipline matters, knowing he could empathise and give personal experience advice to colleagues. He has also become more proficient in other non-discipline related matters and admits helping officers through difficult times can be challenging, but rewarding.

When the full-time BCU reps' positions became available, Leigh knew he had to put himself forward.

"I was a little apprehensive about applying for the position and I genuinely do miss investigations, but this opportunity presented itself and I knew if I did not try for the role I would always regret it. I recognise that the role I'm in is a privileged role and felt strongly that I had the requisite skills to help colleagues in a diverse range of fields," he says.

'I wanted to give something back to the Federation'

Sergeant Julia Tyler was motivated to be a Federation representative by the support she received during a difficult period in her own policing career.

Julia, who has been a rep since 2007, says she wanted to give back by helping and supporting colleagues who are going through tough times.

She said: "I became a Federation representative as I was inspired when I was having a difficult time by the support I've

received from two great Federation representatives.

"I wanted to give something back to the Federation and also to support other officers going through difficult periods in the workplace."

Julia joined South Wales Police in September 1993.

"I realised in my mid-20s I wanted to be a police officer," she explained. "And the main reason was from a vocational career

aspiration to help others."

Her first posting was in Merthyr Tydfil, and then in Canton, Cardiff and Whitchurch, and Cardiff.

"The teams I worked would now be called a response team," Julia explained. "I then moved over to the old E Division with the implementation of youth offending teams and then over to Cardiff youth offending team working with persistent offenders."

After passing her sergeants' exams, Julia went to work in the ISU but a short time later she became a restricted officer due to an injury and moved into training.

Now she is a full-time rep for Eastern BCU, a post she has held since June, and Julia said she is relishing the role.

"I felt with the experience I had obtained as a Federation representative over the last several years would assist all involved to make the new model successful," said Julia, as she explained why she put herself forward for the new full-time role.

"The BCU reps will have the opportunity to build positive relations with SMT and improve how they represent our members."

So what has she enjoyed most so far about being a rep?

"Successfully supporting officers with a positive outcome so they can once again enjoy their career with South Wales Police," she said.

"The biggest challenges have been negotiating and overcoming entrenched viewpoints."

She added: "This is the first year and we are all still learning and hopefully we will continue to improve on how South Wales Police Federation supports officers and South Wales Police."

Julia has set out her priorities for the role, and they include the same desire to help people in need that drove her to become a rep back in 2007.

"My priorities for the next six months, and I would say while I remain in this role, are to continue to offer support to all members who have faced and are still dealing with resource pressures, pay and condition issues which impact on their well-being," she said. "Just supporting officers who are going through difficult times in their careers.

"Resources along with pay and conditions have had a negative impact on morale," she added.

Darran pushes home wellbeing message

The drive to improve officer wellbeing must continue, reach every part of the Force and thread into all work environments and roles, especially to those working at the sharp end around the clock to keep the blue line intact, says Darran Fenton, full-time representative for Central BCU.

Darran, who is also the Federation's

health and safety lead, has an office in Barry but travels extensively within the BCU – the largest of the four units - to support officers in a vast array of areas where they require advice and representation.

He first became a Federation representative in 2014 but actually ran for election unsuccessfully in 2011, driven by an insight into the challenges officers were about to face.

"The 2011 elections were around the start of the Government's public sector pensions review by Lord Hutton and part one of Sir Tom Winsor's review of police pay and conditions. Coupled with the Government's austerity programme, it was clear that the UK police service was about to be battered and bruised like never before," he said.

"There was a great sense of unfairness about the changes that were being forced upon the service and there was a huge deal of frustration among officers because the Federation couldn't lead members into strike action like other public sector workers to protest against the injustices.

"It also appeared that due to a number of high profile matters the Federation was imploding. I hold to the ethos of change coming from within and decided I wanted to become a rep to see if I could influence change."

Aware that the vast majority of officers go through their service being oblivious to regulations, he says many are badly affected when they are suddenly faced with allegations of misconduct or performance issues and he has found it rewarding to offer them support.

"I have enjoyed representing those officers in particular where I have been able to help them to put things into perspective and be more positive in the circumstances they find themselves in," he said.

Darran first became aware of the Federation himself when, while serving in the Metropolitan Police, he was interviewed by the professional standards department when he was subject to a complaint about a procedural matter.

A Fed rep from his own station represented him during the interview.

"I was only 19 years of age and remember being very apprehensive about the whole process," Darran recalled.

But it did spark an interest in finding out more about police regulations.

"When it was my turn to be the station reception officer and it was quiet during night turns, I would read the old instruction manual, a large book containing police regulations and procedures," he added.

After four years as a workplace representative and a year as the branch

health and safety lead, Darran was spurred on by the positive feedback from members he had supported to put himself for one of the four full-time BCU reps created by South Wales Police Federation during last year's elections.

"It just felt like the natural progression," Darran explained, "I think on the whole the experiences I have had, not just as an operational police officer of 29 years but in my personal life and as a father of five and now a grandfather, gives me a good understanding of what others may be experiencing in their times of need. My calm and rational thought process and clear communication often gives confidence to those I represent."

The full-time BCU reps, he believes, help ensure consistency to members and the Force in terms of the messages and advice being provided and in the representations made. They meet the secretary and chair monthly and are in touch with each other daily.

The full-time BCU reps meet with the BCU commanders and HR business partners regularly and good working relationships have been forged which also helps to provide clearer understanding between the Force and the Federation, again giving a consistent approach in the HR processes involving officers.

For Darran, whose 'patch' includes several police stations, HQ, units in Pencoed, operational support units such as the dogs section, the mounted branch, specialist search and territorial support teams at Waterton as well as learning development services and student officer training at Waterton, health, safety and wellbeing are at the core of his priorities.

"I want to influence senior managers to realise the benefits that a holistic approach to health, safety and wellbeing can have in the workplace," he said.

"I will be continuing to work on forming easier processes for supervisors in complying with the Assault on Police Seven-Point Plan recently re-invigorated by South Wales Federation chair Steve Treharne and Chief Constable Matt Jukes.

