

WINTER 2023

FEDERATION FOCUS

News and views from South Wales Police Federation

**SEASON'S GREETINGS
FROM SOUTH WALES
POLICE FEDERATION**



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Federation Focus is published by South Wales Police Federation.

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VIEW FROM THE CHAIR



By Steve Treharne, chair of South Wales Police Federation.

Welcome to the final edition of Federation Focus magazine for 2023. As we head into the festive season, I hope that you get to spend some much-needed time with loved ones.

The past 12 months have undoubtedly been challenging for policing. The year kicked off with the announcement of the results of the 2022 pay and morale survey results which revealed poor pay, high workloads and assaults on officers were taking their toll on the Force. My concern is - almost 12 months on - has anything changed? While I welcomed a much-needed pay rise this year, I personally don't feel a seven per cent increase truly reflects the hard work, dedication and commitment and the risks they face in their jobs daily.

Of course, it would be remiss of me to not highlight the up-and-coming ballot on industrial rights that was announced earlier this year. I'd like to take this opportunity to remind our members that voting in the forthcoming ballot is an essential way to have a voice on whether the Federation should seek industrial rights for officers. Please don't underestimate the power of each vote - they all will be of great significance. I believe the ballot will be taking place in the New Year, so please keep an eye out for any additional information. As your Federation, we will continue to keep you informed and up-to-date as the process progresses.

Our members are still under immense pressure, with workload demand higher than ever. And, as for assaults on officers, it saddens me that this issue looks to be only growing. For some reason, members of the public feel it is OK to verbally and physically abuse the officers who, each day, set out to protect and serve them. How is that right? In my opinion, it is totally unacceptable and as your Fed chair, I

pledge to work tirelessly as we head into 2024 to help combat these issues.

Of course, as I reflect on a year of challenge 2023 also fills me with pride. In July, we saw our South Wales officers win the regional award for Wales at this year's national Police Bravery Awards. Despite the hugely tragic circumstances which led to the award, I - and the rest of your Federation - were immensely proud of them all. I was extremely pleased to see the team were further honoured when invited to a VIP event hosted by the Welsh First Minister Mark Drakeford.

Another milestone moment for me was our annual National Police Memorial Day. This year, the event was hosted on our doorstep in Cardiff. I've said it before, it was a day I will remember for a very long time. I felt honoured to welcome so many of our colleagues, religious leaders and politicians, as well as the families of fallen officers to Cardiff. It was a privilege to spend the day with Diane Roberts, the widow of PC 1884 Jeffrey Pitman, the first South Wales Police officer to die on duty. While the event doesn't bring loved ones back, I hope that their families can see that we continue to do all we can to ensure they are remembered.

I'd like to thank all members for their continued support and engagement throughout 2023. As we look forward to 2024, I encourage you to prioritise your mental health and wellbeing. Check-in on one another, speak up and reach out when you need support. Our doors here at the Federation are always open if and when you need us.

For now, have a lovely Christmas and keep safe.



'LONG-TERM' FUNDING NEEDED

The chair of South Wales Police Federation has called for long-term Government funding to allow the Force to make strategic plans to fight crime.

Steve Treharne said the current system encouraged short-term thinking and didn't give taxpayers the very best value for money.

He said: "Over the last 12 years police funding has been squeezed to the point where we now need huge investment in training, equipment and our infrastructure.

"In order to get policing somewhere near where we want it to be and the public expects, we need long-term sustainable funding.

"This would enable our Chief Constable and Police and Crime Commissioner (PCC) to plan ahead and make long-term decisions instead of being expected to formulate plans and strategies bit by bit.

"Short-term funding settlements, like the one we have now, don't allow for the long-term planning that's required."

Steve's comments come as the South Wales Police and PCC Alun Michael have called for a fairer funding formula for policing.

Mr Michael described the current system as "unfair and unjust", and said it placed an increasing burden on local taxpayers rather than the Government.

He was contributing to a discussion alongside Wales's three other PCCs on the adequacy of funding for policing in the country in front of the cross-party Commons Welsh Affairs Committee.

[Read the full story.](#)



NEW 24/7 MENTAL HEALTH HOTLINE WELCOMED

South Wales Police Federation chair Steve Treharne says a new 24/7 crisis hotline will be a welcome addition to the mental health support available to officers.

Oscar Kilo, the National Police Wellbeing Service, is set to launch the round-the-clock service in the spring as part of the Police Covenant.

Steve said: "A 24/7 hotline has been needed for a long time for officers in crisis, so this new service will be most welcome when it starts.

