

FRONT LINE

The magazine of Nottinghamshire Police Federation **AUTUMN 2022**

REMEMBERING FALLEN OFFICERS - see Page 9



DEMAND IS STILL GROWING

By Simon Riley, chair of Nottinghamshire Police Federation



Welcome to this first edition of our new members' magazine.

This publication is part of our commitment to improving the way in which we communicate with members. You can also find regular updates on our website at polfed.org/notts and this is also linked to our [Facebook](#) and Twitter ([@NottsFedChair](#)) feeds so please make sure you are checking in regularly to find news and views on the issues affecting police officers both in Nottinghamshire and nationally.

The demands on police officers are still constantly increasing and it sometimes feels the incredible pressure our members find themselves under has reached unsustainable levels.

But there have been subtle hints in recent weeks that things might improve or, at the very least, that people are starting to recognise the expectations of what the police service can deliver have become pretty unrealistic.

Firstly, the police were universally praised for the way they handled the aftermath of the death of Queen Elizabeth II.

Every aspect of Operation London Bridge was judged a success, from officers' good-natured engagement with those who flocked to the capital to see the Queen lying in state to the complex security arrangements of world leaders who flew in for the funeral. We didn't seem to put a foot wrong.

I am very proud of all of the Nottinghamshire Police Federation members who took part in that deployment.

There was then an announcement that chief constables from across the country had met to discuss reducing crime and building public confidence and had come to the collective decision that all home burglaries will be attended from now on.

The press, public and politicians - perhaps predictably - were surprised that this was not already national police policy and working practice as, of course, it has been in Nottinghamshire for as long as I can remember.

But the announcement from the National Police Chiefs' Council gave us the opportunity to offer some important home truths, not least that nearly two thirds of emergency calls to the police are not crime-related but are instead to do with either mental health issues or vulnerable people.

We are an emergency service that never

says no and every call is taken extremely seriously but our members are already working flat out, so policing will need the help and support of other agencies if we want to make this work.

Removing some of the extra demands placed on police officers will give them more time to concentrate on solving crime and catching criminals and that is really what the people of Nottinghamshire would want them to do. It is also important that our members feel valued for the work they do and the sacrifices they make.

Nobody joins the police to get rich but I doubt if any of our members feels reassured that this year's pay settlement is going to leave them with enough to cover their ever-increasing household bills.

I hope the new Home Secretary and her policing minister make police pay and conditions a high priority because until the issue is resolved morale within policing will continue to fall and good, experienced officers will simply walk away from the job.

Previous administrations ignored or dismissed our warnings and we have now reached the stage where the public has started to lose faith in policing because the service has been stretched to its absolute limits.

It is time for policing to re-set its relationship with the Government and rebuild trust with the communities we serve but we can't do it on our own. There has to be a willingness to engage from all sides.

Please remember, your Federation is here for you. Get in touch with your workplace representatives or the full-time officials if you have any concerns that you need to discuss.

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'DEMANDS ON POLICING HAVE SOARED'

FEDERATION WELCOMES FORMER CHIEF CONSTABLE'S COMMENTS

A retired senior officer who called for police officers to be given more time and better resources to concentrate on fighting crime has been backed by Nottinghamshire Police Federation.

Sir Peter Fahy, former chief constable of Greater Manchester, is urging the Government to reduce the demands on police forces who are struggling to deliver basic services because of their ever-increasing workloads.

Sir Peter spoke out after the National Police Chiefs' Council (NPCC) pledged to send officers to investigate all home burglaries as part of a new set of standards it hopes will result in more crimes being solved and more offenders prosecuted.

He told ITV's Good Morning Britain: "The Government needs to remove from policing all these additional tasks that have been taken on.

"It is not just about the number of police officers, it's what they do and whether they are given the freedom and the tools to concentrate on crime.

"At the moment most frontline operational officers are very frustrated that they can't concentrate on crime and criminals because they are picking up lots of other jobs as well, covering for social services and mental health services.