"This will also help on-call Fed reps to more easily identify incidents in which officers have been assaulted so that reps can make early contact and provide any extra support necessary."

Nine months into the full-time Federation role, Darran has found one of the biggest challenges has been trying to change the conscious and unconscious bias some supervisors and managers have formed of the Federation.

"It can be difficult getting them to

Continued on Page 12

understand that a rep's role is not solely about the officer being investigated, undergoing unsatisfactory performance or otherwise but is also about assisting them as the Force's representatives in getting the processes right first time and ensuring there is transparency and fairness in their decision making that closes down any challenges further along the line," he explained.

Looking beyond South Wales, Darran believes the biggest challenge for policing is getting Brexit out of the way so the Government can address public concerns about rising crime.

"We also need to get the Prime Minister to accept that the austerity measures inflicted on the police service during her time as Home Secretary are in direct correlation to the rising levels in serious crime we are currently enduring across the country and then influencing the current Home Secretary to ensure that funding levels are increased so that officers are able to provide the levels of service that they desperately want to," Darran argued.

"A big challenge for the Federation is to try to regain the trust of those members who have been with us over the pensions challenge. There are lots of disaffected members at the moment over this one issue and it is clouding a lot of other good work being done by the vast majority of workplace reps."

Darran believes new national Federation chair John Apter has been seen as a breath of fresh air as he continues to build on the good work initiated by the previous chair, South Wales' Calum Macleod, in making sure the voices of those in the front-line are heard loud and clear by the Government.

Having first left Cardiff to join the Metropolitan Police as a police cadet in 1988, Darran joined the Met as a regular officer the following year.

Freely admitting he only looked at the police service as an option when he happened to pick up a policing brochure that his younger brother had brought home from a career adviser at school, he hasn't really looked back.

His first posting was as a response officer working out of Walthamstow Police Station, part of Chingford Division in north east London.

It is where the fictional name of Walford is derived in the BBC soap *EastEnders* – Walthamstow and Chingford. Walthamstow also has the postcode E17 – with members of '90s boy band E7 deriving from the area.

"As a probationer, I spent many nights guarding addresses belonging to the parents of the band members from marauding teenage girls. A tough job!" he

said.

Darran has served the vast majority of his service working shifts in uniformed operational roles and, after seven years of response policing, was accepted onto one of the MPS Territorial Support Groups (TSG) which covered north east London.

He spent 11 years on the TSG and gained a wealth of experience in various aspects of policing. He also trained in surveillance techniques and in responding to Chemical Biological Radiological and Nuclear (CBRN) incidents. He became a CBRN trainer while on the TSG and often assisted the Level 1 CBRN team which used to work from Cannon Row Police Station.

In 2007 he transferred to South Wales Police and spent five years as a Neighbourhood Beat Officer in Barry before going back to response covering the Penarth and Vale Of Glamorgan sector in Central BCU.

'We are working hard on members' behalf'

Sergeant Bryan Smith admits he was daunted by the responsibility of being a South Wales Police Federation representative when he was voted to the position.

And Bryan, who is now a full-time rep, says the role has been and continues to be a steep learning curve since he first took it up in 2015.

He said: "I put myself forward as a candidate in what was, essentially, a by-election for a sergeants' representative in Western.

"Only one candidate was, to that point, on the ballot and I thought it right that there should be at least two so that whoever got the post would have a legitimate mandate. The other candidate was excellent and experienced with the Federation and so I had no great expectation that I would win that election.

"I was amazed and daunted when I did as it is a considerable responsibility."

Bryan, Welsh regional custody lead based at Swansea Central Police station, brings a breadth of experience to the role.

And he says there are a lot of areas in which he wants to develop his knowledge to be able to better help and support members.

"I brought a deal of experience as an operational and custody sergeant to the role along with my experience as a tutor and trainer," he said. "I now bring a far greater knowledge of a lot of the things

that colleagues can find they need help with from questions about over-time claims, health and safety, sickness and performance issues as well as conduct matters.

"I hope that few will ever need it, but I have also had to bring myself up to speed on the pensions regulations, medical retirements and the workings of the occupational health department."

Bryan says the biggest challenge to date has been keeping on top of the volume of work.

"Since taking up the full-time role, it has become apparent just what a huge amount of work used to go through the office in Pencoed," he said. "Being based in Western and knowing a large proportion of the officers from my years of service there means that I take a lot of that work on directly," he explains.

"I believe that having a familiar face in my role helps many come forward with issues that they might not have previously sought help over. That is a good thing but it can be a little overwhelming at times. The role is still fairly new and I am new to it so I would ask people to bear with me if I don't get back to them or get issues resolved as quickly as is ideal.

"I will never fault anyone for sending me a reminder."

He added: "I have very much enjoyed learning about the role and getting the necessary training to be able to advise and represent members across a very wide range of topics.

"I was lucky in that I found the others on the Federation across the Force are an amazingly knowledgeable, supportive and dedicated team.

"Most of all I have enjoyed being able to make positive contributions to the situations colleagues have found themselves in, be they conduct, sickness or performance related."

Bryan has been with South Wales Police since 1995, after spending two years in the District Audit Service and another year in the Navy.

"I had thought of joining the police service after university but applied in earnest while working for the District Audit Service as I got involved in the investigation of a number of fraud and abuse of trust matters there and that gave me a taste for rooting out crooks," said Bryan, whose first posting was to Penlan and Blaenymaes in Swansea.

He worked on response in Penlan and Blaenymaes, became a community officer for Gendros, joined the tutor unit at Morrision and worked on a response shift at Morrision where he started acting up to sergeant on a regular basis.

After two years as a trainer at Cwmbran National Police Training Centre, he was promoted and became a shift sergeant in Swansea city centre.

"After two years there I then went into custody services where, with the exception of two-and-a-half years back out on response in Port Talbot and Morriston again, I remained until becoming the full-time Federation representative for Western Divisional Area," he said.

So what made him put himself forward for the new full-time role?

"This was another career development that I didn't necessarily seek out," Bryan explained. "Out of the four Western reps elected under the reformed structure, I was the one who was both willing and able to assume the full-time role."

