

# Hants Fed Focus

Police Federation Conference Special May 2015

## 'Nothing to gain' by walking away from Government offer

THE Police Federation will gain nothing from walking away from the offer made by the Home Secretary to work together on the future of policing.

John Apter, Chairman of Hampshire Police Federation, said the service must try to build bridges with the government but that didn't mean they had to agree with everything put forward by the Home Office.

He said: "We will achieve nothing in walking away from this offer that she's made. The Conservatives are now in as a majority government – for the sake of policing and for the sake of our members I think we've got to try and build bridges with this government.

"That doesn't mean we have to agree with everything and roll over. And I also don't agree with the Home Secretary when she says all we do is cry wolf, because many parts of the reform have been to the detriment of policing.

"It hasn't been a positive experience for the service, for the officers, and for the public. If it wasn't for the Police Federation challenging, very publicly, about some of the failings of those ideas, then nobody else would.



John Apter: "We've got to try and build bridges with this government."

"So I think the Federation is key in that, and if that embarrasses the Home Secretary or annoys her, then so be it, because that's our role and I think that should continue.

"I'm not naive, I know it's going to be really tough. But I'd rather be engaged and involved rather than throwing insults and hand grenades from the sidelines."

But Mr Apter warned that Theresa May could "lose face" with the service by claiming that budget cuts have not led to a reduction in frontline officers.

Mrs May claimed that the number of neighbourhood officers had

increased overall in the past five years, during a question and answer session with delegates after her speech to conference.

Mr Apter said: "This is where the Home Secretary can lose face with the rank and file, because we know damn well that officer numbers in neighbourhoods are reduced.

"Not as much across Hampshire and the Isle of Wight as it is nationally, because our Police and Crime Commissioner and Chief Constable have committed to neighbourhood policing, but there's still been a reduction in officers."



## Assault radar

CONSISTENT and correct recording of assaults on officers is "on the radar" of the Home Secretary, the Police Federation conference heard. Hampshire Police Federation joined the force and the Crown Prosecution Service to outline how they are working together to achieve accurate numbers of attack. See page 4.

## 'Do more with less' says May

POLICE officers have told the Home Secretary that cuts are hampering their ability to do their job and jeopardising public safety.

Theresa May told the Police Federation annual conference that she expected policing to do "more with less" and that "more efficiencies could be made".

In a more conciliatory speech than 2014, the Home Secretary offered to work with the Police Federation on upcoming reforms but told them to stop "crying wolf" over the dangers of cuts.



Theresa May: Tough decisions.

Mrs May said: "We have had to make some tough and difficult decisions. We have reformed your pay and pensions, reduced police spending and yes, there are fewer officers overall.

"But despite the predictions of the Federation, and despite the predictions of the politicians who wanted to sell you a false dream of ever more spending, crime is down by more than a quarter since 2010.

"You've said neighbourhood police officers are an 'endangered species'. This kind of scaremongering does nobody any good. It doesn't serve you, it doesn't serve the officers you represent and it doesn't serve the public."

## Frozen subs

MEMBER subscriptions to the Police Federation will be frozen for the sixth successive year, the conference was told. Treasurer Martyn Mordecai told delegates at the Annual General Meeting that subs in 2016 will be £21.58 per month. The national organisation has 123,000 members.

## Health help

THE health services must do more to support officers working with people in crisis, a specialist in mental health policing has said. Police officers are being used as a "gateway" to access mental health services, Insp Michael Brown told the Police Federation conference.

## Build bridges

POLICE and crime commissioners can help repair the police's relationship with the Government, the Police Federation annual conference has heard. Katy Bourne, Conservative Police and Crime Commissioner for Sussex, acknowledged that the Government must bridge a gap with the service. She said: "The Government needs to start building its relationship with police and they can do that through PCCs."

## Minority blow

A LACK of career prospects and the cost of signing up to the service has made policing an unpopular choice among people from black and ethnic minorities, the Police Federation annual conference has heard. Che Donald, of the Federation's equality sub-committee, said: "There are problems with job prospects, career progression, promotions and pensions."

## Drink stress

POLICE officers using alcohol to reduce work-related stress. Supt Jane Derrick, in charge of roads policing for Surrey and Sussex Police, said: "We all know colleagues who have been self medicating through alcohol because of the pressures of the job."

# Fallen officers honoured with first women in policing award

THE Police Federation marked 100 years of women in policing with a posthumous award for PCs Fiona Bone and Nicola Hughes in recognition of their dedication to duty.

A session celebrating a century of women in policing closed with the inaugural 'Women in Policing' award being given to the officers. The award was received by Fiona's father Paul Bone and sister Vicky; and Nicola's father, Bryn Hughes.