"These are vital jobs but police officers are not actually trained to do them and they



Sir Peter Fahy.

want to concentrate on crime and, while numbers are going up, a lot of those officers are inexperienced and need time to learn the craft and get to know local criminals and local patterns of crime."

Nottinghamshire Police Federation chair Simon Riley said he was in full agreement with Sir Peter.

He said: "Demands on policing have soared in recent years and our members often find themselves with a huge workload.

"We welcome the NPCC pledge to send an officer to every domestic burglary because the public would not expect anything less and indeed, this has been the policy and working practice in Nottinghamshire for as long as I can remember.

“Removing some of the extra demands placed on police officers will give them more time to concentrate on solving crime and catching criminals and that is really what the people of Nottinghamshire would want them to do.

"But it is important to acknowledge that our members are already working flat out so policing will need the help and support of other agencies if we want to make this work.

"Removing some of the extra demands placed on police officers will give them more time to concentrate on solving crime and catching criminals and that is really what the people of Nottinghamshire would want them to do."

The NPCC said police forces will prioritise attendance where people's homes have been burgled, rather than outbuildings and garden sheds.



RIVER RESCUE EARNS NOTTS PC A PLACE AT POLICE BRAVERY AWARDS



Photos courtesy of Anderson Photography

“ The awards themselves were even bigger than I expected. It was a really big event, with lots of important people their families. Although obviously they had regional winners and the national winner, they made it about every single one of us. It was definitely a career highlight, 100 per cent. Gemma loved it as well.

PC Nick Lewis outside the famous door of No 10 Downing Street.

A Nottinghamshire PC re-lived his days as a former elite swimmer when he jumped into the River Trent to rescue a drowning female on not one, but two occasions.

PC Nick Lewis' quick thinking and selfless actions earned him a place at the national Police Bravery Awards on 14 July representing the Force.

The 31-year-old, who is due to marry his police officer fiancée in December, enjoyed visiting Downing Street with other award nominees and their guests for a reception hosted by the then Home Secretary and also attending a glittering evening awards ceremony.

The first of the two incidents for which PC Lewis was nominated was in June last

year when a 12-year-old girl told staff at a Co-op in Nottingham that she did not want to return home after a family row.

She left the shop before PC Lewis arrived and then ran from him, across a busy road and down some steps before leaping into the River Trent. Thankfully, the officer, who was single-crewed, has experience of swimming in open water and in his youth was part of

the elite swimming school which produced Olympian Rebecca Adlington.

He recalls: “She was already about 20 metres away and really struggling to stay afloat. It was one of those where, there’s no one around and you think, ‘If I don’t do something she’s going to die’. So, I took my stab vest and equipment belt off and swam out to her – I didn’t take my boots off, that’s what I regret, and they were like a dead weight on my feet. As I was slowly swimming back with her on my chest, a colleague arrived and yanked us out. It felt like an eternity, and I was exhausted.”

His actions undoubtedly saved the life of the young girl. Just six weeks later, he was called into action again when a woman was seen to jump off a bridge and into the centre of the River Trent, to try to take her own life.

PC Lewis, who was tutoring a young in-service colleague, arrived on scene just as the woman jumped into the river. She was close to the bridge supports, where there are often powerful currents. PC Lewis had no choice but to swim out to her.

He said: “I’ve grabbed her and she was kicking and lashing out, trying to push me off her. I’m trying to be as reassuring as I could in that situation. It was a much longer swim back than before and made more difficult by canoeist who tried to help but ended up blocking my path. I just wanted to get back to where I could stand.”

Simon Riley, chair of Nottinghamshire Police Federation, said PC Lewis had shown “huge personal bravery” in entering the water, without thought for his own safety, in a dangerous stretch of the River Trent, “Without his selfless actions and bravery, both would have undoubtedly drowned.”

Modest PC Lewis was surprised to discover he was a nominee at the bravery Awards.

“When you’ve been a swimmer for your whole life, you don’t really think you’re anything special,” he said, “I know any other officer in my position would have done the same thing.”

However, he thoroughly enjoyed the event in London, accompanied by his wife-to-be Gemma Jackson, who is a fellow officer. His stand-out moments were meeting the other nominees and going into 10 Downing Street.