And now that he has taken up the position, Bryan has set out his priorities over the next six months and beyond.

"I would like to develop better systems for monitoring and tracking my own workload and am getting to grips with this," he said. "Having recently received some excellent external training on how PSDs should be working, my colleagues and

I have more knowledge which should prove useful in challenging and thereby improving the work they do to the benefit of colleagues.

"I appreciate the difficult and necessary job that PSD does but it would be of great benefit to explore ways in which the timeliness and proportionality of investigations can be improved.

"While my exposure to the RMB meetings has shown me that the command team do try to accommodate colleagues' requirements where possible, I will continue to press for those who are in genuine need to be treated with the utmost support."

Bryan says there a lot of issues and challenges for the Federation, the Force and policing generally, not least officer numbers.

"That is huge because the workload on the service has increased massively while resources have shrunk dramatically," he said. "It struck me during my last period acting up in Morriston that often we were hitting total incident numbers on a normal midweek 24-hour period that were in line with the total of incidents logged over the Millennium Eve period.

"On that particular night everybody and

their dog was working and the sky was supposed to fall in. The national Federation is pressing hard on these issues as well as on issues around officer safety, pay and pensions.

"I am familiar with the belief that the Federation is a toothless tiger and, to some extent, when I became a rep I held some of those beliefs.

"Having now been a rep for a few years and having attended a few conferences and having met some of the Federation's National Board, I can appreciate the work that they do to advance our members' interests despite, rather than because, of the politicians at national level that they have to deal with.

"Right now, and for the foreseeable future, those politicians are likely to have their attention distracted elsewhere.

"Keeping our voice heard among all the current clamour in our national politics may well prove to be the biggest challenge the Federation may face right now.

"Be sure that at local, Force and national level, we are all working as hard as we can to do the best we can for you in often trying circumstances."

Focus on roads policing

The message that 'officer welfare matters' was loud and clear at the Federation's annual roads policing conference.

More than 200 officers attended the conference which was held in Leicestershire.

With roads policing officers being repeatedly exposed to fatal incidents on the roads, national Federation vice-chair Ché Donald called for more awareness of mental health in policing: "Roads police officers pride themselves on ensuring their vehicles are clean, tyre pressures are right and their equipment is ready to go – but do we do that with ourselves?" he asked.

Dr Paul Jackson, a chartered psychologist in the Transport Safety and Behaviour Group at TRL, discussed the effects of fatigue on officers, pointing to changes made within the airline industry to address the issue of fatigue among pilots as a way forward.

The mental anguish of police officers who have 'been through hell' – prosecuted for dangerous driving and subjected to long, drawn-out legal processes, because the law currently offers no legal protection for response drivers was also high on the agenda.

Conference heard from Tim Rogers, the Federation's response driving lead, who said significant progress has been made over the past year with the Home Office, Crown Prosecution Service and Independent Office for Police Conduct (IOPC) all agreeing that the law must change. However, ministers are still dragging their heels.

Barrister Mark Aldred spoke about his experience of representing officers who have fallen foul of the law and advised delegates not to trust Home Office assurances that police officers would not be prosecuted for pursuit drives – they 'mean nothing' in reality, he said.

Transport minister Jesse Norman and Shadow policing minister Louise Haigh sent video messages to conference while police minister Nick Hurd joined the discussions on Twitter saying: "I understand and share the frustration about the slow pace of progress on changing the law."

The non-attendance of the IOPC was repeatedly mentioned, particularly in a session which heard from two Metropolitan Police officers who had been subjected to a three-year IOPC investigation, after which they were found not to have been responsible for the death of a moped driver.

Conference also heard from Chief

Constable Anthony Bangham, roads policing lead for the National Police Chiefs' Council (NPCC), on his vision for the UK having the 'safest roads in the world'. He told the audience that deaths had fallen since 2007 but had started to plateau in recent years, due to the fall in dedicated roads policing officers.

The conference also recognised Operation Tutelage, a joint operation by Thames Valley Police and Hampshire Constabulary targeting uninsured drivers, as the winner of this year's Outstanding Contribution to Roads Policing Award. Inspector Simon Hills, who leads the operation, has presided over an 80 per cent drop in uninsured drivers, allowing forces to focus resources on the persistent minority.

Meanwhile, Frances Senior, an accomplished scene of crime officer with 24 years' service, warned delegates about the dangers of making assumptions when investigating a road collision.

The Federation's roads policing lead, Dave Blundell, said: "This year's conference was a great success and got to grips with many of the key issues in roads policing today – I am grateful to everyone who participated, our speakers and sponsors."

Police pensions: an overview

The police pension has always been regarded as a key element of an officer's pay package.

But the launch of the latest police pension – which is a Career Average Revalued Earnings (CARE) scheme – in 2015 caused many Federation members concern and, while the Federation did not launch its own challenge to the scheme, many officers joined a private action led by solicitors Leigh Day.

The Federation is now taking fresh legal advice after the Court of Appeal ruled in January this year that the Government's changes to pensions with regard to judges and firefighters were discriminatory on the grounds of age.

National Federation secretary Alex Duncan has since published a blog on the issue (see below).

The police pension schemes

Federation members are in one of three schemes – the Police Pension Scheme 1987 (1987 Scheme) which was available for members who joined before 6 April 2006, the New Police Pension Scheme 2006 (2006 Scheme) for those who joined between 6 April 2006 and 31 March 2015 or the 2015 (CARE) scheme which came into effect on 1 April 2015.

The 2015 scheme was one of the biggest changes to police pensions in history, taking

officers away from final salary schemes like the 1987 and 2006 schemes. Primary legislation was used to avoid a 'no worsening' provision contained within the Police Pensions Act 1976.

How did the Federation react to the CARE scheme?

The Federation could only engage in consultation - not negotiation - over the introduction of the 2015 scheme.

It unsuccessfully argued it should only apply to new recruits but supported the use of transitional arrangements to improve the position for as many members as it could.

