

# Blueprint

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Gloucestershire police federation magazine



## ON YER BIKE !

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Tracy De Young

## Front page:

David Friend, Fraser Mackie and Joe Ineson who travelled to London to raise awareness and funds for the National Police Memorial

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*The views expressed in this Magazine may be personal and not necessarily those held by the Joint Branch Board*

**Wednesday the 9th December 09 will see the Gloucestershire Constabulary celebrate 170 years since it's formation. This milestone coincides with another, that of 90 years ago, when the Police Federation of England and Wales was established. I wonder just how many lessons in both policing and the management of staff have been made since then?**

We have seen the Federation nationally and locally within Gloucestershire work more in the arena of "Negotiation, Influence and Representation" with a view to providing what is best and fair for all concerned, including the organisation. Something, which some of our members and management have a difficulty in understanding. Expecting instead that we are the same "militant" Federation that came into existence after the Police Strikes all those years ago looking at "us" through suspicious eyes when we offer support to all!

In order for the Federation to be able to represent in the way we currently do we have invested a great deal of time and money in training and development across all three ranks, something, which the

organisation still regard as an abstraction, especially for the position of uniformed Constable! When oh when will this lesson be learnt?

Whilst training and the opportunities for development still appears to be an abstraction when it comes to the "uniformed constable" there seems to be an abundance of opportunities to provide reactive training following expensive and somewhat unnecessary Employment Tribunals. Whilst many would see this as a positive step it would appear to be the ability to "tick a box" that is driving it rather than the real lessons that need to be embraced when it comes to managing diverse staff, the moral reason rather than the legal reason!

Again I ask; "when are we going to learn and embrace the real lesson?"

Within this edition your representatives have discussed a variety of areas where we can continue to learn valuable lessons has every day is a school day. If there are other topics that you would like to see discussed that do not appear, don't be shy tell us, we will endeavour to cover it.

Tracy De Young

## View from the Chair

**I**t is with great sadness that I start this article following the tragic news from Cumbria of the death of PC Bill Barker, following an incident he was attending during the current floods being experienced in their Force area. We send our deepest condolences and prayers to his family, friends and colleagues. I am hoping to attend the Funeral on Friday 27th November, to represent the Gloucestershire Police Federation, and you our members.

Once again events prove how vulnerable Police Officers are when serving our communities, and that we all to often pay the ultimate price in doing so.

I hope that those people who are often

quick to criticise Police Officers, who undertake what they perceive to be an easy, over paid vocation and bemoan any benefits we receive that they do not, reflect for a while, and ask them selves, "would you do this job?", and "would you make sacrifices in order to your duty?", because we do, every day.

In a paper to the Senior Officers Conference, there was a first year report on the new Attendance Management Policy, that applauds its success in managing to assist in bringing Police Officer sickness levels down to below the National Average, and that as a result we have:-

"1. An improved understanding, in relation to the extent and nature of sickness absence, in the Constabulary. 2.

An indication of the potential risk factors that may impact on future absence levels, and 3. Validated and reliable information, to inform Force strategy and action planning, for reducing sickness absence."

I have asked the author for the answers to those three statements, and asked whether that, according to Forces' own statistics, 39.5% of days lost to sickness are due to assaults on duty, is this factor being taken into account when formulating these "improved understandings", "potential risk factors" and "Force Strategy and action planning".

We must recognise the potential for danger that is always present when policing, no matter how unlikely.

**Stay safe, Ian Anderson**

# Training and Development for Sergeants

**F**ollowing the recent National Chairs/Secs meeting at Chester in October, on returning to Force, I made contact with our Staff Development Unit, to ascertain what was being managed in relation to the training of newly promoted, and aspiring to promotion, Sergeants. I was very pleased with the response.

## History

Gloucestershire Constabulary Staff Development Unit has been working with the SBB for a number of years now, aiming to reintroduce training for Sergeants. It was noted with alarm by Sergeants of some service in the rank that training for new and aspiring sergeants was non-existent. Evidence supporting this lack of training unfortunately was apparent in the number of complaints and Fairness at Work procedures being taken against Sergeants. It was noted that these procedures were almost exclusively being taken against Sergeants who had had NO formal training in first line management.

Having approached the SDU, and found them receptive, the SBB and SDU then proceeded to loosely formulate a desired training package. It was agreed that the training would be aimed at those aspiring to the rank of Sergeant, evidenced by the passing of OSPRE pt. 1, and those who had been in rank for 12 months. The package could then be refined following feedback, and offered to longer serving sergeants.

## Current Status

As the National Chairs and Secs meeting concentrated on Critical Incident Training, I have done so in this report. Obviously, the training package covers the majority of legislative responsibilities for sergeants, together with local procedures deemed most relevant.

SDU are running a Sergeants Operational Skills Course for ALL officers that pass OSPRE 1. The course contains both attendance based modules, and Ncalt packages. Module 2 concentrates on Incident Management, covering all aspects from basic attendance at incidents, through to running major and critical incidents. This module has been agreed by ACPO as mandatory for ALL Sergeants, and plans to capture for training all sergeants are in hand.

A separate module, based on the Silver management of incidents, is targeting Sergeants who have passed OSPRE 1 Inspectors exam, and is, again, mandatory for those aspiring to promotion to the rank of Inspector. Interestingly, this module will be offered as a personal choice to all sergeants, and ACPO have agreed to allow attendance at this module for any Sergeant expressing an interest, but not wanting promotion to Inspector.

## Summary

There would appear to be recognition at ACPO that there will be an obvious benefit to the public of

Gloucestershire if initial attendance at incidents at a supervisory level is well managed and generic. By working together, the SBB and SDU in Gloucestershire have achieved a high level of training for Sergeants, both newly promoted, and aspiring to the rank.

Feedback sought from attendees at the initial courses by the federation has been almost exclusively positive. All our colleagues have recognised that the training has properly equipped them to carry out their duties. This has benefits for them, their colleagues, and the public of Gloucestershire.

