Chwarae Teg
"fair play"
THE NEWSLETTER OF
dyfedpowys
POLICE FEDERATION

Force supports knives amnesty
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Secretary’s foreword

By Roger Webb

It has certainly been a somewhat challenging few months in policing, in politics and in the communities that both officers and politicians serve.

Brexit has understandably been dominating the headlines but the media has also, quite rightly, given much attention to the upsurge in violent crime and, in particular, stabbings.

While the Chancellor doesn’t seem to have been able to have much of a positive impact on the Brexit crisis, he has found £100 million for forces to tackle knife crime. While this is, of course, welcome I am not sure it’s going to be enough to get to the root of the problem and to fund long-term solutions. Only time will tell.

Meanwhile, many forces across England and Wales – our own included – have supported Operation Sceptre which, through a knives amnesty, aims to get weapons off our streets with a ‘no questions asked’ approach to those putting items in the collection bins.

While the nation gets to grip with this crisis, the Police Federation itself has found itself under huge pressure and not from the Government this time.

In March, the Police Federation was subject to two cyber-attacks on its IT systems with the second extending beyond our national headquarters in Leatherhead to the majority of the local branches. While there has been no indication that any data has been extracted, our IT systems ground to a standstill which has understandably had a severe impact on our day to day business.

Our priority throughout this – and we were without access to Federation emails, files and a number of websites for several weeks – has been to try to maintain a service for our members. We are slowly getting back to normal and thank members for their patience during this time.

Sadly, the attacks led our national chair – John Apter – to take the tough decision to cancel the Federation’s annual national conference which was due to be held in Birmingham in mid-June.

I am sure it was a tough call for him, particularly as it was due to be his first as national chair and he has explained that it was a ‘truly emotional’ decision both personally and professionally.

Many of us were looking forward to hearing Home Secretary Sajid Javid take to the stage to address conference. Last year, just weeks into his new role, he had promised to re-set the relationship between the Government and the Police Federation – or did he mean policing generally?

Either way, I am not 100 per cent convinced that he has delivered on that so it would have been interesting to see how he believed he had measured up.

But conference is always about so much more than just the Home Secretary’s keynote speech; it features speeches from police leaders, from other stakeholders and partners and also gives delegates from forces across England and Wales the chance to network, share best practice and compare experiences within the job. It is particularly disappointing that it has been cancelled in what is the Federation’s centenary year.

Experts in business recovery have said that it would normally take at least four to six months to recover from a cyber-attack – the Federation has had two. Putting on conference after such a major disruption was deemed pretty much impossible.

There is no doubt we will come back from this. It will just take time.

Federation moves ceremony from The Dorchester

This year’s Police Bravery Awards ceremony will not be staged at The Dorchester Hotel in London.

The decision to move the ceremony comes after the hotel’s owner, the Sultan of Brunei, announced anti-gay laws in the Asian nation including a punishment of stoning to death for gay sex.

Explaining the move, Police Federation of England and Wales (PFEW) chair John Apter said: “I can confirm that following recent events we have made the decision to move the PFEW-HQ bravery awards away from the Dorchester Hotel. My values, the PFEW and policing as a whole would not allow us to be associated with such a regime.”

And he continued: “This decision does not reflect on the staff at the Dorchester Hotel, however, doing nothing was not an option. An alternative venue has been identified and I will make sure the bravery awards are as special as they have always been. This is the right decision.

“We cannot in all conscience support a regime which is so fundamentally opposed to the values of respect, diversity and equality we hold so highly within our organisation and policing as a whole.”

There has been worldwide outrage and demonstrations following the Sultan’s announcement with calls for a boycott of all hotels owned by Brunei.

A new venue for the bravery awards has yet to be announced.
Long-term investment needed to tackle knife crime

Dyfed Powys Police Federation secretary Roger Webb has called for the Government to back officers' dedication after knife crime in the Force area rose by 31 per cent, according to new figures.

"We need significant investment by the Government in our policing to recruit more officers to tackle the issues in our area and keeping order."

"Our members are dedicated to tackling it and its devastating consequences.

"Officers are bringing more knife crime offenders in our area to justice than at any time since 2012, which sends out a powerful message that it won’t be tolerated.

"But their dedication needs to be backed up by the right investment in more officers and more resources so that we can continue to tackle this problem, and our other priority policing areas, effectively in the longer term.”

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

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

The Chancellor announced in his spring statement that forces in England and Wales will get an extra £100 million to fight knife crime.

Philip Hammond said the money will go towards specialist units dedicated to combating serious violence and over-time costs.

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"We need significant investment by the Government in our policing to recruit more officers to tackle the issues in our communities, tackling and preventing crime and keeping order.”