At the time of the launch of the 2015 scheme, more than 49,000 members received full protection and remain in their original scheme, while a further 18,000 have tapered protection, which means that they have gradually been moved over or will be in the future from the 1987 or 2006 scheme to the 2015 scheme.

There was an extension of those covered by full transitional protections and also those within four years of full protection received tapered protection, therefore avoiding a 'cliff edge' scenario. This enabled more members to be covered than was the case in the Home Secretary's initial proposal.

Pensions accrued in the 1987 or 2006 schemes before being moved over to the 2015 scheme are protected.

The Federation ensured officers can retire at 55 from the CARE scheme (with their pension actuarially reduced from age 60).

Why did it not mount a legal challenge?

The Federation's legal advice strongly advised that a challenge was unlikely to succeed and it also supported the transitional arrangements.

Where can I find the pensions calculator?

After lobbying by the Federation, in March last year, the Home Office launched a pensions calculator which allows officers to find out their projected pension at retirement.

The calculator can be found at <https://www.gov.uk/government/publications/police-pensions-calculator>
Further details

You can find out more about the police pension schemes on the national Police Federation website at polfed.org/fedatwork/pensions.aspx where there is a FAQ document, details of all three schemes and other background information.

Scheme administrator

The police pension schemes are administered locally by each police force. If you would like further help or advice, please contact the South Wales Police pensions' administrator at swalespolice.pensions@capita.co.uk

Do not rush into pensions decisions

Federation members are being urged not to rush into making decisions about their pensions.

Writing a blog update on the current situation with public pension schemes, Alex Duncan, the national Federation general secretary, said he understood officers' frustration but felt it would be irresponsible for him to speculate on a possible outcome.

"Currently, our recommendation to members is to not rush into taking decisions and/or actions. The police pension schemes remain better than alternatives," he wrote.

"Our understanding is that those representing the police pension challenge group are inviting officers who are not currently signed up with them to do so now. Our advice is to wait. The Government's recent moves suggest that it is planning to take action across the public sector.

"This means it is possible that only the judges' and firefighters' cases will be heard in court, as the police pension challenge

case has been stayed. In those circumstances, any remedy will cover all impacted members.

"Even if this proves not to be the case, we believe it would still be possible to lodge a claim. However, we are not taking claims, and any choice to do so remains a personal matter."

The Government announced in January it will not be taking further action to rectify the public service pension cost cap breach due to the 'uncertain impact' of December's Court of Appeal ruling that the transitional protections provided for older judges and firefighters amount to unlawful discrimination.

This decision means the higher accrual rate for all existing members of the CARE scheme that would have been put in place is now on hold until the judges and firefighters' case has concluded. The Government has applied to the Supreme Court for leave to appeal the decision of the CoA, and a decision on whether this is being granted is expected in early summer.

"It is our view that the suspension of

the cost cap breach remedy suggests that the Government is moving towards an 'industrial resolution' that would apply across public sector pension schemes, in keeping with the potential outcome of the judges' and firefighters' claims," the secretary explains.

And he adds: "We cannot predict what will happen next: whether the Government's application to appeal will be accepted, or how they will choose to deal with the potential outcomes of the case. We were in the process of getting legal advice following the CoA ruling, but the cost cap announcement has changed the situation significantly.

"We need to consider all possibilities, one of which could be the removal by the Government of transitional protections from a future date, but before April 2022 when they are due to come to an end. This is a very complicated situation with a number of possible outcomes, and we are working hard to gain further insight and provide further guidance as soon as we can."

Pensions timeline

MARCH 2011

The final report of the Independent Public Service Pensions Commission, led by Lord Hutton is published. Lord Hutton called for comprehensive reform in order 'for public service employees to continue to have access for the foreseeable future, to good quality, sustainable and fairer defined benefit pension schemes'.

The Government accepts Lord Hutton's recommendations as a basis for consultation with public sector workers.

MAY 2011

Home Secretary Theresa May announces at the Federation's annual conference that she has asked Thomas Winsor to consider police pensions in the second part of his Review of Police Officer and Staff Remuneration and Conditions.

DECEMBER 2011

Danny Alexander, the chief secretary to the Treasury in the coalition Government, sets out plans to change public service pensions, with the aim of saving money for the taxpayer.

MARCH 2012

The second part of Thomas Winsor's review includes a section on pensions, including backing Lord Hutton's call for a 'normal pension age' of 60. The Home Secretary writes to the Police Negotiating Board (PNB) with proposals for the 2015 CARE Scheme. The Federation, as part of the staff side of the PNB, chooses to engage in the consultation to improve the proposed terms rather than fight the introduction of the scheme, as the Home Secretary can implement the original terms of the proposal regardless.

JUNE 2012

Federation general secretary Ian Rennie – as Staff Side Secretary – responds to the Home Secretary raising concerns such as the unique nature of being a police officer; and the unusual features of the police pensions to reflect the unique nature of policing.

He suggests the new scheme should only apply to new recruits and highlights concerns about the 'significantly too high' proposed level of member contributions, and the proposed pension ages.

The Federation seeks legal advice on the proposal for the new scheme, including on the legality of the introduction of the scheme bearing in mind the Police Pensions

Act 1976 says that any pension regulations made under that act could not worsen the position for serving members.

This advice said there was no legal basis to challenge the introduction of the scheme.

SEPTEMBER 2012

The Home Secretary outlines the CARE scheme, including improved transitional arrangements and access to the pension from age 55.

The Federation issues FAQs on the new scheme.

2013 APRIL

The Public Service Pensions Act 2013 is enacted. Section 18 prevents further pension being earned in the two existing schemes from 1 April 2015, other than in line with transitional arrangements. It also bypasses the 'no worsening' provisions of the 1976 act by enabling the 2015 CARE scheme to be created under new primary legislation.

SEPTEMBER 2013

The Federation continues to receive legal advice around a possible legal challenge.

NOVEMBER 2013

Home Office Circular 14/2013 contains more details about the new scheme and the transitional arrangements. The Federation issues FAQs.

OCTOBER 2014 - FEBRUARY 2015

The draft Police Pensions Regulations 2015 are issued for consultation and the Federation continues to seek legal advice.