"It will mean that whatever time of day or night, someone will be there to offer vital support.

"The crisis line is one part of the help that's available for officers, with support also there for members before they reach crisis point.

"Through the [Federation's Welfare Support Programme](#), hundreds of members have already accessed life-changing, confidential and independent services from clinical assessments to counselling with trained and accredited professionals.

"But we also need to make time and space available for officers to decompress and debrief after attending potentially traumatic incidents.

"We need a holistic approach to mental health that helps prevent issues in the first place and then addresses them when they do arise."

Andy Rhodes, Oscar Kilo director, said: "This pivotal move by the Home Office is not only timely, but aligns seamlessly with the ongoing efforts to bolster the mental

health support available within the policing community.

"In our expert view, this initiative is very much needed and follows on from the work that's already being done to support the mental health of police officers and staff.

"The journey from the suicide prevention consensus statement, the development of the Police Covenant and the creation of a chief medical officer for policing have all been crucial steps towards understanding and addressing the unique mental health challenges faced by those in the policing profession.

"We believe that now, more than ever, it is the right time for more focus to be put into this area, ensuring that our officers and staff have access to the support they need, whenever they need it.

"In developing this service, we will be working collaboratively with partners across the policing and emergency services landscape. Our approach will be inclusive and consultative, ensuring that the hotline is shaped by the collective expertise and experience of various stakeholders who are already working hard in this space.

"We welcome the initial funding from the Home Office to get this initiative off the ground. As part of our work to develop it, we'll be looking to make sure we develop a sustainable funding solution to ensure its longevity, ensuring that this hotline remains a steadfast resource for our officers and staff in the years to come."



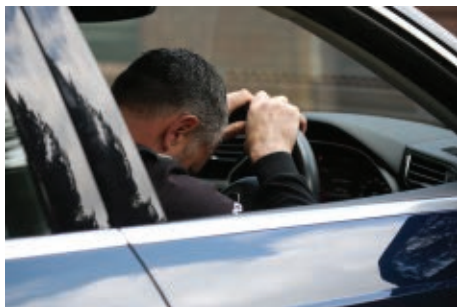
"IN OUR EXPERT VIEW, THIS INITIATIVE IS VERY MUCH NEEDED AND FOLLOWS ON FROM THE WORK THAT'S ALREADY BEING DONE TO SUPPORT THE MENTAL HEALTH OF POLICE OFFICERS AND STAFF."

2023

A YEAR IN REVIEW

January

Medals for Heroes campaigner [Bryn Hughes](#) was made [an MBE](#) in the New Year Honours. His daughter PC Nicola Hughes was murdered in 2012 alongside fellow Greater Manchester PC Fiona Bone in a gun and grenade ambush. South Wales Police Federation chair Steve Treharne said: "This honour was richly deserved by a man who after the tragic loss of his daughter, in what was a horrific incident, set up a charity in her name to try to help others."



The annual Police Federation pay and morale survey revealed 82 per cent of [South Wales officers were feeling worse off](#) 7 in 10 worry about money 'every day' or 'almost every day'. Almost all respondents felt they were not paid enough for the stresses and strains of policing. Steve Treharne, South Wales Police Federation chair, said: "When you take the factors of poor pay, high workloads, and the constant threat of physical violence... it is little wonder that 53 per cent are telling us they have low morale."

Police Federation national chair Steve Hartshorn told Parliament that police officers, who have no right to strike, [find it 'galling'](#) when deployed to provide emergency cover for public sector staff who have exercised their right to walk out over pay and conditions. About 1,000 paramedics, medical technicians and call handlers were on strike.

February

Home Office investment for dedicated mental health resources to take pressure off the police service and allow officers time to [focus on their core roles](#) was welcomed by the Federation. South Wales branch chair Steve Treharne said specialised mental health ambulances and crisis response infrastructure were 'very good news for policing, and long overdue'. He added that it was important because 'police officers picking up after services, cannot investigate and deter crime'.

South Wales Police Federation members were [offered financial wellbeing and debt advice](#) from Police Mutual. Its Let's Talk Debt factsheet included advice on budgeting, saving and reviewing outgoings such as insurances and mortgages to see where reductions can be made. "More than four out of five are worse off than five years ago," the Federation revealed.



However, 9 in 10 new recruits who signed up as part of the Police Uplift Programme plan to stay in the service until retirement, a survey found.