“The awards themselves were even bigger than I expected. It was a really big event, with lots of important people and their families. Although obviously they had



Nick and his fiancée, Gemma in the garden of No 10 Downing Street.



At the awards ceremony are left to right Simon Riley, chair of Nottinghamshire Police Federation, Nick Lewis and his fiancée, Gemma.

regional winners and the national winner, they made it about every single one of us. It was definitely a career highlight, 100 per cent. Gemma loved it as well.”

The Region 4 Bravery Award was won by Lincolnshire’s PC Steven Dennis who

apprehended a double murderer, and went on to win become this year’s overall winner.

Nottinghamshire Chief Constable Craig Guildford and Police Federation branch chair Simon Riley were among the guests at the awards ceremony.



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FORMER FED CHAIR AND CONDUCT LEAD LOOKS BACK AT MEMORABLE CAREER

From leading the national Time Limits campaign to building stronger relationships between the Independent Office for Police Conduct (IOPC) and the Police Federation, it is fair to say that former Nottinghamshire Police Federation chair Phill Matthews has definitely made his mark on the Force over the past 30 years.

Having retired earlier this year, former sergeant Phill, who also served as national conduct and performance lead for the Police Federation of England and Wales (PFEW), has shared his career highlights and revealed what the next chapter holds - which might not be as far away from his days as a Fed rep as he had initially imagined.

“The police will always be part of me, I’ll really miss it,” says Phill, who joined Nottinghamshire Police back in 1992, when he was 22.

Just over a decade into his career, Phill became a Fed rep - admittedly, by accident - after a friend (and Fed rep) clinched a prized role they were both going for, leaving his role in the Federation up for grabs.

“I’m a great believer in fate and that everything happens for a reason,” adds father-of-three Phill, now 52.

“My mate got the job and I got his role in the Fed and the rest is history. I never actually wanted the job originally, I’m so pleased life chose that path for me. It’s been a real honour.”

As Phill looks back at his first meeting as



Phill Matthews at Notts Forest FC.

a Fed rep, he explains: “I just sat back and listened, before offering a different approach and solution to the problem, which was welcomed with open arms.

“From that day on, I was hooked. I was determined to represent my colleagues by working with others, creating solutions and being reasonable. I quickly learnt, just like when you’re working in the force, that I would achieve a lot less if I was confrontational. I needed to pick my battles wisely, even if it meant me getting a beating sometimes.”

Since then, Phill has been committed to making changes for the membership, with a major highlight of his career being when he was first elected as chair of Nottinghamshire Police Federation and subsequently elected by the region to be its voice on the PFEW National Board.

“I feel very privileged to have represented members on a national level but I couldn’t have achieved what I have over the past 10 years without support from my colleagues around the region,” he continues.

“It helped that the people I represented

“ I feel very privileged to have represented members on a national level but I couldn’t have achieved what I have over the past 10 years without support from my colleagues around the region. ”



In pictures from the left: Phill (left) was a member of the Federation’s Parliamentary Working Group and is pictured with the former shadow home secretary, the late Jack Dromey, and Tiff Lynch, now deputy chair of the Federation; addressing the national Police Federation conference and ready for the Police Bravery Awards.





Phill (centre, back) early in his career.

were vocal; they wanted my help to put things right.”

Very rapidly after becoming a Fed rep, Phill says he ended up representing colleagues in disciplinary matters, something he admits was “challenging and rewarding at the same time”.

That eventually led to him being elected chair of the national Federation Conduct and Performance Sub-Committee and leading on that for the last six years. This included him heading the Time Limits Campaign, an initiative launched by PFEW, calling for a time limit for disciplinary proceedings against officers, suggested at 12 months.

“While the Time Limits Campaign is ongoing, we have made huge progress,” says Phill, who explained officers now had to be given at least an explanation if a proceeding had not been dealt with after 12 months.

“As a Federation, it’s our job to advise members not to defend the indefensible. We recognise that some situations aren’t saveable. However, the changes we have managed to make to the regulations will have such a positive impact on officers who are innocent, or who have made an innocent mistake.