MARCH 2015

The Police Pensions Regulations 2015 are laid before Parliament, only 27 days before they were implemented.

The Federation issues FAQs on the new scheme.

APRIL 2015

Officers without transitional protections are moved over to the 2015 CARE Scheme. Officers with tapered protection are moved over as their tapered protection ends.

AUGUST 2015

FAQs are issued by the Federation on the 2015 CARE Scheme legal position.

OCTOBER 2015

The Federation publishes a video FAQ in which general secretary Andy Fittes answers a range of questions on the 2015 scheme.

A group of officers instruct lawyers Leigh Day and form the Pensions Challenge Group. The grounds for their challenge to the transitional protections goes against the legal advice the Federation has received. A response is issued explaining why the Federation is not backing this challenge.

AUGUST 2016

The Federation issues FAQs on the purchase of additional benefits.

JANUARY 2017

An employment tribunal brought by judges rules that the Government's transitional pension arrangements for judges amount to unlawful age, sex and race discrimination because they could not be regarded as being a proportionate means of achieving a legitimate aim. The Federation details the possible implications for police pensions.

FEBRUARY 2017

The Fire Brigades Union's (FBU) employment tribunal rules in favour of the Government, saying the discrimination inherent in the transitional arrangements was justifiable as they were a proportionate means of achieving a legitimate aim. The FBU announces it will appeal.

MARCH 2017

The Ministry of Justice says it will appeal against the ruling in the judges' employment tribunal. The Federation issues further FAQs.

DECEMBER 2018

The Police Federation seeks fresh legal advice after the Court of Appeal ruled that the Government's changes to the pension schemes of judges and firefighters were discriminatory on the grounds of age.

JANUARY 2019

The Police Federation issues a briefing paper in response to the latest Court of Appeal ruling on the judges' and firefighters' pension challenges.

New performance system set to reduce officer misconduct cases

A new police performance system looks set to reduce the number of police officers going through misconduct cases by 80 per cent.

Training, restorative action, mediation, closer supervision and welfare intervention will be used at times instead of sanctions, and the onus will be on supervisors to deal with the issue, rather than putting officers through 'unnecessary and potentially traumatic misconduct processes' according to Phill Matthews, the Police Federation of England and Wales' conduct.

The Performance Requiring Improvement (PRI) system is due to come into force later this year.

The complaints process has come under criticism for being unwieldy, time-consuming and unnecessarily stressful for police officers and their families. More than 70 per cent of misconduct cases are eventually classified as 'no case to answer'.

Phill explained: "We need to create a culture where we put back the pride in policing and recognise that officers don't come to work to do a rubbish job; they want to make a difference and, if they make a mistake, we want to be there to support them and guide them to do better next time."

In a report in Police magazine, Det Ch Insp Mike Allen, who sits on the the National Police Chiefs' Council's Complaints and Misconduct Working Group, said the current system was 'adversarial' and 'can make an officer defensive and unwilling to admit their shortcomings'.

He said: "Too often, we have lost great officers in the past because of this system. What we want to do is concede that everybody can make a simple mistake – but it doesn't have to be a career-ending mistake. The police service has to evolve like other professions and work with its people to retain the best; yes, they can make mistakes, but unless they are corrupt or inept, let's keep them and make them into even better officers."

He added: "They can't just ask the PSD to investigate an officer because he has forgotten to pay for a 10p packet of Haribos at the tuck shop. The PSD has got to be reserved for the most serious of offences."

Rupert Bailey, the Home Office's head of discipline, agreed that there is an 'over-use



*Federation conduct lead
Phill Matthews.*

of misconduct and under-use of performance procedures'.

He said: "Of course, you still want to be able to sack the bad apples, but we need to move forward to this less adversarial and fairer process, and reform the handling of low-level wrongdoing. Low-level mistakes should be handled quickly and locally by line managers with much more emphasis on learning."

The emphasis will be on:

- Ensuring the system is proportionate, less adversarial, with a focus on learning and improvement
- Improving accountability
- Streamlining processes, improving timeliness and independence
- Improving transparency, cooperation and fairness.

For example:

Independence – Enhanced role for PCCs in the complaints system, clearer role for LQCs (Legally Qualified Chairs) in disciplinary hearings, extra powers and functions for the Independent Office for Police Conduct (IOPC).

Less adversarial – Discipline reforms will shift focus towards learning and improvement rather than blame.

Accountability – Former officer and barred

list regulations – preventing officers from evading accountability when wrongdoing occurs.

Timeliness – Where appropriate complaints can be handled/resolved quickly and new requirement for forces and IOPC to be scrutinised should an investigation not be completed within 12 months.

South Wales Police Federation chair Steve Treharne said: "The new regulations are certainly a big step in the right direction. It is unfortunate that the new legislation has had to be put back by Government time being focussed on Brexit. The latest update we have received is that the legislation is not looking to be passed until October 2019.

"While this delay is unfortunate, it is clear there is much work for forces including South Wales Police to invest in relevant training for its supervisors and managers.

"There will be more emphasis on local intervention and relevant training for their supervisors to ensure that the new system works from the start. Without providing the learning for the very staff tasked with assisting and developing officers in the new learning and reflection landscape, then it will be a great opportunity missed."

Concert for COPS

The British Police Symphony Orchestra (BPSO) is celebrating its 30th anniversary with a concert of popular classics at the Royal Albert Hall in May.

And part of the proceeds from the event on Saturday 11 May will go towards Care of Police Survivors (COPS), the charity dedicated to supporting the families of police officers and staff who have lost their lives on duty.

Featuring more than 670 performers drawn from the police service throughout the UK, the programme will include a medley of TV themes from some of the best loved crimefighters, music from James Bond and works by Sibelius, Quincy Jones and Wagner.

Proceeds will be split between COPS, Youth Music and the orchestra itself.

Tickets start from just £19 and can be purchased from the BPSO website – bpso.org.uk

Memorial day – register to attend



This year's National Police Memorial Day service will be held in Glasgow and Federation members are invited to attend.

