

# federation focus

SEPTEMBER 2019



**Brave South Wales  
officers honoured** See Pages 8 and 9



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**Cover picture:** Outside 10 Downing Street ahead of the Police Bravery Awards are PC Paul Roberts (left) and PC Brett O'Hagan.  
Photo courtesy of Anderson Photography.

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# So, we weren't crying wolf after all...

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



**Hello everyone and welcome to latest edition of your South Wales Police Federation magazine.**

We have just come through another extremely busy summer period, where the demands just keep on increasing and don't seem to abate. The excellent work you do each and every day is the predominant reason why South Wales Police (SWP) continues to perform exceptionally well, when considering all the demands placed upon you. SWP and the communities you serve owe you a tremendous debt of gratitude for continuing to work in the professional and committed way in which you do.

It would appear the political winds now seemed to have changed. It has finally been acknowledged that in order to combat rising crime, along with those extra demands that are not crime-related, we require many extra police officers. It would appear we were not crying wolf after all!

We have all seen the figure of 20k extra officers being recruited over the next three years. What must be made clear is that these are additional officer numbers over and above our current service strength. No figures have been provided to suggest how many extra officers that will mean for South Wales Police, however, this figure should be revealed before too much longer. It will hopefully mean our allocation, based on our current structure, will result in an extra 400 to 500 officers over the three-year period.

This will be incredibly welcomed, however, I also feel anger, as I am sure you will also, that we have had to go through a huge amount of pain due to the slash and burn of police finances imposed by the previous Government administration. It is, of course, not only officers who have suffered and it would be remiss of me not

to also mention the communities we serve as they have also suffered greatly as a result. The Government got it badly wrong and, even though a change of direction is welcomed, it will not be an overnight fix. There will be issues for each force in managing the significant uplift in new recruits and their journey through the Policing Education Qualifications Framework (PEQF).

Much has been voiced regarding the requirements for a degree within policing due to the complexities of modern day policing. I, for one, do not agree with this outlook. I am not interested in the qualifications of the person undertaking policing. The police service has always been a healthy mix of those entering with or without degrees. I do not hold a degree, I have worked in various areas of policing most lately Major Crime. I have never found the lack of a degree to have been a hindrance to my ability to undertake the various roles I have undertaken in a 19-year career.

I have also spoken to many officers with degrees who have told me that the fact they held a degree did not equate to them being a better police officer than their colleagues without one and some questioned if their own particular degree was of use within the police service. I remain concerned the current entry strands being taken forward will limit the ability of some talented individuals to join the police service.

I will end on this aspect by acknowledging that there are indeed certain complexities within policing where the requirement for a certain degree would be hugely beneficial, for example, cyber-crime. However, policing in the main is not complex per se, it is the processes within policing that ultimately make the role complex. My biggest message for forces is that what is absolutely required to equip our officers for modern day policing is top quality, ongoing, relevant and meaningful training. There has to be an investment in ongoing quality training which frankly cannot be delivered via the NCALT system.

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## Chair's foreword

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We are soon to receive our 2.5 per cent pay rise and, while this is broadly welcomed and another step in the right direction, let's not get too over-joyed and celebrate the Government hand-out. We have sustained pay freezes and below inflationary rises since 2010, which has had a drastic impact upon our personal finances. The cuts have been deep and ongoing for far too long. An example of this is clearly seen when looking at a starting constable's salary in 2010 up until 2018. If pay rises were to have just kept pace with inflation the salary should now be over £29,000 rather than the current average of £23,500. Frankly, this has been a disgrace. We will continue to do all we can influence year-on-year real-time pay increases but we will require your help to do this. Each year your Federation undertakes a pay and morale survey and I would urge you all to take the time to complete this vitally important survey.

Pensions continue to dominate and you will surely be aware of the Fire Brigades Union and judges' pensions victory against the Government. The Police Pension Challenge was stayed awaiting the outcome of the case as it was similar in nature. The Government has also accepted that this ruling affects the police pension. We now await the next stage to see how the Government will remedy the discrimination and we expect this to be confirmed this side of Christmas.

The Government is expected to remedy the discrimination across all the public sector schemes that provided transitional arrangements which included tapering. As I have written previously, our stance is one where our primary objective is for all officers to be returned to our original scheme. The Police Federation of England and Wales (PFEW) has also stated that should it become necessary to lodge a legal claim on behalf of all its officers it is ready to do so, so it may mean no further officers have to submit claims. I will update on this issue as and when more information comes to light.

Finally, I want to finish on officer assaults, the unacceptable attacks that you face every day for simply doing your job in protecting the public and your communities. It is really disheartening to see that recorded assaults have gone up significantly by 30 per cent from 2018-2019 in South Wales. The police service, and thereby South Wales Police, must do everything it can to ensure your safety in work. One such measure, which we are seeking to influence, is the full roll-out of Taser to every officer who would want one.

Taser is an extremely effective tool in an officer's personal protection.

In a PFEW poll, more than 81 per cent of the 7,000 police officers who responded said that carrying a Taser would make them feel safer and 84 per cent said they believed that would also be the case if their colleagues were similarly equipped. In a poll of the public run by LBC to coincide with PFEW's research, 73 per cent of the 2,000 people asked thought police officers should be able to carry Taser. There is a clear message being sent that the vast majority of officers and members of the public want officers to be provided with Taser. It is just not about the extra safety of officers but also provides that additional safety to members of the public.