The Crime Survey for England and Wales (CSEW) estimated 6.9 per cent of women aged 16 and over experienced domestic abuse in the year ending March 2022; an estimated 1.7 million women. The Home Secretary's Strategic Policing Requirement pledged to place the crime on a par with countering terrorism and organised crime.

March



Labour leader Sir Keir Starmer unveiled his party's [plans to modernise policing and restore lost trust](#) and confidence in the service. He pledged to halve levels of violence against women and girls within a decade if he wins power at the next general election, with specialist domestic abuse workers in every police control room and specialist rape units. Steve Treharne, South Wales Police Federation chair, commented: "We warned that cuts to policing had consequences but were dismissed as scaremongers but the crisis we now face is a direct result of years of under-funding."

Federation branch chair Steve Treharne said new South Wales recruits were ['nearly £10,000 a year worse off'](#) than those who joined in 2010. New officers on the lower pay scale were getting £23,259 in 2010, compared to £23,556 today. Had starter pay kept pace with inflation, it would currently be £32,953 – this means a loss of £783 per calendar month. "Why is this? Because we are not afforded industrial rights," said Steve.

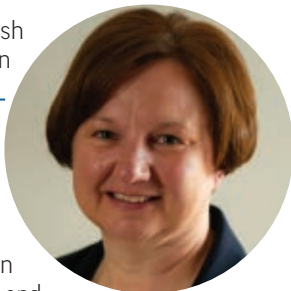
The Federation marked International Women's Day with officers stepping forward to share their stories. Tiff Lynch, the Federation's national vice-chair, [talked of her biggest challenge – battling cancer](#).



Continued on Page 6

Federation Welsh lead Nicky Ryan [praised Special Constables](#)

during an interview on TalkTV. She described the volunteers as an 'amazing asset' and said the key roles they play should be properly acknowledged. "They have the same policing powers and they are expected to perform to the same high standards - performance wise and ethics wise - as paid officers. The only difference is they are volunteers," said Nicky.



April

South Wales [met its target for recruiting new officers](#) under the Government's Police Uplift Programme. The Force was told to take on 452 officers but exceeded that figure by 75. It had 3,522 officers in April compared to 2,995 when the uplift campaign began in 2019. The Federation welcomed the extra colleagues but warned of 'boom and bust' recruitment.

Policing minister Chris Philp outlined his ambition for officers to no longer be [required to record frivolous allegations](#) of offensive speech or social media rows as crimes. He said a planned shake-up would reduce the hours police spend dealing with mental health cases or filling in for other emergency services. South Wales Police Federation issued a cautious welcome, saying: "We have to get rid of all this needless red tape before we can get our officers back out into their communities."

National Stress Awareness Month was an opportunity for officers to [think about their mental health and wellbeing](#), the Federation said. Steve Treharne reminded that: "We've been through three unprecedented years with the pandemic closely followed by the cost of living crisis. It's bound to be an issue for some people. That's why we're encouraging members to look out for themselves and each other."

May

A joined-up approach to [the new Police Covenant](#) was being adopted in Wales to cover all the emergency services. South Wales Police Federation chair Steve Treharne hoped for a 'strong and robust' covenant that reflected the unique roles of police and firefighters. It would also provide an opportunity to reflect on employers' existing responsibilities for the health and wellbeing of their staff.

Federation members were urged to take part in a survey to [help improve wellbeing support services](#) across the Force. Andy Rhodes, service director at the National Police Wellbeing Service 'Oscar Kilo' said: "We carry out this survey because it is critical that our work is focused on what those working in policing every day are telling us they need." Past focus has been on trauma, fatigue and physical fitness.

A new scheme was launched to provide [bereavement support for the families](#) and colleagues of officers killed in the line of duty or who take their own lives. The free counselling was being provided by Oscar Kilo and the support organisation Just 'B'. South Wales Police Federation chair Steve Treharne commented: "Everyone reacts differently to a death in service but it is essential that a strong support network is in place and easily accessible for those that need it."



Home Secretary Suella Braverman claimed that political correctness was hampering policing and called for more officers on the streets, better police culture and higher standards. "Police should not be pandering to politically correct preoccupations," she said.



June

South Wales Police Federation chair Steve Treharne and colleagues joined their National Federation counterparts at a [drop-in event in Parliament](#) where they met with cross party MPs, including Secretary of State for Wales David Davies MP. Issues raised included #SimplifyDG6 - the campaign to reduce the burden of paperwork, and the Medals for Heroes campaign. Steve said: "It is important to have these cross-party meetings with our elected representatives, whether at Cardiff or Westminster."