The new annual Women in Policing award has been created to give national recognition for outstanding endeavours and dedication to duty.

Police Federation Chairman Steve White said: "Fiona and Nicola's sacrifice will forever be etched in our memory and they are very worthy recipients of the 'Women in Policing' award in its inaugural year.

"I would like to thank both the Bone and the Hughes families for joining us and accepting this award on behalf of Fiona and Nicola – two courageous officers who gave their lives for the communities they were proud to serve."

Speaking after the presentation, Nicola's father, Bryn Hughes said: "Emotionally it's a massive thing to accept the award. I think it should be



(Left to right) Vicky Bone, Paul Bone, Bryn Hughes and Steve White.

seen as a celebration of Nicola and Fiona's life and not a concentration on what happened to them."

Mr Bone described the gesture as a "lovely acknowledgement". He added: "It's a great thing for the Police Federation to acknowledge the role of women in policing over the years. Fiona and Nicola gave the ultimate sacrifice but they were just doing their job."

Sue Hughes, Nicola's mother, was unable to attend the presentation but paid tribute to female officers being

vital and valuable members of the police service.

She said: "As Nicola's mum, our family are very proud and honoured to receive this on behalf of Nicola and Fiona, but we also accept this award on behalf of all female officers who have made sacrifices and achieved so much in the past and present."

PCs Fiona Bone and Nicola Hughes were tragically killed on 18 September 2012 in a gun and grenade attack as they investigated a hoax burglary in Greater Manchester.

## Camera footage for statements call

OFFICERS should always be able to view body-worn cameras footage before giving witness statements, including in death and injury cases, the Police Federation conference has heard.

But Doug Campbell, of the Police Federation, warned officers must be treated fairly and not be "lambasted" for the contents of the footage. Currently, officers involved in death and injury cases are not allowed to view footage from their own body-worn cameras before they give their initial witness statement.

Mr Campbell said: "Death and serious injury can happen anywhere, at any time. Our members don't go out there to deliberately harm the public. They have to be confident that they will be treated fairly and it makes



Body-worn video helps officers.

sense that they should see the footage before they give evidence."

He also warned that the service cannot be left behind as technology continues to advance.

He said: "We need body-worn

cameras for the public good and the good of our members – it's a no-brainer. But there has been a rise in technology and the police service has been behind the curve.

"There is no point buying a product that could be out of date in six months. We have 43 budgets, 43 purseholders and competing pressures. There has to be a better way for forces to work collectively. We need this technology or we are going to get left behind."

Sgt Adam Smith, Firearms Training Manager at the Met, told delegates: "Having body-worn video from officers' perception would back up what they are seeing. Video can't replace an officer's honestly held belief built on experience, training and situational awareness."

# Dire outcome ahead for police officers

"ENOUGH is enough", the Chairman of the Police Federation of England and Wales has told the Government after it emerged that 30 out of 43 forces are downgrading or reviewing neighbourhood policing teams.

Steve White addressed the Home Secretary at the Federation's annual conference in Bournemouth on 20 May.

Cuts to policing budgets have left the police service decimated, officers run ragged and public safety in jeopardy, Theresa May heard.

Mr White said: "Cuts have consequences and quite simply, we can do no more. We will be looking ahead to the dire potential outcomes if things do not change. The dire outcome for officers; and most importantly for the public."

He told the Home Secretary: "We are telling it like it is. Scaremongering? Well, if the public aren't scared, perhaps they would be if they knew



**Chairman Steve White urged Theresa May to listen to the Federation.**

just how few cops were on the night shift while they slept last night.

"So if you genuinely care about policing, if you genuinely care about the security of the citizen of this country, listen to us."

The equivalent of nine police

forces have already been wiped off the map, the conference heard: 17,000 police officers and 16,000 members of police staff have gone since 2010.

Mr White added: "We are not shying away from making the public

aware of what they have lost so far. Making them aware of what they will lose in the future if police cuts continue. We are not shying away from saying how police officers – ordinary people doing an extraordinary job – have been pushed to the absolute limit. Run ragged. Jeopardising their own health and wellbeing. Trying to do more for the public with far less."

Mr White described a generation of young people growing up never seeing their local police officers unless they fall victim to crime and a "remote and faceless" police service.

He added: "Home Secretary, cuts have consequences. Some are easily seen and measured, many are not. The paradox is that the better the job the police do, the less necessary they appear.

"We are the goalkeepers of the criminal justice system – and you don't drop the goalie because the team isn't letting in goals."

## All officers to get new safety training

POLICE officers across the UK are to be given new training on their personal security in the light of the terrorist threat, which currently stands at severe.

The Police Federation of England and Wales has already issued personal advice for officers, but a new campaign coordinated by the National Police Chiefs' Council Counter Terror Command will be launched in the next few weeks.