While you will have seen a Taser uplift within South Wales, I would urge the Force to make a commitment to roll out Taser completely, such as we have seen in a couple of forces already by chief officers who see this as the right thing to do for their officers.

Tasers are not the only piece of the puzzle to assist in tackling officer assaults. We need improved officer safety training, double crewing to become the default position and, finally, the criminal justice system to stand up to the plate and ensure that when you are assaulted, the offender faces the maximum penalty possible. A strong message needs to be sent out that it is not acceptable for an officer to be assaulted. The courts need to ensure your rights are placed above those of the offender when making a sentence determination.

I am sure we are all aware that police can be a dangerous vocation, we deal with extremely difficult and challenging situations. It is a role that we all appreciate carries the risk of being assaulted. What we must never accept is that being assaulted becomes accepted as being part of your job.

Tragically, all too often, officers make the ultimate sacrifice in the line of duty. It was heart-breaking to hear the news from Thames Valley Police that PC Andrew Harper had his life taken away from him. I would like to pay tribute to Andrew, who will never be forgotten by his police family and the community he so courageously tried to protect.

I will end again by asking you all to look out for one another and stay safe. You are all doing an incredible job, day in and day out, often in extremely difficult circumstances. You deserve far better than what you have received over the last few years. We now hope that the hateful attitude of Government has departed and we can once again look towards having an adequately funded police service.

## Home Office backs 2.5 per cent police pay rise

Police officers have been awarded a 2.5 per cent pay increase.

The Police Federation of England and Wales has said the rise was a 'small step in the right direction'.

It is the first time in three years that the Home Office has accepted in full the recommendations of the Police Remuneration Review Body (PRRB), the independent body advising the Government on police pay.

However, national Federation chair John Apter has insisted the Government must do more to make up for years of real-term pay cuts endured by Federation members.

"Police officers have suffered nine years of pay freezes and pay caps. So, while this pay award represents the highest received since 2010, it is not what we and the Police Superintendents' Association jointly asked for – however, it is better than the derisory rise our members were given last year," says John.

"It is positive to see the Government abiding by proper process and accepting all the recommendations of the PRRB which it has failed to do for the past two years. But this must be just the start of getting police officers' pay back to the level it should be."

He continues: "Before the next pay award, the chancellor will announce the results of the Comprehensive Spending Review – and that must include substantial, centrally-funded investment to ensure the service is fully and properly resourced, encompassing a significant, real-term rise in officer pay."

As well as the pay rise, which applies to all ranks and comes into effect from 1 September, the Government announced:

- **An increase in the on-call allowance from £15 to £20 per 24-hour period for all Federated ranks**
- **A 2.5 per cent uplift in the dog handlers' allowance**
- **A 2.5 per cent uplift in London weighting, and**
- **No change for apprentice and degree holder progression pay, which means those joining the service will continue to receive the current incremental pay rises through their probationary period.**

The Police Federation, in a joint submission to the PRRB with the Superintendents' Association earlier this year, had sought a three-year pay deal for officers with a five per cent uplift in each year to bring police pay back to 'fair levels'.

However, if the three-year deal was not considered possible, the Federation put forward a claim for a 6.2 per cent rise this year.

# Latest developments on pensions

The Supreme Court ruled on firefighters' pensions at the end of June refusing the Government leave to appeal the decision of the Court of Appeal which had previously held that the transitional pension arrangements for firefighters and judges were illegal on the grounds of age discrimination.

The Federation had been waiting for the ruling, seeing the issue as being linked to its own questions over the new police pension.

While waiting for the Government response to the ruling, national Federation chair John Apter called for a resolution for all public sector pensions and, after attending a pre-arranged meeting of the Pension Scheme Advisory Board with officials from the Treasury and the Home Office on Monday 1 July, days after the Supreme Court ruling, confirmed the Police

Federation would bring any appropriate legal claims on behalf of members if its expectations were not met.

The Federation is asking for all protections for its members to be retained until 2022, and that affected members must be levelled up to this position.

It has also set out the following expectations on the pensions issue:

- **The Government must accept that all transitional arrangements were unlawful, but it must not, while addressing that discrimination, introduce other unfairness to our members**
- **The Supreme Court decision applies across the public sector**
- **The Government concedes the existing police pensions legal claims**
- **It honours the promises made to those**

**nearest retirement, and maintains the arrangements put in place**

- **The Government must ensure that all those subject to discrimination are remedied appropriately**
- **The remedy must also apply to those who have left the service.**

After the advisory board meeting, John Apter said: "The Government would not be drawn into what they were going to do next, or how they would be reacting to the Supreme Court judgement." He added: "The legal case has been made by the Appeal Court ruling; now is the time for the Government to step up and morally do the right thing."

And John concluded: "If their statement does not meet our expectations, then we are prepared to lodge claims on behalf of our membership. That work has already started."

## Federation agrees collective statement

Officials and representatives from across England and Wales agreed a collective statement on pensions at the Federation's National Council meeting in Birmingham in mid-July.

The full statement issued by the Police Federation of England and Wales was as follows:

Police Federation officials representing officers from across England and Wales – our National Board and National Council – have met over the past two days to discuss important issues affecting our members, and top of that list has been pensions.

Much has been said to the Police Federation of England and Wales, and to local Federations across the country, since the Supreme Court ruled there could be no appeal by the Government on the judges' and firefighters' pension discrimination ruling.

We are listening to you. We are listening to your representatives. And following our discussions over the past two days we – the PFEW and local Police Federations - publish this joint statement on the Police Federation of England and Wales' police officer pension position.