“Unfortunately, I’ve seen the impact unnecessarily long hearings have had on my colleagues, as well as their families.

“It was a massive highlight for me, seeing regulations change. And I was able to see the process through from start to finish, which doesn’t happen very often.”

Phill also set out to strengthen relationships between the Federation and IOPC, something that he feels has been successful.

“It was always very much them and us, and I was determined to change this. At the end of the day, we want what’s best for our members, and that’s never going to happen if we shut out the IOPC,” Phill continues.

“The two organisations are in a much better place now, which is less stressful for our members and great for the IOPC too.”

Phill spent several years of his career as an air observer in the helicopter team, a joint initiative between Nottinghamshire and Derbyshire Police.

“That was, hands down, the best job I’ve ever had,” Phill reveals.

“I have a pilot’s licence and had always dreamt of getting back up in the sky. There was a certain buzz about being up there, it being pitch black outside, I’d have a torch in my mouth, trying to read maps and talk into the radio, as we followed some top-class criminals.

“We could wait nine hours for an incident to occur - for nine minutes or so of total exhilaration.”

After several years, Phill moved into the role of supervisor back in the city of Nottingham, which he admits brought with him new challenges.

“I became the voice for my team, a mentor and someone to protect them,” explains Phill, who went on to run a neighbourhood squad.

“I was a neighbourhood sergeant for eight years and that was a fantastic time. My team all loved their job, which was brilliant. It was a very rewarding eight years for me.

“The night shifts are sometimes the ones that nobody wants to work but I loved them. I got to put down the paperwork and go and catch the baddies again.

“OK, there have been some knocks and bruises - physically and emotionally - for me, over the past 30 years but I wouldn’t have changed any of it. It’s the people that you work with that make the job what it is. Without my colleagues, I wouldn’t have lasted.”

Phill admits that he hopes new recruits experience the same cohesion that he did.

“When I started out in the Force, there was a real team ethos, we were all one team. The people you worked with, would become your friends,” he recalls.

“It’s the people that you work with that make the job what it is. Without my colleagues, I wouldn’t have lasted.”

“I hope that’s the same for those joining today. I worry it won’t be though, as people seem to turn up, do their work and go home.”

“And the pressures officers are under now are huge.

“When there’s any element of risk, officers have to fill in all different forms to prove they will never be blamed - it’s becoming a sad environment to work in. And it’s not just the Force, this is a reflection on society.

“Plus, the population is rising but the number of officers is decreasing, yet the public still needs to be kept safe and protected. The only way things will change is if the number of officers increases at the same time as the hours they have to work decrease.

“But that’s a job for my successors, right?”

Having had no particular plans for retirement, Phill is pleased to announce he recently accepted a job working for the national Federation, working as their standards adviser.

He ends: “The job means I can keep doing something for an organisation I’m passionate about. And of course, it’s a good stepping stone to me taking full retirement one day.”

DAN'S PRIDE AS HE REPRESENTS FORCE AT QUEEN'S FUNERAL

A Nottinghamshire Police Federation member has spoken of his pride after representing the Force at the Queen's funeral just five months after being injured in a knife attack while on duty.

Sergeant Dan Griffin was one of dozens of officers from across the country and the Commonwealth invited to line the route of the funeral cortege as it made its way through central London.

Dan has been on restricted duties since being stabbed while apprehending a suspect in Nottingham city centre and so did not expect to be involved in Operation London Bridge after the death of the Queen.

But he was then asked to represent the Force in supporting the procession on the day of the state funeral.

"My initial response was 'What, me?'" but then obviously I told them I would be proud and honoured to," Dan explained.

"This was a huge honour for me personally and something that means a lot to my family."

Dan travelled to London by train on the day before the funeral and spent some time walking around the procession route to get some idea of the size and scale of the crowd and also get a feel for the atmosphere in the capital.

It was then an early start on the day itself.

He said: "There were 43 officers from each of the forces in England and Wales and also representatives from some of the overseas territories so there were about 60 of us in total.