The Sergeants Branch Board would like to express thanks to the Constabulary, and in particular the Staff Development Unit, for the work being done to turn out professional, polished officers in the rank of Sergeant.

Having attended at national meetings, I can say with some confidence that we are at the forefront of Forces in the country.

Dr Brain can retire and stay living within the County safe and secure in the knowledge that his legacy means he will be well looked after by those he leaves behind!!



**Phil Mohamed.**  
Secretary  
SBB

## A VERY FOND FAREWELL TO MARGARET

Anyone ringing the TriCare Office will undoubtedly have spoken to Margaret Davies (otherwise known as the lady with the lovely Irish accent).

Margaret was one of the original 'ladies' employed when TriCare started 12 years ago.

Her patience (during several office moves) and understanding of members needs have helped the TriCare scheme grow from strength to strength.

We were never sure how Margaret managed to find the

time to come to work as she has so many hobbies and interests and recently purchased a lovely house in Spain, however we are extremely grateful for the role that she played throughout the years – we hope she will stay in touch and wish her a very long and happy retirement.



# THE POLICE BRAVERY AWARDS

The Police Bravery Awards are an annual event which recognise the tremendous and incredibly important jobs police officers do for their communities every day of their lives.

Nominations for the award are made by the Federations Branch Boards across England and Wales and each year there are 8 regional winners, of which one goes on to clinch the top award.



*"Without the quick thinking action of PC Smith, the incident could have ended in tragedy for both officers."*

**W**hen I was informed that I had been nominated for a National Bravery Award I was shocked, but thrilled.

I was then told that my wife and I would be invited to attend a reception at 10 Downing Street and the awards ceremony at the Dorchester Hotel, in the evening. I hadn't really understood what was involved beforehand, hearing this we were both very excited, as it was a chance of a lifetime.

We travelled to London on Wednesday 15th July by train. On our arrival at our hotel, Ian Anderson, who was our chaperone for the trip, met us. Ian asked if I would be interviewed for BBC Gloucestershire and Heart radio stations, I did these as soon as we got to our room, which was extremely nerve racking. That evening we met up with the three nominees from Wiltshire. We went for a meal then went to watch 'We Will Rock You', which was great.

The following day was definitely the most memorable; we arrived at Downing Street about midday, with all of the other nominees. It was a warm, sunny day and therefore were able to spend over 2 hours in the garden of Number 10, where we had drinks and canapés. We met and had our photograph taken with Gordon Brown, Sarah Brown and Alan Johnson, the Home Secretary. It was also interesting to have the opportunity to talk to the other

nominees and hear their 'stories'. We also had the chance to look in 'The Cabinet' which was a lot smaller than I expected.

Numerous photographs later, we left Downing Street and walked to the Police Memorial at the top of The Mall, I had never had the chance to visit before, but felt it was a fitting opportunity.

We returned to the hotel to get ready for the evening ceremony.

Ian, my wife and I travelled to The Dorchester Hotel, Park Lane, for a champagne reception. Mr Matthews, our ACC joined us for the evening, along with other Chief Officers from around the country. Numerous TV personalities also gave up their time to join us including, Phillip Glenister (from Life on Mars), John Stapleton, Dermot Murnaghan, Kate Stapleton, Adrian Chiles and Christine Bleakley. Three members from the cast of The Bill were also there, Tony Stamp, Stevie Moss and Smiffy!

## Officers in hot pursuit face thorns, horns, hoofs and hedges

Two officers in pursuit of a drunken man fleeing a road traffic accident found themselves tracking across fields and suddenly cornered by an aggressive bull.

Dog handler, PC Barnes, before being able to take decisive action, was suddenly charged at and tossed in the air by the bull whose horns inflicted several puncture wounds to the leg. PC Barnes consequently suffered a temporary loss of consciousness.

PC Smith, seeing what had happened, and with no fear for his own safety, approached the bull and struck it several times with his ASP. Whilst the bull was distracted, PC Smith started to drag his colleague to the hedgerow but as he did so, a herd of cows ran towards them, trampling them and causing further injury.

Despite the injuries sustained, PC Smith continued to drag his colleague to temporary safety and alerted nearby colleagues to the incident.

The man was later caught and arrested and the two officers were brought to safety.

*Without the quick thinking action of PC Smith, the incident could have ended in tragedy for both officers.*

Helen Worth (Gail from Coronation Street) was sat on our table and was lovely, she seemed genuinely pleased to have been invited, although she didn't have a big appetite and I ended up finishing her dinner!!!!

After the meal, the awards ceremony started, it was hosted by Mark Durban-Smith who was hilarious. All of the forces were divided into their 'federation regions'. The winner of each region were presented their award by celebrities and a reconstruction was shown of their incident. Our region was won by Wiltshire, who were very worthy winners.

Each nominee received an award, which is a lovely memento of our day, which we will remember for a long time.

I would like to thank the Federation, in particular Ian Anderson, for all of the organising, he was the perfect host and ensured we were in the right place at the right time.

*Ben Smith*

# A Joint Federation/PSD Christmas Message

**C**hristmas is now fast approaching and as we are all left wondering where the year has gone, no doubt all departments, INA's and teams are arranging their parties to celebrate the festivities. I am writing this article wearing two hats. Firstly as a federation rep and someone who has represented colleagues who have either been arrested or been subject of a misconduct investigation after doing something silly during or following a Christmas party and secondly as the Chief Inspector in PSD who has had to investigate such incidents.

Whichever hat I have been wearing, it is always distressing to see the devastating effect such investigations and allegations can have on the officer and their families, as well as all those other people who become involved. I do not wish to be seen as a killjoy and will hopefully enjoy one or two

Christmas parties myself, but it is appropriate that I send out my Christmas message.