Members were encouraged to get behind colleagues from other forces who were taking part in this year's [Light The Lakes, a challenge to climb all 214 Wainwright fells](#) in the Lake District to raise money for the Care of Police Survivors (COPS) charity. A blue flare was lit at the summit of the highest of the fells at 2,600 feet, The Old Man of Conistone, in memory of police officers and staff who died during service.

July



Four South Wales Police officers who [made a human chain to try to save a woman](#) precariously positioned over a crumbling cliff face were named as regional winners for Wales at the 2023 national Police Bravery Awards. PC Owen Bedford, Inspector Paul Ramsay, Detective Inspector Paul Graham and a fourth officer who wished to remain anonymous, were honoured for their courage at the awards ceremony in London. The team received their award from Wales' First Minister Mark Drakeford.

The Government announced a [seven per cent pay rise](#) for police officers of all ranks, as recommended by the Police Remuneration Review Body (PRRB). The offer was well short of the 17 per cent demand from the Police Federation to address years of below inflation rises. South Wales Police Federation chair Steve Treharne called it 'smoke and mirrors' by the Government which had 'shifted the burden onto forces.'

Government minister Johnny Mercer made a [passionate defence of policing](#) on national breakfast television. When asked about recent scandals, he replied: "The honest truth is the vast majority of police officers serve their communities in a manner in which we should take exceptional pride. They are exceptionally brave."

August

Tim Rogers, pursuits and driver training lead for the national Police Federation wrote to all chief constables after discovering [instances where police driver training had not been delivered by an accredited trainer](#), contrary to the provisions of the Police, Crime, Sentencing and Courts Act 2022. Tim, who led an eight-year campaign for a change in the law, warned officers would not be protected by legislation unless they are up to date with their training. The Federation stressed that officers should not drive if they are not licensed under Statutory Instrument 1112.

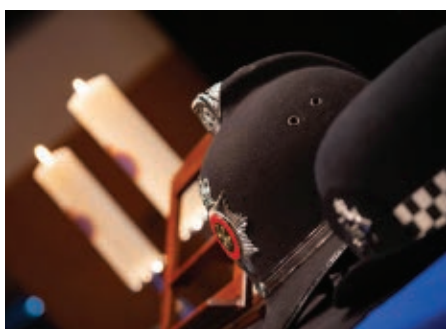
South Wales Police Federation welcomed [moves to outlaw zombie knives](#) and machetes and increase sentences for anyone caught carrying them. Vice chair Phil Walker said: "These lethal weapons have no place in society and the sooner they are removed from the streets the better." The Home Office said more knives with no practical use are to be banned with police given powers to seize and destroy them.



The Care of Police Survivors (COPS) charity held its [annual service of remembrance](#) at the National Memorial Arboretum in Staffordshire. A team of officers from Welsh forces formed a 50-strong chapter of the Police Unity Tour bike ride to the memorial. South Wales Police Federation chair Steve Treharne said: "The service of remembrance is an incredibly moving, poignant event which highlights the close-knit nature of the police family."



September



South Wales Chief Constable Jeremy Vaughan expressed his delight that the [National Police Memorial Day was coming to Cardiff](#). The event is an opportunity to demonstrate to families and loved ones that 'fallen officers will never be forgotten and that the policing family is never far away,' he said. South Wales Police Federation chair Steve Treharne reflected that it had been a ['moving and uplifting day'](#) he would never forget.

And [police horses Louis and Chai](#) had important ceremonial and policing roles at the event, and members of the public posed to have their photos taken with them and chat to their riders Hywel Lewis and Lisa Brown.

South Wales DC Steve Davies [raised more than £50,000](#) to pay for and install 37 defibrillators in the villages of Tonyrefail and Gilfach Goch. He also provided training in the use of the equipment to school children and community groups. Steve, who received a 'Points of Light' award and a letter from Prime Minister Rishi Sunak, said: "I was gobsmacked. I never did it for recognition."

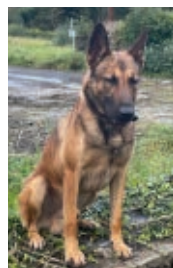
DCI Jason Herbert, a South Wales Federation member, [shined a light on the role of negotiators](#), dispelling the myth that the job is all about talking when in actual fact, their biggest tool is being able to listen.

October

Police Federation members were urged to think 'seriously' and [cast a vote on the issue of industrial rights](#). Steve Treharne told the Federation's annual national conference in Manchester, which was webcast: "This vote will be of great significance. The main driver has been the lack of a truly independent pay review mechanism, which has stacked the cards against equitable and fair pay raises."