The service will take place in the city's Royal Concert Hall on Sunday 29 September. The service rotates around England, Northern Ireland, Scotland and Wales and Glasgow last hosted the event in 2011.

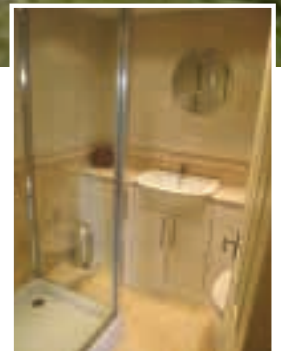
The memorial day aims to remember police officers who have been killed or died in the line of duty; to demonstrate to relatives, friends and colleagues of fallen officers that their sacrifice is not forgotten; and to recognise the dedication to duty and courage displayed by police officers.

The day was founded in 2000 with the first service at St Paul's Cathedral in London in 2004.

Home Secretary Sajid Javid joined families, friends, colleagues, senior officers and Government officials at last year's service at the Waterfront Hall in Belfast. Nearly 2,000 guests were welcomed by a guard of honour formed by representatives from each force in England, Wales, Scotland and Northern Ireland as well as uniformed police officers from overseas forces.

Register to attend the service by visiting nationalpolicememorialday.org

Holiday chalets: fancy a break in West Wales?



The South Wales Police Federation has bought two chalets in the beautiful area of Amroth in West Wales.

These superb chalets will sleep six people and offer a wonderful opportunity to explore the West Wales area. They are within easy reach of Tenby, Saundersfoot and attractions such as Oakwood Park and the Botanical Gardens in Carmarthen.

One of the chalets will be available for rental at a much reduced cost. This will enable officers to benefit from the investment even though they may enjoy perfect health.

The recuperation and/or convalescence chalet will be available free of charge for periods of one week at a time. In order to apply for a stay at this chalet or for more information please contact Kay at the Federation office on **01656 869900**.

Limited duties – an overview



Officers have understandably been concerned about the introduction of new limited duties policies.

But the Federation is keen to reassure members that there is nothing for them to worry about.

“The new guidance and procedures affect the way that the Force will categorise and manage officers who are not fit for full duties for medical reasons,” says Clare Biddlecombe, South Wales Police Federation secretary.

“They have been brought in due to the police reform programme implemented on the back of Sir Tom Winsor’s review of the service and following consultation with the Federation and other representative bodies.

“The Force is committed to ensuring that officers on limited duties are deployed to the fullest possible extent to support operational resilience but also has a responsibility to its workforce in terms of ensuring their health and safety. Where an officer does suffer from ill-health, it must ensure a fair and consistent approach is taken to rehabilitation, return to work and sometimes their departure from the Force.”

While the full policy documents are available on the Force website, we are publishing this summary as a guide to members.

Please note that the X-factor, through which pay can be reduced, is currently not going to be applied in South Wales.

If you have any queries or concerns, please contact your local Federation representative in the first instance.

Guidance

The limited duties policy is not intended to replace the Force’s responsibilities towards disabled colleagues under the Equality Act 2010. It does not apply to pregnant or breastfeeding officers and welfare, social or domestic issues are not medical restrictions so will equally not fall under the policy.

RECUPERATIVE DUTIES

Recuperative duties are intended to help an officer return to their substantive role at an earlier stage after an injury, accident, illness

or medical incident and enable rehabilitation back to full duties.

Returning to work on recuperative duties

When an officer says they want to return to work after sickness absence, the line manager decides if that is appropriate. They will consider if the officer is fit to return, if they can work on at least half of their normal hours, if reasonable adjustments could be made to help and if they can carry out the recuperative duty period in their usual role. If recuperative duties are appropriate the Recuperative Duties Support Plan must be sent to the health unit. The plan will include information about the range of duties the officer will be expected to undertake and the timescale for a return to their substantive role.

Phased return

Any agreed return will be on at least half normal hours, but not less than four hours a day, for a maximum of 28 days. In exceptional circumstances, a further 28-day period may be agreed.

End of the recuperative period

The officer may:

- Return to full duties and their substantive role.
- Where not medically capable of resuming their full hours apply for (as an adjustment) part-time/flexible working and be paid for the actual hours worked.
- Be referred to the Selected Medical Practitioner (SMP) for determination of permanent disablement or permanent medical unfitness.
- Be subject to Police (Performance) Regulations (PPR) where there has not been adequate progress against the agreed Recuperative Support Plan.
- Be placed on adjusted duties

Performance Regulations

The attendance and performance of an officer will continue to be managed irrespective of recuperative duties.

ADJUSTED DUTIES

Adjusted duties are those falling short of full deployment where workplace

adjustments (including reasonable adjustments under the Equality Act 2010) have been made to overcome barriers to working.

An officer will be considered for adjusted duties if:

- They fail to recover to full duties following a period of recuperative duties
- They fail a fitness test or personal safety training which brings to light an underlying medical condition
- A medical review arises for some other reason.

They must be attending work on a regular basis and working the full number of hours for which they are paid.

Allocation to adjusted duties

Where a trigger for consideration occurs the line manager, HR and the officer, along with their Police Federation representative (where requested by the member), will meet to complete an ‘adjusted duties discussion document’ (Form AD1). This will identify the officer’s capabilities and skills along with the nature of any reasonable adjustments.

The identification of suitable roles for posting, if their substantive role is not appropriate, will be undertaken by the BCU/ Departmental RMB by completing Form AD2.

Once the discussion documents (AD1 & AD2) are completed the BCU commander/ departmental head will make a recommendation as to whether an individual should be placed on adjusted duties and comment on the potential impact of any restriction or limitation on others including colleagues, teams or the public (Form AD3).

The final decision to place an officer on adjusted duties rests with the relevant chief officer.

An officer placed on adjusted duties will be subject to review after 12 months and then annually. They will also be subject to the usual attendance and performance reviews.

Improved benefits with your Group Insurance Scheme

The Trustees of the South Wales Police Federation Group Insurance Scheme (GIS) have undertaken a major review of the scheme.

As part of this process, they looked to unify many elements of the four varying Federation Group Insurance Schemes in Wales with the aim of improving the cover and building a more resilient scheme. Many benefits and levels of cover under the Welsh schemes have now been standardised.