Our stance has always been that police officers should have stayed in the pension schemes they signed up to, or better, and that remains our stance in any future discussions with Government over police officer pensions.

It was scandalous that the

Government forced the changes it made to pensions back in 2012, but legally it had the power to do so. There are no negotiation rights for police officers on pensions.

Following the judges'/firefighters' ruling, the Government has said it will release a statement on the issue before Parliament's summer recess begins on 25 July. We are talking to other public sector unions in advance of that announcement and are, of course, listening to the views of all police officers, including those who are part of the 'Pension Challenge'.

We have previously made it clear we would not be paying the private legal fees for the 'Pension Challenge'. This position remains unchanged.

Once the Government proposes a remedy – which is likely to be a

protracted process and potentially affect all public sector pensions - if it becomes necessary for us to mount a legal challenge on behalf of all police officers in England and Wales then we stand ready to do so. It may be that no one has to submit claims.

The importance of fair and just pensions for police officers – who sacrifice so much during their working careers to serve and protect the public – cannot be understated. There has been much discussion over what has gone before but we now need to move forward collectively; not just as a Police Federation but as proud police officers. A collective and non-fragmented voice has the ability to be very powerful and to get the best terms and conditions it can for officers across the country.

### Government will apply 'industrial remedy'

On 15 July, the Government issued a written statement in respect of the ruling on the judges' and firefighters' pensions making it clear the Government would apply an industrial remedy to the discrimination found by the Employment Appeal Tribunal. This means the remedy will apply to every worker in the public sector pension schemes, including police officers.

"What we do not know is exactly what

the remedy will be and what it means for our members, so while many will have further questions about this, we are not in a position to answer those until such time as we have heard what the resolution may be and we expect those discussions to be protracted," a Police Federation statement said.

You can read the statement issued by the Treasury at

<https://tinyurl.com/y3zsg2vn>



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# Federation chair welcomes re-investment in police and criminal justice system

South Wales Police Federation chair Steve Treharne has welcomed plans by new Prime Minister Boris Johnson to recruit 20,000 extra officers in the next three years, create more prison places, extend stop and search and get tougher on criminals.



*New PM Boris Johnson.*

Mr Johnson announced the officer recruitment drive almost as soon as he got into No 10 but within weeks built on this by announcing his determination to

tackle increased knife crime with an expansion of stop and search powers, the development of a further 10,000 prison places and a review of the sentencing of dangerous and prolific offenders.

"The Federation has been calling for a re-investment in policing and the criminal justice system for many years now so, of course, it is pleasing to see a change of direction from the Government," says Steve, "Theresa May's policies – first as Home Secretary and then as Prime Minister – had brought the police service to its knees with the budget cuts since 2010 having a devastating effect not just on forces but also the public we serve.

"Across England and Wales, we have lost around 20,000 officers and seen

crime, particularly violent offences, soar. More and more people in our communities have become victims of crime and more and more police officers have suffered physically due to an increase in assaults on them and mentally due to the pressures of trying to do more with less.

"While we don't know much detail yet in terms of how these 20,000 new officers will be recruited and how many will actually come to South Wales, Mr Johnson is making all the right noises so let's just hope his words are turned into actions."

The College of Policing has warned of 'logistical challenges' in taking on the new recruits, in part due to concerns about a lack of instructors for training..

## Recruitment campaign launched

The launch of the Home Office campaign to recruit 20,000 police officers was welcomed by South Wales Police Federation chair Steve Treharne.

While there are no confirmed figures for how the new recruits will be distributed, he is hopeful the Force will benefit.

"Thanks to the efforts of our PCC, we have not fared as badly as many other forces but nevertheless we have still seen our numbers fall at a time when there has been no corresponding reduction in demand so with this new funding from the Government let's hope we can get our officer numbers back to a level where we can provide a better service to our communities and also reduce the stress on officers who have been stretched to their limits, physically and mentally, in recent years," says Steve.

The Home Office campaign, urging people to join the police and 'Be a force for all', is the largest police recruitment drive in

decades. It features serving police officers including a neighbourhood officer, a police dog handler and a firearms officer. One of the officers started as a volunteer Special Constable, while another is a former charity executive who changed career.

They will appear on billboards and digital displays, including locations such as shopping centres and train stations, across England and Wales as well as in a radio advertisement. A second phase of advertising is planned for the new year.

A new website has also been set up to provide potential recruits with more information and direct them to force recruitment pages while a National Policing Board, chaired by the Home Secretary and bringing together Government and police leaders, has been set up to oversee the



recruitment drive and other major policing issues.

Chancellor Sajid Javid has announced funding to support the recruitment of a first wave of up to 6,000 officers. This includes £750 million for 2020-21 and an immediate £45 million to kick-start recruitment. The remaining 14,000 officers will be recruited in 2021-22 and 2022-23 through extra central funding and will be on top of extra officers hired to fill existing vacancies.

## Officer numbers increase

The Force has seen a 2.4 per cent uplift in officer numbers in the year to the end of March 2019.

According to statistics from the Office for National Statistics, South Wales had 2,916 officers at the end of March 2018 and 2,986 12 months later – an increase of 71 officers.

"This increase is definitely a step in the right direction but we need to see proper, sustained investment in the police service so that we can provide the policing service our communities deserve," says Steve Treharne, chair of South Wales Police Federation.

Of the four Welsh forces, only one

other – Gwent – saw an increase in officer numbers in the same period. Gwent's total went up by 3.3 per cent while Dyfed Powys' numbers fell by 3.5 per cent and North Wales by 2.1 per cent.

