

## You're not just a number, make *that* count

The Police Federation was established in 1919 to represent the welfare of its members and the efficiency of the service. That remit is still relevant today, not least because we are dealing with the impact of excessive cuts across the public sector which is affecting the way we police.

Federation reps are elected every three years to work on behalf of their colleagues offering support in a range of matters that affect our working lives and conditions.

The Police Federation has many representatives with a wide range of skills and abilities who provide an excellent service to our members and provide good value for money to the service. At the forthcoming elections we would like to encourage more officers to join our ranks and become a fed rep.

The Federation is committed to ensuring equality and diversity by being representative of the members we serve. We will be working over the next triennial period to look at how we can best achieve this and we would welcome and encourage any officers who can assist with this process to consider getting involved by joining their local Branch Board.

Help us to help you by getting involved with Hampshire Police Federation – become a Fed Rep.

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Hampshire Police Federation is under represented in some areas and we would encourage officers from these areas to consider standing at the forthcoming

elections and becoming a fed rep. Looking at the key equality areas, the current board looks like this:

Female officers	28%
BME officers	0%
Disabled officers	6%
LGBT officers	3%
Younger officers	3% with less than 10 years service, 3% under 30 years old

With the inclusion of the Reserve seat reps (female officers), we are able to maintain a healthy number of females on the board but always welcome more. We would like to have a BME officer, more LGBT officers and those who are younger in service and age. The Equality Act 2012 allows us to make positive action provisions for under represented groups providing certain criteria are met.

One of my responsibilities as the Equality Lead, is to continually monitor the diversity of the board to ensure that we are providing the best service to our members. ALL federation posts become VACANT at the end of the triennial period, giving all officers an opportunity to become a fed rep for the next 3 years. It looks like it will be an interesting triennial period with the recommendations from the Independent Review, the introduction of the new pension scheme and a possible general election.

So, if you are interested, and particularly if you have one of the above characteristics, stand for election when the posts are advertised. Please contact myself or any other current fed rep for more information.

Zoë Wakefield