This means your scheme benefits have changed as follows:

- **The travel insurance cover is extended to include trips of up to 60 days and now includes dependent children up to the age of 23**
- **The motor breakdown policy now provides cover for dependent children who normally reside with the member**
- **The accident cover now offers new benefits:**
 - Convalescent benefit at £70 per treatment period for attendance at Flint House
 - Social Hours Benefit at £1 per hour to a maximum of £60 per week
 - Unrecovered Criminal Court Compensation of up to £500.

24-hour GP service

A new benefit has been introduced which provides subscribing GIS members with unlimited 24/7 access to a practising UK-based GP from wherever they are in the world. Consultations with the GP24 service are available 24/7 by phone or by video consultation.

The service is provided by experienced GPs who are able to provide diagnosis, advice, reassurance or a second opinion. Should the GP feel you would benefit from prescription medication, they can arrange and electronically authorise private prescription medication, where the medication will be delivered to you at any UK address the next working day.

Please note, it is only possible for NHS prescriptions to be offered by an NHS GP surgery. With the GP24 service from Medical Solutions, private prescriptions can still be issued by NHS registered doctors, however, the cost of the drugs are chargeable at the wholesale rates that Medical Solutions have arranged with their suppliers. There is no charge for issuing a private prescription; the only cost is that of the drugs and post and packing.

You will be told the costs of whatever drugs that may be prescribed prior to issue and you can then choose whether to use the private service or to wait for your own GP to use their services.

Where appropriate, the GPs can also issue private open referral letters and Private Fit Notes. Each consultation is secure and confidential and there is no limit to the number or length of consultations.

The cover includes all co-habiting family members.

Why is the change taking place?

A number of current benefits were due for renewal and, as part of this process, the GIS Trustees have undertaken a period of research of other available products, to both modernise the scheme and provide better value for money to members.

These changes have been introduced to ensure the best long-term stability of the scheme for the benefit of the majority of members.

Is there a change to the cost of the GIS?

Despite the introduction of new benefits, the price of the new scheme for serving members remains unchanged at £27.95.

The price for partner members will be £10.50

When did the changes take effect?

The changes took place from 1 March 2019.

My current partner is also a police officer and we are both in the scheme. Does this mean we are paying twice for some products?

We were very conscious that a number of

products provide family cover, including Red Arc, vehicle breakdown cover, home emergency, mobile phone and travel policies. We have therefore agreed with the insurers that where two police officers reside together as partners and are both in the scheme, one member can apply to the Federation office for a discount.

We will apply the discount of £9 per month at the end of the insurance year in March 2020 and will refund £108 where members qualify.

Members must notify us if there is a change of circumstances which would mean that they are no longer eligible for the discount and there will be an annual check to confirm continued eligibility before the rebate is applied.

The discount is only available upon application, and cannot be paid retrospectively, as premiums will have been paid to the insurer and cannot be recovered.

Value for money

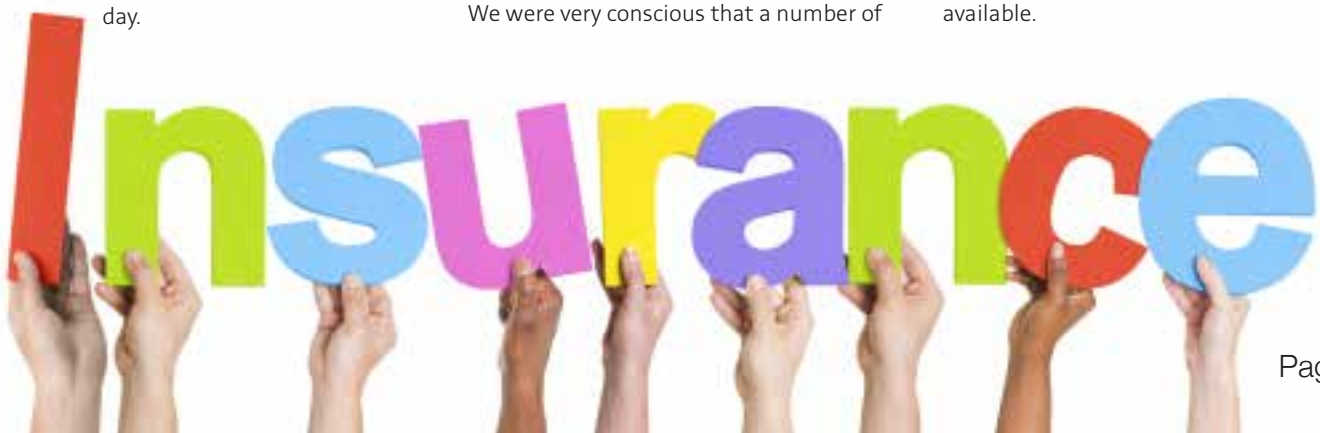
The scheme represents real value for money and the products are among the best available. A comparative exercise shows a typical 40-year-old in good health could save more than £1,300.00 per year on similar products purchased on an individual basis.

Who can join the scheme?

The scheme is open to police officers who subscribe to their relevant representative body, the Police Federation, Superintendents' Association, and the National Police Chiefs' Council (NPCC). It is also available to police staff.

Where can I find further details?

Every member will receive a policy booklet explaining the full range of benefits and the full policy wording will be available on our website. However, we will also be providing further information, by means of a regular newsletter, on each of these benefits over the coming months. This will ensure members understand the full range of cover available.



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National conference in June



A delegation of representatives from South Wales will attend the national Police Federation conference in Birmingham in June.

The conference, one of the key events in the policing year, will be held in

Birmingham's ICC on 11 and 12 June.

"Conference provides a great opportunity for Police Federation representatives from across England and Wales to come together, hear from police leaders and other stakeholders about the latest developments in policing and meet colleagues from other Federation branches," says Steve Treharne, South Wales Police Federation chair.

"Last year, the Home Secretary, Sajid Javid, was only weeks into his new position having hastily taking over the role following the departure of Amber Rudd in the wake of the Windrush scandal. He told officers that he 'got it' and said he would re-set the relationship between the police and the Government after what had been a number of extremely tense years.