Across all 43 forces in England and Wales, there was a 0.6 increase to 123,171.

# Brave PCs honoured after river rescue



*PC Brett O'Hagan and his wife, Lynwen, outside No 10.*



*PC Paul Roberts and his wife, Beverley.*

**T**wo South Wales officers who braved a fast-flowing river to rescue a woman whose car was upturned in the River Ely after a crash have been honoured at a Downing Street reception.

PCs Brett O'Hagan and Paul Roberts were at No 10 after being nominated for the annual national Police Bravery Awards by South Wales Police Federation. Brett was accompanied by his wife, Lynwen, while Paul's wife, Beverley, was at his side.

They joined nominees from forces across England and Wales at the Downing Street reception which was attended by Theresa May in one of her last official engagements as Prime Minister.

In the evening, they attended a gala dinner and awards presentation at which

the then Home Secretary Sajid Javid and police minister Nick Hurd were invited guests.

The incident for which they were nominated unfolded when the Force received a report that a car had crashed into the River Ely near to Bethania Hill, Tonyrefail at around 2pm on Tuesday 23 January last

year. It had left the road after crashing into railings before turning upside down in the river. It was believed that someone was trapped inside.

PC O'Hagan, who has 14 years' service and is based at Merthyr was the first officer at the scene. The river was fast-flowing and murky but, without fear for

**“ WITH THE INCLEMENT WEATHER, THE FAST-FLOWING RIVER AND THE PRECARIOUS UPTURNED VEHICLE, BOTH OFFICERS SHOWED EXCEPTIONAL BRAVERY IN ENTERING THE RIVER WITHOUT FEAR FOR THEIR OWN SAFETY.**



*South Wales Police Federation's Zac Mader (left) and Steve Trigg with Welsh Assembly Member Jane Hutt ahead of the awards ceremony.*

his safety, he went in and started a treacherous descent down the river bank and approached the upturned car.

The front windscreen was fully submerged in the river. PC O'Hagan tried to open the door, which was locked and so was the boot. The windows had steamed up, so the passenger could not be seen.

PC O'Hagan used his ASP to smash the window and, through a small gap of one or two inches, could see an elderly woman in the driver's seat being held in by her seatbelt. As she was upside down, the water was up to her stomach, so her head and shoulders were completely submerged in the water.

PC O'Hagan called out for help and PC Roberts made his way down the bank and swam into the water. PC O'Hagan had clambered through the smashed window and had unclipped the woman's seatbelt. Despite great difficulty, he climbed back out the car, bringing the woman with him.

PC Roberts, who has 11 years' service and is based at Waterton, joined him and helped bring the woman across to the river bank, which was steep and muddy. The officers struggled to make their way up the embankment with the lifeless woman. Both officers started CPR, taking it in turns for 20 minutes before paramedics took over.

Despite the officers' best efforts, the woman sadly could not be resuscitated.

"With the inclement weather, the fast-flowing river and the precarious upturned vehicle, both officers showed exceptional bravery in entering the river without fear for their own safety," said Steve Treharne, chair of South Wales Police Federation, who accompanied them to the awards ceremony.

"Like so many other officers, they did everything they could to help a member of the public, regardless of the fact that it put their own lives in danger. They were worthy nominees for the bravery awards and I was proud to accompany them to London for the bravery awards.

# 'I did the job I was trained to do'

Bravery award nominee Paul Roberts says 'he was certainly not brave' and simply did what he was trained, expected and needed to do.

"At the time of the incident, I felt very little emotion. I was focused on the task at hand and could see my colleague and the injured person needed help. This was my sole focus," he says, adding that while he would do the same if faced with the same circumstances he might try a slightly different approach, certainly in terms of the access into the situation.

Having been shocked at being nominated, Paul, who took his wife Beverley to the ceremony to recognise the support she always gives him, said the bravery awards were far more enjoyable than he expected.

"It was a great experience to be at No 10 and that made me feel part of something bigger; something I have not felt very often in the police," says Paul, "I met the Home Secretary Sajid Javid which was a very pleasant encounter. There was no real opportunity to engage in any conversation but I was grateful for his time when he did speak to me considering he was attempting to speak to everyone on the evening of the awards.

"A highlight of the day was just having the opportunity to have a photo taken in Number 10 and the care the photographers took to take photos of everyone. They did not seem rushed and genuinely appeared keen to take the best photo they could. It's not uncommon to have a photo taken with very little care being taken of the recipient in events such as this."

Paul was also impressed by the awards evening, saying it was a 'fantastic evening with real care and attention' and something he would always remember.

While he could not pick one high point of the evening, he did praise the MC for the evening, television presenter Mark Durden-Smith, explaining: "He did a sterling job and kept the whole event light and informal which stopped it becoming stuffy and allowing everyone to truly relax."

He also praised South Wales Police Federation chair Steve Treharne for his efforts to look after the two couples during their time in London.

Paul concludes: "A massive thank you to the Federation for making a great event amazing."



*The brave officers and their wives with South Wales Police Federation chair Steve Treharne (left) and Chief Constable Matt Jukes (third from right).*

# Remembering fallen officers

**R**epresentatives of forces across England and Wales gathered with the families of fallen officers for the annual Care of Police Survivors (COPS) service of remembrance at the National Memorial Arboretum in Staffordshire.

Through COPS, the families of fallen officers and police staff are able to support each other while the charity also provides access to counselling services to help survivors rebuild their lives.