"We met up at Lambeth HQ at 5am on the Monday morning and walked through Westminster, Whitehall and Horse Guards Parade to our meeting point on The Mall for a final briefing.

"We then took our places and stood in what was probably the most prominent position on the route of the procession around the Queen Victoria Fountain opposite Buckingham Palace."

Dan said he and his colleagues engaged with members of the public who flocked into the capital for the funeral.



Sergeant Dan Griffin on The Mall.

"The atmosphere along The Mall was incredible," he said. "It's one thing to see something like that on TV but to witness the sheer scale of it in person is something I will always remember."

"The crowd was very respectful of the occasion but at the same time quite celebratory in relation to the Queen's life and the length of her reign.

"She was a remarkable woman who has been an ever-present part of the life of every serving police officer in the country. Her funeral really was a piece of national and international history and I was just so proud to have been a part of it."

Nottinghamshire Police Federation chair

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Simon Riley said: "We are very proud of all the Nottinghamshire Police officers involved in Operation London Bridge and very pleased for Dan who is fully deserving of this honour."

Chief Constable Craig Guildford said: "When we were approached by our colleagues at the Metropolitan Police Service and asked to nominate an officer to attend the service, Sergeant Griffin was a natural choice.

"His bravery, stoicism and determination to protect and serve the public reflect the very best of British policing and it was entirely fitting that he was selected for this prestigious honour."



Photo courtesy of Anderson Photography

FEDERATION JOINS FAMILIES AT MEMORIAL DAY SERVICE

The Police Federation of England and Wales joined the policing family in remembering officers who gave their lives in service on National Police Memorial Day.

The families, friends and colleagues of fallen officers stood alongside police chiefs, officers and politicians for an emotional service at Belfast's Waterfront Hall on Sunday 25 September attended by around 2,000 people.

Home Secretary Suella Braverman gave a reading during the service.

She said: "To all the officers who lost their lives while working to keep us safe, we thank you and we honour you. Their bravery and commitment to their duty was unflinching – society owes them and their loved ones a debt we cannot repay, but it is one we will not forget.

"As Home Secretary I make a promise to give police the powers and tools they need to do their jobs safely."

During the service, candles were lit by relatives in remembrance of officers throughout the country who have lost their lives, one from each of the four nations of the United Kingdom.

Representing England was Kat

Dumphreys, widow of PC Nick Dumphreys, who died on 26 January 2000 aged 47.

He sustained fatal injuries when the police vehicle he was driving was in a single vehicle collision on the M6.

Liam Kelly, chair of the Police Federation for Northern Ireland, read the names of officers who have lost their lives during the past year – PC Daniel Golding, Metropolitan Police, PC Craig Higgins, Greater Manchester Police, PC Alex Prentice, Northamptonshire Police, and PC Darryl Street, Civil Nuclear Constabulary.

He said: "National Police Memorial Day is an occasion to reflect and celebrate the best in policing not only in Northern Ireland but throughout the United Kingdom.

"Daily we see officers stepping up to the mark to safeguard communities and, sadly, on occasion, some officers are injured or lose their lives in the execution of their duties. This weekend, we say to assembled families that the police 'family' recognises, appreciates, and empathises with what you are experiencing and will never forget the sacrifices your loved ones made."

There was silence as petals of remembrance, representing all who have lost their lives, descended from the gallery as the

orchestra played Abide with me and the Last Post was sounded.

Canon David Wilbraham MBE, national police chaplain and co-ordinator of National Police Memorial Day, said: "This is the first time the National Police Memorial Day family has been able to gather in remembrance since the pandemic. Today we held those lost in honour - their service and sacrifice will never be forgotten."

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ANNIVERSARY SERVICE AT UK POLICE MEMORIAL

In one of her last duties as Home Secretary, Priti Patel joined the families of fallen officers at a special service organised to mark the first anniversary of the dedication of the new UK Police Memorial at the National Memorial Arboretum in Alrewas, Staffordshire.

Among the other invited guests was Nottinghamshire Police Federation chair Simon Riley.