"I don't think we have seen the progress we would have liked though so if Mr Javid does attend the conference I think he could find himself finding some tougher questions from delegates. It promises to be very interesting."

The agenda has not yet been published but when it becomes available we will post it on our website and full reports on conference will appear in our July edition of Federation magazine.

Match day boost for officers in need

South Wales Police Federation has again bought two season tickets for both Swansea City FC and Cardiff City FC.

These tickets will be made available for every game of the season and will be offered initially to those who have a serious welfare consideration. If you have such a consideration, or know someone who has, please submit the details of the circumstances to your divisional Federation representative who will forward them to the office for consideration.

Where no such welfare consideration has been submitted, the tickets will be subject to a draw from those who have registered an interest in attending that particular game.

You can register your interest in attending individual games on our dedicated football site at <http://swpf.org/football/>

Only serving South Wales officers are eligible to register.

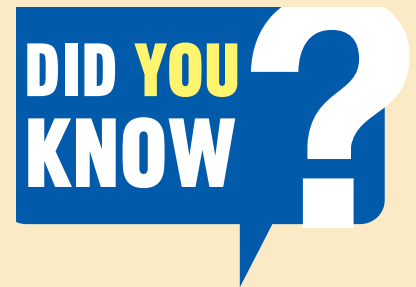
Please register only for those games that you will be able to attend.



Registering for games on days which you are not available simply causes undue bureaucracy and wastes time. Please don't register for the same game more than once as duplicate entries will be deleted.

The draws will take place around two weeks prior to the respective game and the winners will be informed accordingly. Therefore, please include an accurate email address/mobile number so that we can quickly contact you.

Finance theme for Did You Know?



The Federation's Did You Know? campaign focused on finance-related issues throughout March.

A theme is chosen each month, based on questions the Police Federation of England and Wales receives from members. The aim is to highlight key issues and to make sure serving officers know exactly what they can claim as part of their role.

Launched in November, the campaign has already focused on annual leave, rest days and performance.

In March the campaign covered the allowances and expenses you can claim for doing your role, and topics included NHS medical costs incurred while on duty and pension buy-back.

National Federation chair John Apter, addressing members, said: "I am really pleased that the Did You Know? campaign, which is fundamentally about you understanding your rights, is now being rolled out across England and Wales.

"Over the coming weeks and months we are going to be putting out information which we believe is going to be really important to you to understand what your rights are.

"Police regulations are not there to be cherry-picked. They are not a nice to have. They are the rules we must comply with. They are your rights.

"Please help us to educate all police officers about what your rights are. The Did You Know? campaign will, hopefully, share some valuable information over the coming months."

For more information on the campaign, including FAQs, visit the Did You Know? pages at polfed.org



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Ben Evans
Senior Associate
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The five stages of divorce - what to expect when going through a divorce

By Ben Evans, senior associate in family law at Slater and Gordon



Separation

Separating from a spouse is never easy. It's a time of emotional upheaval for both parties and especially disrupting for any children involved. As well as the emotional challenges faced during separation, there are also the challenges surrounding the practicalities of separation, such as residency and finances.

In the first instance, it's in the best interests of everyone involved to ensure that immediate discussions post-separation remain as amicable as possible. The benefit of keeping matters civil cannot be understated. It may be preferable for any discussions to take place in a neutral environment, rather than in the matrimonial home and discussions should never be in the ear shot of children.

Mediation

Going straight to court doesn't have to be the only option after separation, as mediation can help to sort out differences around money, property and children.

Mediation gives both parties the opportunity to sit down and, in their own words, put their side of the story across in a safe and neutral environment.

The mediator can encourage you to think about things from another perspective and to compromise in order to reach a conclusion that everyone is happy with. They will listen and help you communicate with your ex-partner effectively, and will remain impartial - not

taking sides.

Divorce

If you're satisfied that your marriage has irretrievably broken down, divorce proceedings can be made through the Family Court to formally bring the marriage to an end.

There's currently no such thing as a 'no fault divorce' under UK law. There's only one ground for divorce and that's the marriage has 'irretrievably broken down'. This has to be proved by the person who starts the divorce petition, known as the 'petitioner', by establishing one of the following facts:

1. **Adultery:** The petitioner finds it intolerable to live with the respondent as a result of them committing adultery. Adultery is voluntary sexual intercourse between a man and a woman and therefore this fact cannot be used in same sex marriages or civil partnerships.
2. **Unreasonable behaviour:** The petitioner cannot live with the respondent as a result of their unreasonable behaviour.
3. **Desertion:** The respondent has deserted the petitioner for at least two years.
4. **Two years' separation (with consent):** The respondent accepts divorce proceeding on the basis that the parties have lived separately for two years.
5. **Five years' separation (no consent required):** Parties have lived apart for a period of five years.

Finances

Often one of the most complex matters for people to deal with is the finances. Whatever the length of the relationship, the basic steps people should take are simple and following legal guidance cannot

only help in maintaining an amicable relationship with your former partner but also keep your legal costs to a minimum.

While obtaining your decree absolute, (the document you receive from court which legally ends your marriage), is the ultimate goal in a divorce, this doesn't deal with the matrimonial finances. There's an entirely separate process that must be followed to ensure no further claims may be made by your former spouse against your finances.

The divorce process is instigated by the presentation of a petition to the court, however, any application for a financial remedy will require a separate application.

Children

The first concerns parents who decide to separate have is the arrangements for the children, with a key issue being how children are told about their parents' separation and how they are best supported through it. Then the question arises of how the children's time will be divided between parents once they have established separate households.

Arrangements for children can be one of the most difficult and emotive issues for separating parents and, as a consequence, the same arrangements are frequently the source of more serious and profound disagreements. It's crucial, when addressing arrangements for the future, to do everything possible to limit the stress and anxiety generated for the benefit of both the adults and children.

If you would like specialist advice from a family lawyer please contact Slater and Gordon on **0808 175 7710** and we'll be happy to help.