Each year it holds a survivors' weekend for the officers' families culminating in the remembrance service during which a number of people talk about their own experiences of losing an officer and the way in which the charity provides a life-line.

Ahead of the service, those taking part in the Police Unity Tour ride, including representatives from forces across England and Wales who set off from various points across the country on Friday, followed the Blue Knights motorcyclists into the arboretum where they were greeted by a raincoat-clad and umbrella-holding crowd.

The service, held in an open-sided marquee, was attended by chief officers, Police and Crime Commissioners and representatives of Police Federation branches as well as other stakeholders.

It was opened by the national president of COPS, Gill Marshall, who was widowed when her husband died on duty in 2006 when their two daughters were two and four.

"COPS is a wonderful organisation," she told the congregation as she thanked everyone for supporting the charity.

Gill spoke of how COPS had helped her rebuild her life, with the support of other fallen officers' families through the charity, giving her 'a sense of belonging in the



*Stu Kershaw, who rode the Police Unity Tour in memory of Derbyshire DC Gary Freeman, hugs Angela Morgan, Gary's fiancée, after she gave a moving account about re-building her life following his death.*

darkest of moments'.

That was a similar theme for the other family members who gave accounts of their own experiences.

This year's speakers were: George Parker, son of PC Andy Parker (30) of North Wales Police who died in a motorbike crash on his way home from a night shift on 23 September 2005; Angela Morgan, fiancée of DC Gary Freeman (36) of Derbyshire Constabulary, who died along with DC Anthony Thornley when their vehicle was in collision with a lorry on 19 August 1994; Greg Lashmar, son of PC Brian Lashmar (39) of the Met, who also died in a crash on his way back from night duty, on 24 January 1989, and Donna Cox, sister of PC Jo-Ann Jennings who was 23 when she was killed in a patrol car responding to a disturbance on 12 November 1989.

George, who was three when his father died, told those gathered at the service about the good times he and other officers' children had at Drayton Manor during the COPS survivors' weekends and discussed the firm friendships they formed.

He also praised the Police Unity Tour cyclists saying that he hadn't realised how much it would mean to him to be

presented with a wristband bearing his father's name by a PUT cyclist and urged everyone in policing to tell colleagues about COPS' work.

"Gary went to work that morning and didn't come home," Angela said, adding that her world was shattered with his death had left her heartbroken and nearly broke her. At the time of Gary's death, COPS was not in existence so she didn't have the support network she has since been able to forge through the charity.

Greg had just turned 14 when his father died and admitted keeping a lot of his emotion inside.

"I was the man of the house, I had to be the strong one," he said.

His grief nevertheless left its mark. Having heard a bugler play The Last Post at a funeral, to this day he can't bear to hear it played.

He had initially not engaged with COPS but was encouraged by the charity's founder, Christine Fulton, to do so around four years ago when Paul Spencer rode the PUT for Greg's father. That led to a 'teary hug' that allowed him to let out some of the built-up emotions and speaking to other families who had lost officers made him realise he was not the only one to feel

Photos courtesy of COPS

**All riders wear a wristband featuring the name of a fallen officer which is presented to the family of that officer where possible at the end of the ride.**



*The Police Unity Tour cyclists arriving at the National Memorial Arboretum in Staffordshire.*

how he did.

Donna gave an emotional, but at times light-hearted, tribute to her older sister, best summing it up by saying: "I just miss her."

During the service, Denis Gunn, past president of COPS, read out the names of the officers added to the roll of honour since the last COPS service in July 2018:

**Special Agent Nole Remagen** (42) of the United States Secret Service, who died on 17 July 2018, two days after suffering a stroke while on presidential protection duty in Scotland;

**PC Joseph Cooke** (39) of the Met who injured his shoulder while making an arrest. While having surgery on the injury, five months later, he suffered a brain injury which proved fatal on 25 December 2018;

**PC Daniel Clayton-Drabble** (24) of Thames Valley Police, who died in an accident as he drove home from work on 26 December 2018;

**PC Kevin Flint** (52) of Thames Valley Police who died on 15 January 2019 when his motorbike was in collision with a car as he drove home from work; and

**PS Colin Michael Fox** of the Metropolitan Police who died on 1 May 2019.

The service also featured two songs performed by soloist Diane Whyllie and the laying of wreaths led by a Staffordshire Police Cadet.

After the service, which was closed by Sir Peter Fahy, the COPS chair of trustees, guests headed to The Beat, an avenue with a tree dedicated to each force, to pay a further tribute to their fallen officers.



## ABOUT COPS

Care of Police Survivors (COPS) supports the families of police officers and staff who have lost their lives on duty.

It provides practical and emotional support ensuring survivors have the help they need to cope with such a tragedy, and that they remain part of the police family as they rebuild their lives. It arranges local and national peer support events and also works with Winston's Wish and RedArc to provide counselling and specialist bereavement support for families.

The charity was founded in 2003 by survivor Christine Fulton MBE and the late Jim McNulty, a detective with Strathclyde.

Find out more at [www.ukcops.org](http://www.ukcops.org) or please follow @ukcops on FB and @UK\_COPS on Twitter.

## Glasgow to host memorial day service

Chair Steve Treharne will represent South Wales Police Federation at this year's National Police Memorial Day service which will be held in Glasgow.

The service will take place in the city's Royal Concert Hall on Sunday 29 September. It 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.

"National Police Memorial Day is one of the key events in the policing year,"

says Steve, "It provides an opportunity for us to remember fallen colleagues and to stand shoulder to shoulder with their families to show that their sacrifice is never forgotten. It is a very moving service and one I believe all police officers should attend at least once during their service."