Home Secretary Suella Braverman paid tribute to police officers in her conference speech, but her [much-anticipated announcement around the Medals for Heroes campaign failed to materialise](#). Ms Braverman threw her support behind the campaign for a posthumous medal for fallen officers but was unable to sign it off. National chair Steve Hartshorn said: "We were really hoping for an announcement. It would have been a real gift to policing." In his own keynote address the national chair called the Government to 'protect officers from burning out'.

Police dog handler and instructor PC Andy Goodall [trained an abandoned dog](#) called Sid to be part of South Wales Police's dog section. Sid, a 17-month-old Belgian Malinois, had been brought in off the streets by Cardiff Dogs Home. Andy worked with Sid to ensure he passed his assessments to become a fully licensed police dog.



The Federation pushed for [reform of 'away from home allowances'](#) for officers in England and Wales providing mutual aid. The Federation's operational policing lead Steve Taylor said the current system 'wasn't fit for purpose' and standards of accommodation vary greatly across the country.

November

The Federation called on members to [make themselves heard 'loud and clear'](#) following the launch of the annual pay and morale survey. Police pay has 'fallen in real terms' and now officers are having to contend with rising household bills, food and petrol prices, said Steve Treharne. The results would be shared with senior leaders and politicians and help shape the Federation's work on behalf of members.

John Harrison, national chief medical officer for policing, was among the speakers at the national Police Federation's [first men's health webinar](#). PFEW's



Welsh co-lead Zac Mader opened the event, which covered topics including addiction, safe spaces where men can talk about personal problems and mental health.

South Wales Police Federation chair Steve Treharne called for [long-term, sustainable police funding](#) to allow the Force to make strategic plans to fight crime. He said the current system encouraged short-term thinking and didn't give taxpayers the very best value for money. "Over the last 12 years police funding has been squeezed to the point where we now need huge investment in training, equipment, and our infrastructure," explained Steve. His comments were echoed by PCC Alun Michael.

December

A new [mental health hotline](#) was backed by the Federation. The 24/7 crisis hotline, which is being launched by Oscar Kilo, the National Police Wellbeing Service, will be available to officers from spring 2024. Branch chair Steve Treharne says the round-the-clock hotline 'has been needed for a long time'. "It will mean that someone will be there to offer vital support, whatever time of day or night," said Steve.





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PIPs – a discussion with Tony Williams, Solicitor and Managing Director at JNP Legal



Tell us about the recent Conference where you spoke about PIPs...

The Police Federation of England and Wales recently held a National Conference on Post Incident Procedures (PIP) following Death and serious injuries to members of the public following police contact.

Over two days (11 th and 12 th of September) discussions and learning took place in relation to this important process which is designed to help protect police officers and achieve best evidence in circumstances where there is an investigation of the death or serious injury to a member of the public after police contact.

However Police officers often have limited knowledge of the process.

So what is a PIP and why is the process followed?

Article 2 of the European Convention of Human Rights requires a State to carry out an independent investigation when a citizen dies following contact with a state agency (such as the police).

The criteria for a PIP is that

- There has been direct contact with police;
- Officers have been acting in the execution of their duties during the contact;
- There is an indication that the contact may have directly or indirectly caused or contributed to the death.

There is no time limit within which a PIP has to be called. The process is designed to protect the integrity of the investigation and instil public confidence, and is managed and controlled by the Post Incident Manager (PIM).

Police who are involved in the incident are identified as Key Police Witnesses (KPW's). KPW's are required to provide evidence of what happened and their honestly held belief of the circumstances. The process is broken down into stages to reflect the way in which memory works and to reflect that often cases can involve upsetting and emotionally difficult circumstances.

Police officers are entitled to help and assistance from a Federation friend and from a lawyer. The access to legal advice is not because a police officer has done anything wrong, but is to help and support the police officer to provide the best evidence possible, whilst protecting that officer's personal position.

The investigations are often conducted independently by the Independent Office for Police Conduct (IOPC), but can also be conducted by the Professional Standards Department (PSD) with an overview from the IOPC. The evidence obtained during a PIP is often used to help in Coroner proceedings and to develop organisational learning.

Sometimes criminal or misconduct issues can arise relating to police officers, which is why it is so important to receive direct legal advice about your personal situation within a PIP.

The College of Policing have provided guidance which sets out in detail the PIP process. This can be found on the College of Policing website.