Last year was the first for a number of years when we did not have an incident of some kind resulting in a police officer or police staff member being arrested or subject of a misconduct investigation following a Christmas party. This is obviously good news and something I am hoping will be repeated again this year. A high percentage of misconduct incidents dealt with by PSD are as a result of incidents when our staff are off duty and under the influence of alcohol and staff Christmas parties increase the risk of this happening. Previous experience tells us that when we are out relaxing with colleagues, having a laugh and enjoying ourselves - anything could happen. If you drink to get drunk or drink more than you're used to, you can't be sure

what the effects could be, but it could lead to you acting in an inappropriate manner and saying things you would not normally say if sober or losing self control and acting aggressively towards colleagues or members of the public.

The Standards of Professional Behaviour sets out how Police Staff and Police Officers are expected to behave at all times and one of the Standards is Discreditable Conduct. This states that we must behave in a manner which does not discredit the police service or undermine public confidence, whether on or off duty. Please relax and enjoy a well deserved party, but also know where to draw the line and if you have previously been aggressive or acted in an inappropriate manner having drunk to much alcohol, make sure you drink sensibly or avoid alcohol altogether.

**Rich Burge**

## You are not above the law



Enjoy Christmas but remember inappropriate behaviour could result in you losing your job, possibly your pension and getting a criminal record.



Gloucestershire Constabulary  
Striving for a Safer Gloucestershire

Supported by Police Federation & Unison

# Valuing Difference, Making

**D**iversity is high on the agenda of most organisations and understanding the strengths that diversity brings is important. This is especially true when an organisation needs to reflect the diversity of the population it serves and to show that it understands the issues and benefits that difference can bring, both to maximise the potential of staff and to better serve its customers.

Some disabilities are obvious, but even for wheelchair users or the visually impaired understanding the impact on an individual is not always as obvious as you might at first think. Other disabilities, particularly those that affect cognitive processing, are by their very nature more complicated to understand.

## **What is a cognitive processing difference?**

A surprisingly large percentage of the population is affected by a cognitive processing difference. Most people will have heard of dyslexia, dyspraxia and Aspergers Syndrome. These are cognitive processing differences that affect some 10 - 15% of the population. But did you know that stress, depression, chronic pain and the drugs used in their treatment can bring about differences that affect cognitive processing, while medical conditions such as stroke or brain injury, MS and cerebral palsy can also present similar characteristics?

Put simply, a cognitive processing difference refers to the differences in the way that the brain handles or processes information. It is most easily described as a disparity of strengths and weaknesses and is independent of intelligence and IQ. The workplace can present particular challenges for people with a processing difference not least

because established processes are often unnecessarily complex and challenging and performance assessment systems often focus on difficulties. Different thinking brings valuable diversity to an organisation and many people with a cognitive processing difference will bring particular skills and vision to a job along with a significant degree of persistence.

## **Making adjustments**

The Disability Discrimination Act requires employers to make adjustments for all staff who have acknowledged a disability. But how do you make adjustments for someone with a cognitive processing difference? Difficulties can present themselves in a number of areas, most commonly including: understanding verbal and non-verbal communications, understanding and sharing emotions, poor short-term memory, being especially sensitive to the work environment (for example light and noise), concentration, organisation of work and managing time. A little understanding of difference can go a long way in identifying reasonable adjustments, supporting colleagues, improving interaction with your clients, and improving productivity and outcomes.

Making adjustments means helping a line manager and sometimes team members to understand how an individual processes information, and finding new ways of sharing information and instructions to enable effective working. Simple and cost effective changes to help with memory problems include: making time to discuss new tasks, following up verbal discussion with written instructions such as an email which bullet points information, having regular progress checks and checking that an individual is not overwhelmed with information.

Strengths and weaknesses can vary greatly from person to person, so it's important to have an assessment by a qualified professional such as an educational psychologist to determine exactly what adjustments are appropriate. Some individuals may need longer time in tests or interviews to adjust for slower processing, plus use of a computer or laptop to write answers. It might also be necessary in the office environment to provide a laptop for producing written work, installing a software programme to help with writing and spelling or to ask a second person to help check presentation.

Some jobs such as taking minutes which require both memory and writing skills to be used at the same time might be much more difficult for someone with a cognitive processing difficulty. It might be appropriate to reduce the requirement for someone with a processing difference to carry out this task. This is not to say that any employer has to 'make a job' for a disabled person - reasonable adjustment is about providing tools and ways of working to enable the work to be carried out more efficiently and when necessary sharing tasks sensibly within a team. Our experience has shown that looking afresh at tasks and reappraising the way work is organised can often bring benefit to the whole team.

## **Why bother?**

Different processing styles are independent of IQ and intelligence so focussing on the difficulties often means overlooking the gifts or benefits that an individual can bring to an organisation. Numerous people throughout history have made the most of their gift of a different thinking style to become very successful, including Albert Einstein and Richard Branson.

# a Difference

Any of us can be affected by stress or an accident and focussing on the difficulties can mean denying someone the opportunity to develop and contribute their own 'eureka moments' to an organisation. Key 4 Learning has worked with a large number of organisations and individuals, reviewing processes and providing mentoring support. We have been rewarded by seeing individuals able to contribute fully to an organisation, compete fairly with their peers and gain promotion. For any organisation dealing with the public, understanding diversity in all of its guises can only help improve

understanding of the motivations and issues of its customer base.

*Key 4 Learning, based in Chedworth, has been supporting employers and individuals in the field of cognitive processing difference (or neuro-diversity) for more than 10 years, providing advice and guidance to employers and individuals including work-based assessments and one-to-one mentoring support. Bob Niven, the Chief Executive of the Disability Rights Commission has been quoted as saying that we are the "leading advocate and expert on securing progress on neuro-diversity in Britain".*

*In addition we also hold the Jobcentre Plus 'Access to Work' contract for the*

*south west of England and through this provide qualified assessors across the whole spectrum of disability to discuss workplace issues and make suggestions for changes to work and/or provision of equipment to help. Jobcentre Plus shares the cost of making adjustments with the employer.*

You can find out more about Key 4 Learning here:

<http://www.key4learning.com/> or email [office@key4learning.com](mailto:office@key4learning.com) for informal advice, and more about Jobcentre Plus here:

[http://www.direct.gov.uk/en/DisabledPeople/Employmentsupport/WorkSchemesAndProgrammes/DG\\_4000347](http://www.direct.gov.uk/en/DisabledPeople/Employmentsupport/WorkSchemesAndProgrammes/DG_4000347).