The service is open to all who wish to attend, simply register to attend at [nationalpolicememorialday.org](http://nationalpolicememorialday.org)

The day was founded in 2000 with the first service at St Paul's Cathedral in London in 2004. Glasgow last hosted the National Police Memorial Day service in 2011.

# Now is not the time to walk away, says PCC

**W**ith seven years' service as the South Wales Police and Crime Commissioner (PCC) under his belt after 25 years serving as an MP, you could be forgiven for thinking that Alun Michael might stand down ahead of next year's elections.

But, instead, he is standing for election again next year so that he can continue to build on the progress he has made since first taking on the role in the first PCC elections in 2012.

"I resigned as an MP in order to stand as Police and Crime Commissioner because I believe passionately that we can reduce crime and help to build safer, more confident communities if we do the right things. I passionately believe policing is at the heart of building a better society. I am playing my part with the Chief Constable and all our partners to drive that work across South Wales," he explains.

"Despite the savage cuts we have experienced in recent years, I believe that we are doing it better than ever before and I want to embed the South Wales approach and support the Force through the next period of years. I am impatient to do things better now but I know that it takes several years to take the incremental steps that are necessary to deliver the ambitions of the Police and Crime Plan. Now is not the time to walk away."

While acknowledging that money and resources have been a major challenge throughout his tenure, in taking stock of what he has already achieved he points to three key successes, with the first being getting officer numbers back up to 2,900.

The Force did hit a high of 3,400 officers before the Government's cuts led to the Police Grant being cut by a third and, at one point, dipped to below 2,800, while many police staff roles also disappeared. His aim, shared by the Chief Constable, was always to reach the 3,000 officers level. He points out that the South Wales share of the 20,000 constables (promised by the Government) would still only take South Wales back to the previous level of 3,400. He says: "We are still facing doing more than ever with what eventually will be the same



*South Wales Police and Crime Commissioner Alun Michael.*

numbers of officers we had before the cuts."

And he is not comfortable with UK Government approaches to police funding "I believe the shift of the burden from the Treasury to local council taxpayers is wrong in principle but the prime objective must be to maintain policing and keep the public of South Wales safe – that approach was endorsed by the majority of those who responded to our consultation, understanding the vital role our police and staff play in keeping people safe," Mr Michael says.

"I took the initiative to successfully persuade Welsh Government not to cut the money they put into police officers in schools. The fact that Welsh Government also funds 200 PCSOs has enabled us to refresh neighbourhood policing at a time when some forces in England have walked away from this vital area of community

engagement."

His second success story, he explains, has been embedding co-operation in everything the Force does and he admits to being 'massively impressed' by the can-do attitude that is obvious at all levels, particularly in relation to preventing harm, stopping bad things happening and responding promptly and effectively when they do.

Finally, the Police and Crime Commissioner believes great strides have been made to tackle violence against women and girls which he describes as a 'scourge of our communities' that places major demand on local policing.

He explains: "It's important people understand the high level and pervasive, destructive nature of these crimes and abuse. The numbers are massive. And while the more recent focus on the nastiness of

county lines and exploitation is right, we mustn't ignore the more 'normalised' - but none-the-less damaging - violence within our communities.

"We've made big progress – tackling perpetrators through the DRIVE programme, which has received national recognition, and training the staff of GP surgeries to identify signs of domestic abuse and offer help. But it's a long-term inter-generational issue which means we need to be impatient for action now, recognise and build on our successes so far and maintain progress over many years. Together with the Chief Constable, I am about to publish our joint strategy for taking the work forward, prepared with our partners, addressing how we will maintain the momentum."

These successes have been achieved despite the challenge of 'doing more with less' and also within the significant time constraints he feels simply by there just not being enough hours in the day: "There are so many issues that we could deal with if we had the time and the resources, and it always takes longer than you expect to bring about change - even when the need for change seems obvious."

While believing that co-operation with other agencies is the best way to reduce the demands placed on policing, he also finds the time and effort needed to build up a joined service for the public can make partnership working frustrating when the Force wants to act quickly though he also concedes: "If you want to go fast go alone, if you want to go further go together."

He goes on to say: "There is a lot that is really good about partnership working in South Wales, but the bureaucracy sometimes gets in the way and I strongly support the concept of 'more partnership for fewer meetings'. It can sometimes feel a bit like an Atlantic convoy where you had to move at the pace of the slowest ship. That can be a challenge when policing is

particularly good at getting things done now and not waiting until everybody else is ready.

"Striking the right balance and taking partners with us is essential - and I do think we are making significant progress even though it's slower than I would like. I particularly welcome the fact that Welsh Government is looking again at the structure of partnerships with a view to making them easier to manage and to drive. If that is successful and takes on board the learning from the significant effort policing puts into partnership, we could make great strides in the next four years."

He is full of praise for the way the officer and staff team in South Wales do pull together, despite the challenges brought by cuts, the changing nature of crime and ever-increased demand.

"The quality, the commitment, the courage and the dedication of our people continues to amaze me on a daily basis. If we provide the right framework and if we can win the resources that are needed to do the job, there is nothing that cannot be achieved by the South Wales Police family. Together we are making a real difference to people's lives," he says.

The Commissioner is also convinced that the Force has the right man at the top, and is proud to have appointed Matt Jukes as Chief Constable in January 2018 following the retirement of Peter Vaughan.