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Wealth protection with prenuptial and postnuptial agreements



Most people have heard of prenuptial agreements. However, the lesser known postnuptial agreement is equally useful to couples who may not have considered, or had an opportunity, to enter into a prenuptial agreement prior to the marriage.

Both prenuptial and postnuptial agreements are contractual agreements designed to set out the agreed financial framework for a settlement in the event of a divorce. They give individuals the means to shield themselves, in financial terms, in a future divorce.

When should a prenuptial or postnuptial agreement be a priority?

The most common reason for executing a prenuptial agreement is when one partner brings significantly more wealth or assets into the marriage than the other. The wealthier spouse would stand to be disproportionately affected by a future divorce in which assets are split equally. The execution of a prenuptial agreement enables them to ringfence those “non-matrimonial” assets that had been built up, or acquired, prior to the marriage.

There are other scenarios in which a prenuptial or postnuptial agreement is valuable, too.

When there is an expectation of future wealth

A prenuptial agreement can protect assets that do not exist at the time of the marriage but which are highly likely to be received in the future by one spouse through their career endeavours, their current investments or, most likely, via an accelerated family gift or an inheritance. A prenuptial agreement can be utilised to preserve future assets or future inherited wealth to ensure they are not treated as “matrimonial property” and potentially shareable upon a future separation or divorce.

To protect a business

Marital assets don’t just come in the form of money, property or pensions. If one partner entering a marriage is a business owner or has shares in a business (or is likely to receive shares in a business the future) then it is worth remembering that a business is also an asset that could be subjected to marital division in a future separation or divorce. A prenuptial agreement can be pivotal in protecting the interests of a family business and its employees to ensure that the non-business owning spouse cannot make financial claims against the business, which could put it in jeopardy.

Where there is an international element

One party to a marriage may hold dual nationality, have assets overseas or previously have been domiciled or habitually resident outside England and Wales. Sometimes as marriages evolve, the parties can make decisions to invest time and money overseas. A prenuptial agreement can help regulate which legal jurisdiction is to seize control of the divorce proceedings in the event of a future separation and can also assist in the determining of any assets held in another legal jurisdiction.

Are prenuptial and postnuptial agreements legal?

Prenuptial and postnuptial agreements are not enshrined in law in England and Wales as legally binding, but a landmark Supreme Court judgment in the case of *Radmacher v Granatino* in 2010 changed the way courts view them.

The judgment supported the freedom of the parties in that case to determine their own division of assets and gave prenuptial agreements additional but “decisive weight” when determining financial settlements within a divorce.

Furthermore, the case established that where a prenuptial agreement existed, the court was unlikely to depart from the terms set out within it, provided certain conditions were met:

- The agreement must have been executed at least 21 days prior to the marriage (in the case of a prenuptial agreement)
- There must have been full disclosure of both parties' financial circumstances
- There must not have been any coercion or duress of either party in entering into the agreement
- The agreement must be fair and have taken into account both parties' needs, including housing
- Both parties must have taken independent legal advice before entering into the agreement.

Sensible or cynical?

It is a common misconception that prenuptial and postnuptial agreements are designed only for those with significant wealth. This is a myth and, unfortunately, one of the main reasons that so many couples choose not to enquire about one.

In addition, the unromantic nature of these agreements can sometimes be off-putting for couples. Some may believe that entering into such an agreement sets an expectation that the relationship will eventually fail. However, a prenuptial or postnuptial agreement can often cement the trust, reassurance and commitment



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between couples, demonstrating that the marriage is based on love and not on any expected gain by the financially weaker party.

A prenuptial or a postnuptial agreement also enables couples to collaboratively decide their own financial settlement with a level head, providing greater financial certainty and significantly reducing the future risk of costly and acrimonious court proceedings, which are often expensive, regardless of the value of the marital pot.

Individuals who are seeking to protect wealth, rarely regret entering into a prenuptial or a postnuptial agreement, although few can say the same in reverse. If you are reading this article right now, surely the right question to ask yourself is – can I afford not to have one?

The key benefits of prenuptial and postnuptial agreements

- Offers total financial transparency at the outset
- Enables individuals to ringfence pre-existing wealth
- Can protect individuals future wealth such as an inheritance
- Clearly defines what is perceived to be “matrimonial” and “non-matrimonial” property
- Can protect a party from taking on the other's debt
- Can define arrangements for children – such as living arrangements, child maintenance and school fees etc
- Saves considerable legal costs in the event of a future financial dispute upon divorce.