## SBB Representative – Sgt Simon Caldwell

This article is the first of many relating to each individual branch board for 'Blueprint'

I have the honour of being Chair of the Sergeants Branch Board, representing all Sergeants and Vice Chair of the Joint Branch Board, representing all ranks up to and including Chief Inspector.

I also sit on the Discipline sub-committee and am actively involved in assisting colleagues of all ranks within this area.

Locally many of you will have been involved in a recent consultation relating to supervision. This was seeking the views of sergeants as to how they saw their supervisory role and ended in a report entitled:

'Report to ACC – Operations. Highlighting: Current abstraction rates among Front Line Supervisors on INAs, and the perceived detrimental effect on INA operational Staff'

This was created after we, as a board, had concerns expressed to us by Sergeants. The concerns centred on the ability to perform their role effectively; due to the perceived inordinate time they are abstracted from their role to perform core Divisional duties. For the purpose of this report, the core duties identified are those of Custody and Duty Sergeant cover and is currently being used to look at the way officers are supervised. We will continue to press for more consistent supervision.

We handed a copy of this report to our New Chief Constable prior to his appointment. I hope that senior officers have taken notice and add to some of the good work done on training supervisors by provide consistent and 'fit for purpose' front end supervision. So that we do

not have comments such as this (taken from report)

'The staff are not closely monitored, resulting in poor investigations, crime lists growing and Student officers being left to get on with the job.

I feel that certainly Sergeants are being placed under more and more pressures to complete duties other than their normal roles and as a result the frontline Supervision is failing.'

Many of your representatives have also been involved in matters relating to custody. This role continues to be one of the most important roles a sergeant carries out. It carries responsibilities above and beyond the pay received for the rank. It needs an SPP and seems to be overlooked for that payment. I do think some people think a custody officer sits around with time on their hands and as your reps we are always ready to assist in educating them.

The issues have been varied and include Duties, Multi occupancy of cells, dip sampling of CCTV to name some of the latest.

We are also involved in other matters and some of the recent ones have included: Regulation 22 (duty rosters and changes) and working night shifts into lates.

I end this first article with a request to all sergeants. If you have an issue please feel free to raise it with one of the Sergeants branch board. Get involved in any consultation or surveys.

We look to you to give one of the most important supervisory roles, a voice in how we work and are treated.

You can find the details of who represents you on the federation Intranet site.

Simon Caldwell

# HEALTH & SAFETY

**T**here are two main areas that I would like to bring to your attention within this edition of **Blueprint – the Regional Joint H&S meeting and the H&S Subcommittee meeting.**

The Regional Joint H&S meeting took place at South Wales Police HQ on Friday 28th August 2009. Representatives from the Police Federation, UNISON and APhSA (Association of Police H&S Advisors) attended from all forces in No.6 Region, as well as representatives from South Wales, Gwent and Dyfed Powys Police. (These forces form part of the APhSA regional structure that include the forces from the POLFED No.6 region). I attended along with Sonia Vaughan (UNISON H&S Leader) and Claire Arnold. The meeting was opened by ACC Nick Croft of South Wales Police, who warmly welcomed those present. He underlined his commitment to the vital role that H&S plays in ensuring that policing is carried out in as safe an environment as is possible by explaining that he held the NEBOSH certificate, and that he firmly believed that any talk of removing policing

from any aspects of H&S legislation was an unwarranted and backward step.

Following this there was a short presentation by representatives from the company 3M about various types of respirators which included the importance of providing the correct piece of equipment and the appropriate training. This presentation raised a number of issues that Claire Arnold and I will need to follow up. At the end of the meeting it was agreed by all present that regional collaboration was worthwhile and looking forward to 2012 was likely to become essential. *(Rest assured we have been talking about the Olympics prior to this meeting!)*

As a Health and Safety Leader for the Federation I hold regular sub committee meetings with Work Safe Reps from all ranks on the board. The last H&S subcommittee meeting was held on the 7th October with another due in December. During these meetings I disseminate the latest news in Health and Safety and provide relevant guidance for your Work Safe Reps. One of our current objectives is

to conduct regular inspections on the INA's, an objective supported at a senior level within the Force.

One such inspection recently carried out as a joint venture in Stroud by Andrea Thompson-Taylor (Federation) and the Stroud INSO Stuart Hopkins and under the expert guidance of Claire Arnold, Force Health and Safety, meant that we were able to highlight several concerns particularly in relation to vehicles. Stuart, along with Andrea has prepared a report that covered a whole range of issues. During the sub committee meeting it was decided that the issue of vehicles should form the basis of a theme for inspections across the constabulary by federation H&S representatives, with the issues arising from these inspections being collated and forming a consolidated report that can be raised with the management of the Force in the appropriate forum. *If you know of other areas that need to be looked at please bring it to the attention of your work safe rep!*

**Simon Todd**  
H&S Leader.

## GLOUCESTERSHIRE POLICE FEDERATION INSURANCE SCHEME THREE MONTH FREE OFFER

The Gloucestershire Police Federation has for many years operated an Insurance Scheme for the welfare of police officers and their families.

The scheme benefits provides life insurance, terminal prognosis advance on life insurance, permanent total disablement, accidental loss of eyes, limbs or hearing, hospitalisation benefit, critical illness (member and child) child death grant, Red Arc, sick pay benefit, legal expenses and ID theft protection, Denplan emergency and injury cover and a Family travel policy.

As an incentive to join the scheme the Federation have negotiated a SPECIAL OFFER of three months FREE (saving £65.70 for single membership and £88.35 for joint membership) for those who join before 30th April 2010.