"In all my career I have never seen the transition from one 'boss' to another managed with such complete mutual respect and it's very clear indeed that Matt Jukes has brought a very personal style of leadership to the role along with a very strong sense of direction, but he's done it in a way that demonstrates he is standing on the shoulders of a fine predecessor who he respects greatly," he says.

"He and I challenge each other - it's not a one-way street - but the fact that we are

both driven by qualities of public service, a passion for delivering on Sir Robert Peel's first principle (that the first responsibility of the police is to prevent crime) and a deep sense of the communities we serve makes it a thoroughly constructive relationship. I fully respect his operational professionalism and he respects the fact that the Government decided that the Commissioner should be an elected representative, accountable to the public. We make it work to the benefit of our people and our communities."

If he is re-elected in May next year, Mr Michael knows one of the biggest challenges will be to continue to be the increasing complexity of crime, the ever-changing nature of risks in the online world, the challenges of extremism including right-wing extremism and the increasingly complex needs of the public together with their expectations which continue to rise.

"In many ways, it's a compliment the public regard the police as the 'go to service' but many of the demands require delivery from other services. How to manage that demand together with how we involve people and communities in creating the solutions will continue to be a very big issue indeed," he adds.

But, does he believe the public, seven years in, fully get the role of the Police and Crime Commissioner?

"A lot of people do now understand that the role of the Police and Crime Commissioner better and that it's not a simple one. It's what you make of it. There are significant responsibilities and it's not so much about the powers but the opportunities - the fact that the Commissioner has the authority to bring people together, to challenge other agencies, to co-ordinate innovation and prevention and to find new ways of making things happen," he replies.

"That's what I'm good at and I've brought together a small team of people who are good at working with the Force to make things happen. They've also been working hard to help the public understand more about the role and we're always keen for ideas on how to do this. For example, different team members will be at local police events through the summer talking about the work. And I recently attended the Senior Leaders Forum to discuss this and the work we've been doing together."

Perhaps this better understanding will mean more people will vote in the May 2020 PCC elections than did in May 2016 when there was a 27.3 per cent turn-out across England and Wales, though in South Wales there was a 42.5 per cent turn-out.

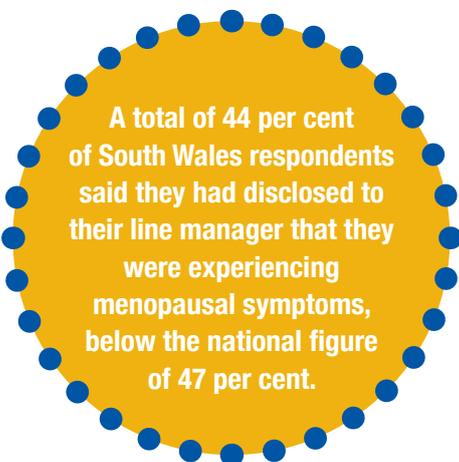
“ STRIKING THE RIGHT BALANCE AND TAKING PARTNERS WITH US IS ESSENTIAL - AND I DO THINK WE ARE MAKING SIGNIFICANT PROGRESS EVEN THOUGH IT'S SLOWER THAN I WOULD LIKE. I PARTICULARLY WELCOME THE FACT THAT WELSH GOVERNMENT IS LOOKING AGAIN AT THE STRUCTURE OF PARTNERSHIPS WITH A VIEW TO MAKING THEM EASIER TO MANAGE AND TO DRIVE.

# Forces receive new guidance on menopause

New national guidance to help forces better support women officers and staff experiencing the menopause is a major step forward, according to South Wales Police Federation.

Julia Tyler, a full-time BCU representative, says the Federation will work with the Force and the Gender Equality Network (GEN) to ensure women get the support they need but also raise awareness among colleagues of how the menopause can affect women at work.

"The guidance is very welcome particularly when you consider that around a third of female officers in forces across England and Wales are aged 45 or over. While the guidance will be of interest to them, I think it would be useful for everyone to read it," says Julia.



"I think the guidance will bring improvements for women who have been struggling to cope with working in policing while going through the menopause.

"If you are suffering from hot flushes, having trouble sleeping or finding it difficult to concentrate, it can be very hard to carry out your policing duties. It is embarrassing for women to suddenly find they can't remember people's names or fleetingly forget what they are doing but these are both symptoms of the menopause.

"There are a number of ways in which

the Force can help women through this time and the GEN has put on some great workshops for both staff experiencing the menopause and also to assist managers on how to best support their staff. Sometimes it can just be as simple as ensuring windows can be opened or providing a fan. Having made great strides in recruiting women, we now need to ensure we support them properly.

"I really do hope this guidance, which follows the Federation's survey on the menopause last year, opens everyone's eyes to the debilitating effect the menopause can have and that this, in turn, means that women do not feel they have to quit policing because they can't cope. These women will have given years of valued service to the Force and their communities and can continue to do so."

More than half of women (53 per cent) from South Wales Police who responded to the Federation's national EveryonePause survey said their performance at work had been negatively affected by the menopause with 21 per cent saying they felt this had affected their manager's and colleagues' views on their competence.

More than eight out of 10 (86 per cent) of respondents also said the symptoms of the menopause were either moderately or extremely problematic, higher than the national average of 76 per cent.

And almost a quarter (23 per cent) revealed they had considered leaving the job because they had found it difficult to deal with the menopause at work, again higher than the national average of 20 per cent.

The South Wales findings were in line with the national findings of the survey which was carried out for six weeks from the middle of October 2018 with officers and police staff across England and Wales being asked to complete an online survey.