He said: "The service brought together representatives of the families of fallen officers, chief officers, Police and Crime Commissioners, politicians and Federation representatives at the new memorial.

"It was a moving service which showed that those officers who give their lives in the line of duty are never forgotten while also demonstrating to their families that they too will always be part of the police family.

"I was honoured to represent the families of Nottinghamshire officers who have died while serving their communities."



Guests gathered at the service.

The new memorial was dedicated in July last year by HRH The Prince of Wales.

Among the families attending this year's service, which was led by Canon David Wilbraham, the national police chaplain, was the son of Special Police Constable

Ralph Corfield, also called Ralph, from Birmingham City Police (now part of West Midlands Police). SPC Corfield was killed on 28 July 1942, exactly 80 years to the day of the anniversary event, during an enemy air raid while helping to deal with the aftermath of an earlier bomb blast.

This year also marks the 10th anniversary of the murders of PCs Fiona Bone and Nicola Hughes, killed in Manchester in September 2012. Their fathers, Paul Bone and Bryn Hughes, gave a reading during the service as did Denis Gunn, the father of Richard Gunn who was killed in Woking in 2004.

Since the memorial was dedicated last July, more than 300,000 people have visited the 40 feet tall iconic tribute at the arboretum. The bronze memorial designed in the shape of an open doorway signifies a threshold that police officers pass through to the "dangerous places" but from which some never return.

FORCE TEAM COMPLETES POLICE UNITY TOUR

Cyclists from Nottinghamshire Police completed the 2022 Police Unity Tour (PUT).

The Nottinghamshire riders were part of the East Midlands Chapter alongside fellow officers and staff from Derbyshire and Leicestershire.

The team was led by Sarah Stables, who is also president of the East Midlands Chapter, and featured Ben Skellern, Jeremy Gascoyne, Paul Lefford, Gavin Berry, Feron Thomas, Christophe Sutton, Liam Thacker, Matthew Rogers, Melissa Evans, Simon O'Connor and Neil Waugh.

Rebecca and Matthew Walker, whose father PC Ged Walker was killed on duty in 2003 when he was dragged 100 yards as he tried to take the keys from a stolen taxi, also rode with the Nottinghamshire team in memory of their Dad.

They set off on their 180-mile challenge in their home county before following a hilly route into the heart of Derbyshire

before stopping off at Ripley for a service of remembrance and wreath laying.

The team then headed south into Leicestershire where they stayed overnight before cycling into Staffordshire for a full day in the saddle before meeting other PUT chapters at Drayton Manor Park.

On the Sunday, all the cyclists from across England and Wales rode into the National Memorial Arboretum near Alrewas ahead of the Care of Police Survivors (COPS) memorial service attended by fallen officers' families, chief officers, Federation officials and other policing partners.

The PUT ride is now in its 10th year and as usual raised funds for COPS as well as increasing awareness and honouring police officers who have died in the line of duty.

Last year's event was the first physical ride in two years because of the Covid-19 pandemic but saw the £1 million milestone hit for the amount raised for COPS since the inaugural ride.



The cyclists leave HQ.



Photo courtesy of Anderson Photography

Bryn Hughes chats to then Home Secretary Priti Patel at the UK Police Memorial.

FEDERATION WELCOMES MORE BACKING FOR ELIZABETH MEDAL

A Federation-backed campaign to see police officers who are killed on duty awarded with a posthumous medal has taken an important step forward.

A total of 26 Police and Crime Commissioners (PCCs) put their name to a letter calling on Home Secretary Suella Braverman to approve the Elizabeth Medal for fallen police officers.

This would be similar to the Elizabeth Cross which is awarded to members of the British Armed Forces lost in conflict, and a fitting legacy for her late Majesty Queen Elizabeth, says Nottinghamshire Police Federation.

Chair Simon Riley explained: "It is good to see the PCCs supporting this campaign alongside the Police Federation and the Police Superintendents' Association.

"Queen Elizabeth exemplified public

service and it seems right that a medal in her memory should be given to police officers who make the ultimate sacrifice."