"The statistics from the Ministry of Justice showed that 129 people were cautioned or sentenced for knife and offensive weapon offences in Dyfed Powys in 2018, up from 98 in 2017.

Roger said: "We know that knife crime can destroy lives and shatter communities and it is a huge area of concern for the public. They can be assured that we take it very seriously and our members are dedicated to tackling it and its devastating consequences.

"Officers are bringing more knife crime offenders in our area to justice than at any time since 2012, which sends out a powerful message that it won’t be tolerated.

"But their dedication needs to be backed up by the right investment in more officers and more resources so that we can continue to tackle this problem, and our other priority policing areas, effectively in the longer term.”

"Indeed, it is disappointing to see the numbers falling back in the six months to September 2018.

"We need significant investment by the Government in our policing to recruit more officers to tackle the issues in our communities, tackling and preventing crime and keeping order.”

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

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

"The knife crime epidemic sweeping the country amounts to a national crisis. Each and every knife or bladed instrument taken off our streets helps in the fight to prevent more people being killed and injured.

"But, in addition to the amnesty, I am pleased that we have also been able to get officers out into communities to educate people about the laws governing selling and carrying knives.”

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

"Amnesty sees weapons surrendered"

More than 660 knives and blades were handed in across the Force as part of Operation Sceptre.

The Force took part in the national knife crime awareness and amnesty campaign from March 11 to 17, visiting shops, schools, youth clubs and partner agencies to advise on the laws around selling and carrying knives.

Knife amnesty bins were also placed at police stations in each of the Force’s four divisions and people could dispose of blades with no questions asked.

Across Carmarthenshire 326 blades – including nine swords, an axe and a knuckle duster – were handed in while in Pembrokeshire 115 knives and blades were collected including a walking stick with a concealed blade and a machete.

In Powys and Ceredigion, 137 and 41 blades were handed in respectively.

Roger Webb, secretary of Dyfed Powys Police Federation, praised the Force for supporting Operation Sceptre: “The knife crime epidemic sweeping the country amounts to a national crisis. Each and every knife or bladed instrument taken off our streets helps in the fight to prevent more people being killed and injured.

Roger said: "We know that knife crime can destroy lives and shatter communities and it is a huge area of concern for the public. They can be assured that we take it very seriously and our members are dedicated to tackling it and its devastating consequences.

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Amnesty sees weapons surrendered
Survey reveals concerns over demand and capacity

Officers in Dyfed Powys are spending the vast majority of their time single crewed, according to the findings of a national Federation survey.

The findings from the Police Federation of England and Wales’ latest Demand, Capacity and Welfare Survey show that 90 per cent of respondents said they are always, or often, single crews. This is compared to a national average of 76 per cent.

Of the 188 Dyfed Powys officers who responded (representing 16 per cent), the figures showed that 65 per cent of officers felt their workload was high, or much too high.

And, 87 per cent said there were not enough officers to do their job properly.

Roger Webb, secretary of Dyfed Powys Police Federation, commented: “The lack of officers is meaning front line officers are being single crewed in order to meet demand. However, this in turn puts undue pressure on them as they are put more at risk, as are the public.

“There are some instances where jobs are appropriate for a single crew, but putting it plainly, being a police officer can be dangerous, and single crewing is not acceptable a majority of the time.”

The figures also show that 39 per cent of respondents reported never or rarely being able to take their full rest break entitlement; 68 per cent indicated that they had experienced feelings of stress, low mood, anxiety, or other difficulties with their health and wellbeing over the last 12 months, with 92 per cent also indicating that these feelings were caused, or made worse by work. Forty-one per cent reported that their job was very or extremely stressful.

Ché Donald, the Federation’s national vice-chair, said: “The police service’s most valuable resource is its people and these results should be a huge red flag to the Government, chief constables and the public. Officers are stressed, exhausted and consistently exposed to things people should never have to see – and these results show just how much it is taking its toll.”

He continued by saying that although the Federation is working with forces and stakeholders to improve conditions and support officers when they are struggling, things should never have got as bad as they have.

“Since 2010, the Government has continued to slice away at the service leaving us with almost 22,000 fewer officers now that we had then. The shameful legacy of austerity is on an over-stretched service; staffed by stressed and traumatised officers. Yet those in Westminster consistently refuse to accept there is a problem or do anything about it,” he said.

“It baffles me why politicians refuse to take steps to improve conditions for those who work so hard to keep us all safe. What message does that send to our members? What does it say to society - the same society the government is meant to protect?”

“I compel the Home Secretary who claims he ‘gets’ policing to read this report and act on it and when he is finished reading it, share it with the Treasury. We need more money, more resources and more officers, so this public safety emergency can be addressed, and the pressure on officers eased before it is too late. The once revered British model of policing is currently on its knees and facing extinction, we need to act now to save it.”