The aspects of working that made coping with the symptoms of the menopause moderately or extremely difficult identified by South Wales respondents were:

- **Recalling detailed information – 62 per cent (50 per cent nationally)**
- **The temperature of the working environment – 61 per cent (61 per cent nationally)**
- **Inadequate ability to control ventilation - 40 per cent (57 per cent nationally)**
- **Workload – 37 per cent (38 per cent nationally), and**
- **Working shifts – 30 per cent (33 per cent nationally).**
- **Other factors highlighted were having fixed working hours, inadequate access to toilet facilities, shared offices and workspaces, the physical demands of the role and uniform design.**

A total of 44 per cent of South Wales respondents said they had disclosed to their line manager that they were experiencing menopausal symptoms, below the national figure of 47 per cent.

One in four (26 per cent) had taken sickness absence due to the menopause (18 per cent nationally) but 61 per cent (62 per cent nationally) said they had turned in to work despite feeling they should have taken leave due to their symptoms while 42 per cent (35 per cent nationally) said they had taken annual leave or rest days off as a result of the menopause.

The new guidance includes information for women experiencing the menopause, line managers and occupational health teams. It also encourages forces to establish formal policies for managing menopause transition and provides a draft risk assessment form and checklist.

You can read the national guidance at: <https://www.polfed.org/media/15097/menopause-guidance-document-2019.pdf>

The South Wales Police Federation survey results can be found at <https://www.polfed.org/media/14803/menopause-survey-2018-south-wales-police-18-03-19-v10.pdf>

# Have you severed financial ties with your ex?

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



Many people mistakenly believe that a divorce alone breaks all financial claims with their former spouse, but this isn't the case. Only a financial order can sever these financial ties, and not having one in place will leave you vulnerable to a potential claim being made against you even after the court has granted the decree absolute.

A financial order can be made by consent or imposed upon you by the court. You can obtain a financial order in a number of different ways. The route you take will largely depend on how amicable your relationship with your ex-spouse is and the level or complexity of matrimonial assets to be divided.

## Mediation

If relations remain amicable between you and your former spouse, mediation may be the best option. Mediation involves attending joint (or shuffle) sessions with a mediator for assistance. For mediation to be successful, it needs to be entered into willingly, with both parties prepared to make some compromises.

If agreement is reached at mediation, your lawyer will draft a financial order (made by consent) to be lodged with the court for approval.

## Financial disclosure

The exchange of full and frank financial disclosure provides both parties with full transparency as to the extent of the matrimonial pot in order for negotiations to begin. If there's any uncertainty as to the value of assets, such as the family home or pensions, experts may need to be instructed.

Once all the relevant information has

been gathered, your lawyer will advise you as to what a reasonable settlement might be. This provides a starting point to negotiate with your ex-partner to try to reach an agreement. Once an agreement is reached, your lawyer will draft a financial order (made by consent) to be lodged with the court for approval.

## Financial remedy proceedings

If mediation or negotiations are unsuccessful, you will need to issue financial remedy proceedings. The court will provide both parties with a strict timetable for the proceedings, which includes a date by which you and your ex-partner must exchange full and frank financial disclosure.

There will be a First Directions Appointment (FDA) for the judge to consider if any further information needs to be gathered following the exchange of financial disclosure.

At the second hearing, the Financial Dispute Resolution (FDR), the judge can give an indication as to what they believe a reasonable settlement might be. Both parties are encouraged to reach an agreement at this stage. However, if an agreement is still not possible, the court will list a contested Final Hearing. A different judge will hear the Final Hearing and make a final decision, imposing a financial order onto the parties.

## Conclusion

If you're going through a divorce, or got divorced a number of years ago without getting a financial order, it's important that you seek legal advice. Your ex-spouse may still have a financial claim available against you.

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.

## NEWS IN BRIEF

### POLICE COVENANT

In one of his last announcements as Home Secretary, Sajid Javid announced plans to establish a police covenant to recognise the sacrifice made by police officers.

He said: "This will be a pledge to do more as a nation to help those who serve this country. It will ensure the sacrifice made by the police is properly recognised.

"I'm in awe of every officer who plays their part in keeping this country safe. Rest assured, the Government has your back – and the police covenant will make sure of that."

### WELLBEING PLEDGE

The Home Office has vowed to embed wellbeing at the heart of policing and free up front-line officers' time for core policing activities.

It comes as the report into last year's Front-Line Review of policing, puts forward six recommendations for reform.

Led by former police minister Nick Hurd, the research team partnered with the Office for National Statistics (ONS) to hold workshops for police officers and staff across the country and gather evidence on a wide range of issues affecting their working lives with key themes including wellbeing, professional development, leadership and innovation.

Progress against the recommendations will be assessed next year.

### YOUTH VIOLENCE

Police officers should be allocated to all schools with an above average risk of serious youth violence, according to a new report from the Home Affairs Select Committee.

The officers would follow a Government re-investment in policing to allow forces to increase community prevention activity and neighbourhood policing to help tackle the upsurge in youth violence.

### BOOK HONOURS FALLEN OFFICERS

For first time, the National Police Roll of Honour has been published in book form.

The UK Police Roll of Remembrance 2019 was launched in July.

It lists the names of officers who lost their lives on and in the line of duty in chronological order, with indexes by both police force and individuals' surnames. The book also includes milestones in policing history.

Royalties will be used to continue the Police Roll of Honour Trust's work.

You can order a copy of the book, which costs £25, from Amazon and at

[www.policememorial.org.uk/store](http://www.policememorial.org.uk/store)

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