We also have a separate scheme for Police Staff members and are able to offer three months FREE membership for staff who join this scheme.

Please ring the Federation Office for further details and an application form.

Contact: Federation Office 0844 612 0012



# GLOUCESTERSHIRE POLICE FEDERATION INSURANCE SCHEME

## SCHEME BENEFITS with effect from 1 November 2009

### Serving Member

Life Insurance → **INCREASED BENEFIT!**

Terminal Prognosis Advance on Life Insurance  
Permanent Total Disablement (due to accident)  
Accidental Loss of Use Benefit

One Eye, Limb or Hearing in one ear

Two Eyes, Limbs or Hearing in both ears

Hospitalisation Benefit up to 5 nights

Accident/incident/emergency admission

Planned admission after first 3 nights

Critical Illness

Child Critical Illness

Child Death Grant

Red Arc

Sick Pay Benefit 20 % Scale Pay

Legal Expenses including ID Theft Protection

Denplan Emergency & Injury Key Cover → **NEW BENEFIT!**

Family Travel Policy

### CALENDAR MONTHLY SUBSCRIPTION

Weeks of service 1–52

Weeks of service 53–104

### Entry Level Scheme

£60,000

20% of sum insured

£50,000

£10,000

£25,000

£40 per night

£40 per night

£5,000

£1,000

£2,000

Family Cover

20 % Scale Pay

up to 52 weeks

Family Cover

Included

Worldwide

£Nil

£9.20

### Full Scheme

£120,000

20% of sum insured

£75,000

£10,000

£25,000

£40 per night

£40 per night

£15,000

£3,000

£2,000

Family Cover

up to 52 weeks

Family Cover

Included

Worldwide

£21.90

**SAME OLD PREMIUM!**

### Spouse or Cohabiting Partner of Serving Member

Life Insurance → **INCREASED BENEFIT!**

Terminal Prognosis Advance on Life Insurance

Critical Illness

Child Critical Illness

Denplan Emergency & Injury Key Cover → **NEW BENEFIT!**

### CALENDAR MONTHLY SUBSCRIPTION

Weeks of service 1–52

Weeks of service 53–104

£30,000

20% of sum insured

£2,500

£500

Included

£Nil

£3.70

£60,000

20% of sum insured

£5,000

£1,000

Included

£7.55

**SAME OLD PREMIUM!**

To Join contact the Federation Office on 0844 612 0012



# NATIONAL POLICE MEMORIAL YOR

## The history bit

The National Police Memorial is situated in central London, commemorating the lives of 4000 Police Officers killed in the course of their duties in the United Kingdom.

In 1984, following the shooting of Yvonne Fletcher, film director Michael Winner founded the Police Memorial Trust, which initially concentrated on erecting smaller monuments at the points where officers had died on duty. From the mid 1990's the Trust lobbied and raised funds for a single, larger scale memorial to commemorate all police officers who had died in the course of their duties. Michael Winner stated that "Memorials to soldiers, sailors and airmen are commonplace, but the police fight a war with no beginning and no end".

Michael Winner donated £500,000 of his own money to the campaign for a national memorial, the remainder of the total cost of £2.3 million was met by a public collection. After a ten-year campaign, planning permission on Crown property was granted in October 2002.

## So why a bike ride?

Police Sergeant Mike Downes, who is the Chairman of the West Yorkshire Police Federation attended the National Police Bravery awards in London earlier this year, and whilst there attended the National Police Memorial in the Mall.

He and others, including close relatives of fallen officers were saddened and disappointed, to see that the National Police Memorial had been maliciously damaged and in a bad state of repair. It transpired that our national memorial has been like this for a number of months. This is unacceptable and indeed disrespectful.

Although The National Police Memorial Charity actually paid for the erection of the memorial in the Mall in 2005, the Police Federation has paid for its annual and ongoing maintenance. Sadly, there is no public funding available and there are no provision

for any repairs.

So on Saturday 31st October 2009, Mike Downes, along with five of his colleagues rode from Leeds to London to raise awareness and funds for repairs and the ongoing maintenance of the national and local memorials, which recognise and appreciate the ultimate sacrifice made by Police Officers, murdered or killed at work, whilst protecting the general public. The team left Leeds via the memorials for Sharon Beshenivsky, Ian Broadhurst and John Speed. John Speed was murdered in Leeds 25 years ago to that day.

They eventually arrived in London on Tuesday 3rd November, and Federation Joint Branch Boards around the country were asked if anyone was interested in joining and supporting Mike and the team and cycling the final leg into London to the memorial.

## Our bit

So prior to all this, on Tuesday 20th October 2009 at the last Joint Branch Board meeting it was put to the attendees if anyone was interested in going to London (in their own time) and support Mike and his team. Our Constables Secretary and the Forest and Gloucester Constables Representative, Joe Ineson admirably stepped up and volunteered, followed next by the Gloucester South, Barton Street and Hucclecote Constables Representative, Fraser Mackie. Knowing that Joe can be a bit impetuous sometimes, I felt obliged to assist. So assuming Joe had it all in hand I left the travel arrangements to him. I spoke to Joe the day before to ascertain the finer details. After much debate and sorting out the logistics it was decided to travel by train and the final arrangements were left with the Ticketmeister, Fraser.

It was only at this point Joe told me that he didn't even have a bike! Luckily, I was able to dust off my old big hill bike, which I won in a bet with a University Officer Training Cadet after a night out in Oxford back in

1989. So on the Tuesday morning we all met up at Cheltenham railway station with plenty of time to spare. Fraser arrived on his pedal cycle named after a French car, and I myself was mounted on the "spirit of De Young". After a half hour wait with no trains arriving or leaving in either direction, we were informed that all trains had been cancelled, due to a serious incident north of Cheltenham. After debating the feasibility of getting three people with bikes into the back of Fraser's car and trying to make London in three hours, a southbound train to Plymouth arrived. We chanced it and caught the next train to London from Bristol Parkway.