Terrorist group ISIL have made it clear that they see police officers as a legitimate threat.

Every officer in the UK will attend a refresher briefing on "the different elements of personal security", according to the Met's Assistant Commissioner Mark Rowley, national lead on counter-terrorism.

The move was announced at the Police Federation of England and Wales' annual conference in Bournemouth on 20 May.

The staff awareness campaign will cover security at work, personal security and looking at the safety of police buildings.

Mr Rowley said the training will look at "all we do in our day jobs anyway, but sometimes we can stop paying



**Mark Rowley says the new police guidelines are 'basic good practice'.**

attention". He added: "It is about being extra thorough in work routines."

Police officers will be warned to pay particular attention to their personal security off work, to not travel on public transport in uniform and to be careful not to give away their professions online and in their social lives.

Mr Rowley added: "It is just reinforcing awareness. Some officers take the advice very seriously and some don't. We are not advocating a

lifestyle change; it is just basic good practice on personal security.

"If you're a big person in your local community off duty because you run the guides or a football club, if you make it obvious that you are a police officer, then people who want to research police officers on internet will find it easier to find you.

"We are not telling people to take a low profile, it is just good practical security advice about how not to make yourself a target."

## Front line is key in fight against terrorist plots

EFFECTIVE neighbourhood policing is more important than ever in tackling terrorism, the Police Federation annual conference has heard.

Assistant Commissioner Mark Rowley, the national lead on counterterrorism, said that as criminals moved away from gangs to terrorism, local officers working with communities to spot potential risks was "critical".

He told delegates: "Frontline policing is at the forefront of our fights.

"It is critical. Community intelligence identifies attack planners and safeguards the vulnerable.

"More than ever we are dependent on the success of local policing. The success of neighbourhood policing in working with communities and spotting those risks is essential.

"All officers are critical in the fight against terrorism and the public confidence you command is increasingly critical.

"The professionalism and bravery of officers must continue. It is a fantastic illustration of your determination to protect the public."



(Below left to right) Ch Supt Scott Chilton, Senior District CPS Prosecutor John Montague, Assistant Chief Officer Nicole Cornelius and (inset) John Apter told the Police Federation conference about their work on officer assaults.

# Keeping officers safe

Hampshire is leading the way in transforming how assaulted officers are treated. The Force and Federation have created a blueprint they hope will help police victims nationally.

A POLICE officer being assaulted “must never ever, ever be acceptable, the Police Federation of England and Wales conference has been told.

It is a disgrace that there is no national picture of assaults on police officers, Hampshire Police Federation chairman John Apter said. He called for a change in the way that data is collected, saying that at the moment the figures on the assaults only show half the picture.

In a session on police officer assaults, he told delegates: “You can only deal with the problem when you know what the problem is. The data we have now is only half the picture. When the whole picture comes out it will show the true nature of policing and that is something the public needs to see.”

Hampshire now has a rule that officers should never investigate

an assault on themselves, and Mr Apter urged all forces to adapt their seven-point action plan..

Assistant Chief Officer Nicole Cornelius, part of the Hampshire gold working group, said the current system of recording assaults through the health and safety monitoring system is “not good enough”.

She said: “Until we all have the same standards and accurate recording we not going to get a complete picture. There is no national official monitoring on police assaults. It is not good enough. We need to show that forces are concerned enough to show how many times their officers are assaulted.”

John Montague, the CPS lead on assaults, said they had worked to make sure they had the right evidence to prosecute offenders who assault officers.

Chief Superintendent Scott Chilton told delegates that forces must not forget the human factor when their officers are assaulted and criticised an “unnerving acceptance” that being attacked is just part of the job.

He said: “In 23 years in the police service, I’ve never accepted it’s part of the job to be assaulted but many people do. There is an unnerving acceptance that it’s ok to be spat at, punched or kicked because that’s part of being a police officer.

“Now is the time to step up to the mark and value our officers and show the true care they deserve. We must consider the human factor because data doesn’t tell the true picture.

“The impact of assaults is not only physical, and for an officer’s family it can be devastating. If we can’t look after our own, what does that say for how we will look after victims?”

“Putting our own staff at the core of what we do is part of demonstrating to the public that we are providing an excellent service. It’s really important to get back to basics when we are supporting officers who have been assaulted.”

Hampshire has increased the number of officers who have Taser to increase their protection in the face of cuts to frontline bobbies. The force has lost 1,000 officers since 2010.

Mr Apter said: “I’d always rather have more people but if you have fewer officers you have to find a way to protect them. Taser is a method to work with the number of officers that we have with better protection.

“Policing is dangerous and unpredictable. For our colleagues to say it is an acceptable part of the job is not acceptable. Being assaulted must never ever be acceptable.”