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

This is the second time this survey has been conducted, the first being in 2016.
Home Office ‘lack of respect’ for police pay review

The Home Office has been accused of showing a lack of respect to the independent body charged with considering police officer pay. And Roger Webb, secretary of Dyfed Powys Police Federation, says that in turn shows disrespect for police officers themselves.

His criticism comes after the Home Office was weeks late submitting evidence to the Police Remuneration Review Body (PRRB).

“I find it staggering that the Home Office acted in this way. Federation members are still angry about last year’s pay deal – when the Government once again ignored PRRB and gave officers a lower than recommended pay – so this delay just rubs salt in the wounds,” he explained.

“The Federation has taken legal action over last year’s pay deal and we are awaiting the outcome of that but the Home Office is doing nothing to instil confidence that it respects PRRB and the pay review process.”

The Police Federation of England and Wales, in a joint submission with the Superintendents’ Association, has put forward evidence to support a three-year pay deal with a five per cent uplift in officers’ pay this year, in 2020/21 and 2021/22, as a start towards countering years of below-inflation pay awards.

However, if the three-year deal was not considered possible, they outlined an alternative claim for a 6.2 per cent increase from 1 September this year.

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

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

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

The Federation and Superintendents’ Association’s recommendations were:

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

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

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

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

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

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

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

Recommendation 8: Regarding on call, in the absence of a full review of the allowance usage and amount, as sought by Winsor, the PRRB, and the staff associations, officers should be paid the same rate as staff members: £29.17 per day. Further, we believe this should be paid to all ranks.
Dyfed Powys Police Federation
Group Insurance Scheme
Effective from 1st March 2019
Specifically designed for those working in the police service

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<tr>
<th>COVER</th>
<th>TYPICAL MONTHLY HIGH STREET PRICE</th>
<th>GROUP INSURANCE SCHEME</th>
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<td>Life Insurance £120,000</td>
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<td>Critical Illness £5,000</td>
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<td><strong>£24.95</strong></td>
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THAT’S AN ANNUAL SAVING OF £1488.48

ALSO AVAILABLE TO POLICE STAFF

If you’re not already in the scheme, contact the Federation Office to join on 01267 220 731
Changes to your Group Insurance Scheme

The Trustees of Dyfed Powys Police Federation Group Insurance Scheme have undertaken a major review of the scheme.

As part of this process, we looked to unify many elements of the four varying Group Insurance Schemes in Wales with the aim of improving cover and building a more resilient scheme. This process has enabled us to standardise many of the benefits and levels of cover provided for all the Welsh Federations.

This review means that your current scheme benefits have changed as below:

- Life insurance cover has increased from £100,000 to £120,000
- Critical illness cover has increased to £5,000
- The sick pay cover has been improved by changing this from a fixed amount to 15 per cent of your salary scale
- The travel insurance policy now covers dependant children up to the age of 23, and includes children who are travelling independently from the member
- The convalescent benefit has been standardised at £70 per treatment period
- Legal representation for pension appeals has been included as part of the legal expenses policy.

24-Hour GP service

We have introduced a new benefit which provides you with unlimited 24/7 access to a practising UK-based GP from wherever you are in the world. Consultations are available 24/7 by phone or by video consultation.

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

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

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

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

The cover includes all co-habiting family members.

Why is the change taking place?

A number of current benefits were due for renewal and, as part of this process, the Trustees have researched other available products in the insurance marketplace to both modernise the scheme and provide better value for money to members.

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

Partner cover

The partner scheme is also changing with increased life cover of £70,000 and the introduction of critical illness cover of £5,000.

What will be the new price of the Group Insurance Scheme?

The price of the new scheme is as follows:
- Serving member - £24.95
- Partner of serving member - £9.

When did the change take place?

The change was effective from 1 March 2019.

My current partner is also a subscribing member of the Group Insurance Scheme. Doesn’t this mean we are paying twice for some products?

We were very conscious that a number of products provide family cover, including cover for vehicle breakdown, Red Arc, and travel. We have therefore agreed with the insurers that, where two subscribing members of the Group Insurance Scheme reside together, they can apply to the Federation office for a discount to be applied. The discount is £8 per month per couple.

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

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

Value for money

The scheme represents real value for money and the products are among the best available. As illustrated in the table (left) a comparative exercise shows a typical 40-year-old in good health could save more than £1,400 per year on similar products bought on an individual basis.

Who can join the scheme?

The scheme is open to police officers who subscribe to their relevant representative body, the Police Federation, Superintendents’ Association and the NPCC. It is also available to police staff.

Where can I find further details?

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

No1 CopperPot
CREDIT UNION

Revolving Credit...
For when unexpected costs come around

- You can apply for a pre-approved limit of up to £5,000 with a clear and fixed interest rate for all members.