We eventually arrived in London just after 1100 hours and accosted two fine Metropolitan Police Officers on push bikes (an Inspector and Sergeant no less!) that were also on their way to the memorial. So with our own Police escort we flew through Hyde Park, past the big house and eventually arrived at the meet up point in Wellington Place, just off the Mall.

Awaiting our arrival were Yorkshiremen in Lycra and the chairman of the Police Federation, Paul McKeever, and other members from various forces. A short time later approximately thirty cyclists moved off and escorted and flanked by two Metropolitan armed response vehicles entered the Mall. Our Metropolitan colleagues had temporarily closed the Mall, so we had a clear run up towards the memorial where we were greeted to a fanfare by the West Yorkshire Police Band. There was then a short ceremony where Mike Downes, Paul McKeever and the chairman of the Metropolitan Branch Board, Peter Smyth laid wreathes while the last post was played, followed by a minutes silence. Although the ceremony was succinct and discreet, it attracted the attention of many passing members of the public and tourists.

Once all the handshakes and photo's had been taken, it gave me the opportunity to view the memorial up

# KSHIRE TO LONDON CYCLE RIDE

close. The memorial is situated at a prime location on the corner of the Mall and Horse Guards Road, and sited directly over a London underground airshaft. Obviously the airshaft could not be moved or covered so is covered by black open topped marble block, and on the northern side facing the Mall is a display case in which the role of honour is displayed. Inscribed above the display case is the police badge of office and the text "The National Police Memorial: Honouring Those Who Serve". Next to the block is a blue glass column, which sits in a reflecting pool and is usually illuminated by internal

fibre optic cables. This is currently not working and on "to do" repair list.

No sooner had the pleasantries concluded the heavens opened! We were then faced with more adversity when Joe's bike suffered a puncture, and so began the long walk back to Paddington in the rain. We then realised that time was against us, so Joe and his bike were placed into the rear of a London cab with some weight management advice, and Fraser and I ran the gauntlet of the London traffic back to the station, just in time for a pint of refreshment. The return rail journey was fairly unspectacular and we were back in Gloucestershire in

time for afternoon tea.

While on the return journey, I was able to reflect on the day and in particular the pages of the roll of honour, which always make sombre reading. It again reminds you of the hazards and dangers we all face on a daily basis. My only disappointment was that there were not more colleagues from other forces supporting the event, especially considering the proximity of a lot of the home county forces to London, and the Met itself! I slept better on the train back knowing that, at least Gloucestershire were there and had made the effort!!!  
**Dave Friend.**

## All things Equal

**H**aving recently taken over the role as E O lead from Keith Fagan I thought I should produce an article for Blueprint. This first one will be by way of informing you who is on the sub-committee and what our immediate aims are. However before doing so I would like to take the opportunity to publicly thank Keith for all that he has been able to do in this role.

Within future Blueprint articles I will hope to bring you the latest information that can affect you as well as sharing any lessons to be learnt from around the Police services of England and Wales.

Our immediate aim has Equality Reps within the Federation is to assist you with a variety of concerns ranging from acts of unfairness to underperformance.

### Current Equality representatives on the board are:

- Sharon George
- Phil Mohamed
- Felicity Peake
- Sarah Johnson
- Tracy De Young
- Ian Anderson
- Keith Fagan

- Andre Thompson-Taylor
- Simon Todd
- Ian Lord
- Graham Riley

*Contact details can be found on the federation intranet site*

Part time working is an option taken up by many of our colleagues and for a variety of reasons. Since the Constabulary embraced part time working there has always been the misconception that will mean working Monday to Friday 9 till 5. This isn't the case, instead it is a mix of what the organisation and Officer needs and is open to regular review.

A recent case highlighting this misconception is

### Carr and McManus v Lincolnshire Police

This is a really interesting case taken by two part time women Constables from Lincolnshire. Their part time agreement involved no weekend working and their Inspector wanted to change their part time agreement so that they worked some weekends on a rota. They claimed indirect sex discrimination and less favourable treatment under the

Part Time Workers Regulations. The women lost both claims.

The Tribunal found that neither claim was made out and that, in addition, the requirement to work some weekends was justifiable.

This is the first case that I know where a Police Force has succeeded in a part time work claim. It is an ET decision so does not make a precedent, but it shows how the Force successfully argued that the weekend working was more cost effective and would ensure that the Unit's performance was maintained.

This said I would now ask you to consider the appropriateness of these comments overheard by officers working part time and the impact they have.

*Whilst looking at the clock "Why are they going home now when it's busy?" "Why are they never here when I need them?"*

*"Why have I got more jobs on than him?"*

If you have heard such comments what did you do?

If you would like to see a particular topic covered under all things equal drop me a line with your suggestions.

**Sharon George**

# Secretaries scribbles

**S**o what are these People First Seminars all about then? Is it money well spent at a time when the force is experiencing financial hardship or not? I leave you to ponder the questions and come up with your own answers. I have to say that I had quite an enjoyable day at the Ramada because what came through loud and clear is that we all care about our Constabulary. The proof of the pudding, however, will be what changes take place as a result of what we have all said. If nothing changes or the changes are superficial then some might wonder what the point was.

Well it's that time of the year again. Yes you guessed it – Special Priority Payment time. This year's round of payments will be no less divisive. Great if you get one, not so good if you don't. As the scheme is limited to rewarding only 40% of the Force it will leave 60% feeling yet again that they are less deserving. Can I take the opportunity to reinforce the point that the Federation were totally opposed to SPP's. We do sit on the SPP panel but we take no part in deciding who gets a payment or just as importantly who does not. We represent all ranks below Superintendent and it would obviously be unfair for us to support a particular role so our part is to try and maintain fair play.

A personal concern I have is that those officers who have been lucky enough to have received a payment for most of the schemes history will now be expecting to get it every year. If the payments had been shared out over the years then this expectation would have been avoided. I say this because if you



have received a Christmas bonus for 5, 6 or more years then that payment is factored in to your Christmas budget. Take that away and you will quickly become disillusioned - It's human nature. So it's not just those that have never had a payment who in the long term are going to be disappointed.