- A flexible way to borrow - Revolving Credit allows you to withdraw funds and overpay as frequently as you wish.

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Number One Police Credit Union Limited trading as No1 CopperPot Credit Union is authorised by the Prudential Regulation Authority and regulated by the Financial Conduct Authority and the Prudential Regulation Authority. Firm Reference Number 213301. For details visit http://www.fca.org.uk.
Finance theme for Did You Know?

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

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

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

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

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

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

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

For more information in the campaign, including FAQs, visit the Did You Know? page. Follow #KnowYourRights and #DidYouKnow on Twitter to join the discussion.

New Taser policy welcomed

The police minister has announced a change in policy that will now allow student officers to be trained to use Taser.

Nick Hurd’s announcement has led to the College of Policing drawing up a training package for student officers although individual chief constables will be able to decide whether to give their officers access to the devices.

However, with no Government funding being given for an increased roll-out of Taser, the Police Federation has, while welcoming the decision, expressed some concerns about its impact.

John Apter, national Federation chair, has called the change in policy a ‘victory for our members and for common sense’.

He explained: “Taser is a vital piece of protective equipment and the Federation has long campaigned for all officers – including those within their probation - who want to carry it and who pass the assessment criteria to be able to.

“The current make-up of the police service means that in some areas student officers form large percentages of the front-line emergency response and neighbourhood teams so it is only right that they should be given the opportunity to access this equipment which is proven to protect them and the public.”

He went on to call for a significant, centrally-funded investment specifically for Taser provision.

“Chief officers should be able to make vitally important operational decisions such as these based on the safety of their officers and the communities they serve, rather than the need to balance columns on a spreadsheet,” the national chair said.

In a Police Federation survey on routine arming last year, 76 per cent of respondents from Dyfed Powys said they wanted to have access to Taser. The survey also revealed that currently 30 per cent of those officers, for whom it is applicable to their role, had access to the device – eight per cent higher than the national average.

Spit guards: what about officers’ rights?

Dyfed Powys Police Federation secretary Roger Webb says guards are crucial in protecting front-line officers from spit and bite attacks.

Roger said criticism of their use by human rights group Liberty was an example of prioritising criminals at the expense of police officers.

“What about the rights of officers to go about their day-to-day work without being spat on or bitten?” Roger asked.

“Where is the concern for the human rights of police officers who, in the line of duty, are doing everything they can to protect the public but are assaulted in this way?”

“Spitting and biting attacks are degrading, disgusting and dangerous. And the personal impact on officers and their families must not be taken lightly. Many officers have had to undertake anti-viral treatment as a result.

“Spit guards have had to become a part of officers’ personal safety kit because of the growing number of people who seem to think it is totally acceptable to spit at officers or bite them. It is not and until people realise that I think police officers should be issued with spit guards.

“Officers are trained in their use so that the detained person’s safety is a priority. But officer safety is important too.”

Liberty released a statement in which it said ‘spit hoods’ should not be used by the police.

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

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

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

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

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

He added: “My offer to Liberty stands, I would urge you to attend a training session where police officers are trained in the use of spit guards.

“Meet with me to discuss their use and meet officers who have been spat at and had to wait months to put their minds at rest. That is a genuine offer.

“I stand by my support for the full roll-out of spit guards to all police officers. This essential piece of equipment protects officers against those vile individuals.

“Their use is proportionate and safer than any alternative, it protects those who protect the public. They deserve this and your flawed and biased opinion gives no credible alternative.”
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Ben Evans
Senior Associate in Family Law at Slater and Gordon

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The five stages of divorce - what to expect when going through a divorce

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

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

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

Mediation
Going straight to court doesn’t have to be the only option after separation, as mediation can help to sort out differences around money, property and children. Mediation gives both parties the opportunity to sit down and, in their own words, put their side of the story across in a safe and neutral environment. The mediator can encourage you to think about things from another perspective and to compromise in order to reach a conclusion that everyone is happy with. They will listen and help you communicate with your ex-partner effectively, and will remain impartial - not taking sides.

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

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

1. Adultery: The petitioner finds it intolerable to live with the respondent as a result of them committing adultery. Adultery is voluntary sexual intercourse between a man and a woman and therefore this fact cannot be used in same sex marriages or civil partnerships.

2. Unreasonable behaviour: The petitioner cannot live with the respondent as a result of their unreasonable behaviour.

3. Desertion: The respondent has deserted the petitioner for at least two years.

4. Two years’ separation (with consent): The respondent accepts divorce proceeding on the basis that the parties have lived separately for two years.

5. Five years’ separation (no consent required): Parties have lived apart for a period of five years.

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

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

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