The Olympics are coming and policing them is a pretty expensive business. As a result there are attempts by the official side to renegotiate the Hertfordshire (mutual aid) agreement. This is the agreement that determines the conditions and reward that officers can expect when supporting other forces. In short the official side want the Hertfordshire agreement to only apply to the first 48 hours of an emergency/spontaneous deployment, and in all other cases officers would be paid for the actual hours worked. The Federation stance is that we oppose the proposals. Talks are ongoing but as it stands nothing has changed as yet.

Most of you will be aware that

the current 30+ scheme is drawing to a conclusion. The problem is that there will now be a drain of experienced officers, who may have stayed on 30+, which will have a knock on effect when trying to resource the Olympics. As a result there is a minor panic at the Home Office who are quickly putting together a replacement scheme. We don't have the full details as yet but the indications are that it will not be attractive enough to retain sufficient numbers of officers.

On a lighter note I was recently reading of the exploits of a certain Sheriff Joe Arpaio. He is the Sheriff in Maricopa County, Arizona and keeps getting elected over and over. These are some of the reasons why. He has the jail meals down to 40 cents a serving and charges the inmates for them. He stopped smoking and porno magazines in the jails, took away their weights and cut off all but "PG" movies.

He started chain gangs so that the inmates could do free work for the County. He took away Cable TV until he found that there was a Federal Court Order that required Cable TV for jails, so he hooked it up again, but only let in the Disney Channel and the Weather Channel. When asked why he let in the Weather Channel he replied "So they will know how hot it's gonna be while they are working on the Chain Gang".

He created a tented jail where temperatures are regularly in excess of 116 degrees. When the inmates complained about the heat he said "It's 120 degrees in Iraq and our soldiers are living in tents in their full battle gear, but they didn't commit any crimes, so shut your mouths". He cut off coffee since it



has zero nutritional value. When the inmates complained he said "This isn't the Ritz - If you don't like it, don't come back".

This guy is making me think that the Conservatives idea of locally elected Sheriff's may not be that bad. Trouble is that I doubt that we would ever get a Sheriff Joe Arpaio nor would they have the bottle to stand up and be counted as he has.

And finally. 79% of us contribute to Flint House - that's over a thousand

Officer's in this force. 79% of us who realise the benefits that Flint House offer should we become injured on or off duty. I would urge the remaining 21% to seriously consider contributing to Flint

House. It's a fantastic facility and you never know when you might need to avail yourself of their services. Don't take my word for it, just talk to your colleagues who have been there. Don't delay because if you do you will regret it. It's a pound a week and could turn out to be the best pound that you ever spent!

And finally finally. Our Chief Constable, Dr Brain, is retiring in early January. It would be remiss of me not to recognise the contribution that Dr Brain has made to our Force over the years of his leadership. Before my time in the Federation I had little contact with or knowledge of Dr Brain and so my opinions of him were based

on rumour and speculation.

However, in my present role my contact with Dr Brain has increased and with it my respect. The one thing that comes through above all else is that he genuinely cares about the Constabulary and its officers. Whether you agree or not with the direction that the Constabulary has taken during his leadership there is no doubt that we are in a stronger position now than when he took over, for this alone I would like to thank him and take this opportunity to wish Dr Brain and his family a safe, quiet and prosperous retirement.

Graham Riley



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Night View



# Conduct and Performance

**A**s we are approaching the first anniversary of the Conduct and Performance Regulations 2008 and the “brave new world” they would inspire, it is perhaps time to take stock and examine if the ethos behind the Taylor Report as come to fruition?

The change in police Conduct and Performance Regulations was driven by the need to have speedier “investigations”, without ostracising those involved as they await the outcome. The main aim behind the Taylor report was for all involved to engage with the process and look for the learning rather than to wave a big stick, with the obvious option of dismissal when no other outcome would be appropriate or realistic.

**Has it worked?** It is I believe too early to say, however when I listen to the stories of other discipline leads at National meetings bemoaning the latest trick by their Professional Standards Department I sit there feeling all happy, safe in the knowledge that in Gloucester, we currently have a good professional but independent working relationship with our colleagues in P S D (I will return to this subject within this article when I mention a new kid on the block) that I believe has allowed the ethos behind the Taylor Report to work.

Whilst I believe that the new regulations are bedding in well there is still reluctance for officers to speak openly when faced with a Local Resolution or a Local Enquiry. With either of these there isn't the entitlement to engage with the Federation but PSD and most managers will afford the opportunity to contact a Federation Rep before you fully engage with the process.

I am not going to go into the full details of the process in this article but be assured that it is a process aimed at looking for learning outcomes rather than a sanction and when faced with one of these processes your line manager or PSD should explain fully what this will involve and what it will mean to you (a full explanation of what

a Local Resolution/Enquiry and the process to be followed can be found on the PSD Intranet site). Having recently listened to a presentation by Nick Hardwick (IPCC) some of those fears within this process might be eroded by the new Statutory Guidance due to be passed and with us by April 2010 will see changes to the Local Resolution process, one of which being the way that Officers are updated and as fully involved with the process as the member of public making the complaint and the fact that a complaint can be upheld without substantiating it against the officer concerned.

Whether you are a line manager or the subject of a local resolution and have any concerns regarding this process please feel free to contact your Federation Rep to seek guidance and or reassurance. I was told once that it is a sign of weakness to say sorry, however if it needs saying then don't be afraid to say it!

My main concern at this point with the Taylor Reform is the anecdotal stories I am being told by our members in relation to the “Stick of Sanctions” still being wielded over “uniformed constables”.

Under Taylor if an officer isn't performing the champion of the ethos behind the brave new world, Detective Superintendent Vic Marshall would do everything to identify why the performance has fallen and then establish what could be done to help performance firstly return to a satisfactory level and where possible even improve on what it was before the performance dipped.

All of this would be done without even considering the First stage of the UPP process. Still it was obvious from the enigmatic speech made by Vic Marshall that he really believed in the ethos. It would seem that some of our Senior managers are not so believing in the benefits of such an ethos, instead would prefer to look at a quick fix approach, perhaps more concerned with the performance outcomes of their department and Division.

Whatever the driving factors behind

some taking the “hit them with a sanction if they fail to perform” approach the outcome is the same. A non trusting poorly motivated officer who won't know where to turn to for guidance, support or development in fear of being hit with a sanction! Some would look upon this as corporate bullying and would question the ability and performance of the line manager, what do you think?

What are your thoughts in relation to the Taylor reform and all that has been introduced to your working practises as a result? If you have any concerns or questions please feel free to drop them on an email. We can either answer them individually or if for sharing can include them in the next edition of Blueprint, either named or un-named. There will in the New Year be a review of the Taylor reform across all the forces of England and Wales, looking at how Professional Standards Departments, HR and the Divisional Management teams have conducted themselves and within that will be the relationship with the Federation.

I made mention earlier in this article of the working relationship we currently experience with our colleagues in PSD and a “new kid on the block”. We are currently lucky enough to have a professional independent working relationship, which as aided the embedding of the Taylor reforms. Neither party within this process see an investigation as a competition and will come together to discuss any relevant matters that can be disclosed and whilst under Taylor we should take an active part in what the outcomes may look like we do not broker deals and we, the Federation are not here to provide alibis or “get colleagues off”. We are here to provide support and guidance through this process, which is best achieved by engaging “with the enemy” (not my view but of some that I have represented!) and talking rather than playing games. After all it is not our career or emotional wellbeing that Discipline reps or I will be playing with.



What is the point behind my comments? Concerns have been raised recently by former colleagues as to the independence and ability of Federation representatives, which caused these colleagues to seek the guidance of the new kid on the block, a group of retired Police officers who in 2004 formed a support network known as the IPSPG (Independent Police Support Group).

As I said in my rant above we do have a good working relationship with PSD and hopefully it will long continue. If however you feel that you are not getting the service that you deserve then please let us know. We can't address what we don't know. If after this engagement you are still aggrieved at the service you are getting we can look towards another rep or even a Federation Friend from a neighbouring force but I would urge

you think before taking it to the IPSPG, as we will not engage in any process involving this organisation.

I will ask you to consider the point that most Federation reps take on this role in addition to their organisational role and whilst your problems are uppermost in their minds it won't be the only concern occupying their daily routine!

Whilst we have seen a rise in our old "friend" Incivility and "neglect of duty", over taking complaints in relation to Harassment warnings. There is a new phenomenon hitting us, that of Face book! Whilst I am not that much of a dinosaur to know face book isn't new and has been around for a while and that this is now being superseded by twitter what is new is what some of our colleagues appear to be using it for and within company time.

I will take this opportunity to advise that if you have any concerns in the way you are being managed or the way the organisation is being run bring it to the attention of the appropriate people rather than engage in social chit chat about it in what can be a "very public domain" and avoid the temptation to use the companies IT systems even if it is during one of those valuable meal breaks! Don't go looking for trouble, it will find you!

Finally I will end this article by echoing the sentiments of CI Rich Burge by asking you to remember that as a Police Officer your standard of behavior is always under the public eye, whether on or off duty.

**Tracy De Young**  
**Conduct and Performance Lead**

## Professional Development

Within the Joint Branch Board we have a newly formed committee looking at current issues affecting personal development and learning for both the individual member and the organisation in general. Within this article I aim to provide a brief update on current areas of interest. If you want any further information on these areas please feel free to make contact with any of the committee members listed on the Federation Intranet site.

### Personal Safety Training

Following feedback provided by the Federated ranks Steve Bridgeman and Natalie Payne within the SDU department are looking at the feasibility of changing the current 2- day format into 1 day. Federation concerns were raised in relation to reducing contact time, assessment and Health and Safety. Having raised these concerns with the SDU a recent pilot of the 1 day format was run in the presence of a Federation Representative. The results of these observations have been passed onto the SDU to assist the SDU and Force Training Board for consideration when deciding on the future format of PST.

### Leading From the Inside Out

I along with several other staff of varying ranks and grades I attended a Leading from the Inside Out awareness session. This program combines and simplifies management theory and practice and centers around interactions and unlocking ability. This is still in the early stages and new Chief Officer Group will have to commit for this to be taken forward. I personally see much potential in this in terms of development for supervisors and will alleviate many 'Halo and Horns' experiences.

### National Occupational Standards

Lifelong Learning UK has begun a review of the standards, which

were last updated in 2001. Research has been conducted using various means including an on line survey, focus groups and desk based research. This information is available at [www.lluk.org](http://www.lluk.org). The consultation phase will take place during November and December with a view to producing draft standards in the New Year.

There will be a change made to the current NVQ process for any future recruit as and when the tap is turned back on. The current minimum requirement for competency is the NVQ level 3 in Policing, which will be replaced by a Diploma in Policing believed aimed at the former Level 3 NVQ status. This is aimed at reducing the level of bureaucracy involved and some of the assessment process will start prior to the officer going independent (mainly knowledge requirements).

### Direct Recruitment/Inspecting Ranks requirements to be degree educated

The new Deputy Commissioner of the Metropolitan Police in a recent interview raised the issue of direct recruitment to the Inspecting ranks. Additionally Dr Richard Stone (Lawrence Revisited author) made several comments at the recent Superintendents Association conference, concerning his view that all Inspectors and above should need to be educated to at least degree qualification before being considered for promotion. These issues have been rebutted by the national IBB and hopefully will not be progressed further.

### Ospre Part 2 and Work Based Assessment

Work Based Assessment is still very much on the horizon, with the recent expansion of the pilot sites to include our neighbors Avon and Somerset. Further updates are eagerly awaited.

**Sarah Johnson**  
**Professional Development Sub Committee Lead.**



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