The campaign was started by Bryn Hughes and Paul Bone, fathers of PCs Nicola Hughes and Fiona Bone, who were tragically murdered while serving Greater Manchester Police a decade ago.

Bryn is a former prison officer who campaigned to establish the dedicated UK Police Memorial at the National Memorial Arboretum in Staffordshire. He also runs the PC Nicola Hughes Memorial Fund to help children whose parents have been murdered.

Speaking about the Elizabeth Medal, he said: "For the likes of me and other family members, it'd be a nice feeling to attend certain remembrance services wearing that medal in their memory and their honour."

“ Queen Elizabeth exemplified public service and it seems right that a medal in her memory should be given to police officers who make the ultimate sacrifice. ”

NEWS

IN BRIEF

OPEN UP, REACH OUT

“I’m urging all members to turn to their colleagues and ask them ‘how are you?’” says the Police Federation’s national wellbeing secretary Belinda Goodwin.

In line with World Mental Health Day today, Belinda encouraged police officers to open up, reach out and talk about how they are feeling.

Her comments come after research showed that emergency service workers are twice as likely as the general public to identify problems at work as the main cause of their mental health problems, and they are also significantly less likely to seek help.

“Although police officers are held to higher standards within our regulations, we need to remember that we are human beings too. We are exposed to 400 times more trauma than everyday civilians and, whether we like it or not, this will have an impact on our mental health,” said Belinda.

“We can’t lose sight of how impactful simply asking a colleague how they are, can be.

“We need to start having more meaningful conversations with our peers and that means, not just discussing our performance but welfare too. Supervisors should be asking their team, ‘how are you doing?’, ‘how is the family?’ and ‘how can we support you more?’

“Peer-to-peer support is also huge. We need to continue to provide members with that safe space to debrief with their colleagues, so they can talk through the incidents they have attended.”

Nottinghamshire Police Federation chair Simon Riley said it was important that members felt confident reaching out for help.

He said: “We are here for our members 24/7 and they can come and speak to us about any issues and concerns they might have.

“People are much more open about their mental health nowadays and there is absolutely no shame in admitting you are struggling or could do with a bit of help.

“The wellbeing of our members is our top priority and we will make sure anyone who needs our support will get it every step of the way.”

[Find out more about World Mental Health Day.](#)

BLOOD PRESSURE FACTSHEET

Do you know the impact your blood pressure can have on your mental and physical health? A free downloadable guide is now available to members to help them better understand their body.

The leaflet aims to encourage people to get their blood pressure tested and highlights a number of self-tests people can also do at home to assess their health.

Police Mutual has created the fact sheet, which is jam-packed full of information to help improve health and wellbeing.

Police Mutual is a national organisation that provides financial and wellbeing support to both serving and retired officers and their families.

[Download the fact sheet.](#)



BOOST YOUR FINANCIAL RESILIENCE

Financial resilience is the ability to withstand life shock events that impact your income. It has never been more important to be financially prepared as the ongoing impact of the rising cost of living crisis continues to affect everyone’s finances.

Mark Wright, Police Mutual’s financial wellbeing consultant, will share hints and tips to help people feel confident about making good financial choices, including some specific to the police family, in a free webinar, available at a time to suit you.

The webinar is split into sections and covers:

- **Understanding financial resilience**
- **Income, expenditure and budgeting**
- **Your credit profile**
- **Bank accounts and savings**
- **Debt management and support.**

You can [view the webinar](#) at any time, just complete the personal details section and then select the “submit” button

The webinar page also has a useful links section to guide people to some of the resources and tools discussed.

DO YOU WANT TO LOSE WEIGHT?

Are you wanting to lose weight? Are you struggling to shift the pounds? Members are being invited to join an online forum, created especially for emergency workers wanting to live a healthier lifestyle.

Blue Light Lifestyle is a Facebook page that provides a safe and supportive network for police officers and other emergency workers who want to lose weight.

The page, which already has a network of nearly 600 people, was launched by a West Midlands Police Federation member who recognised the impact regular shift work is having on emergency workers and their health.



Ian Cook.

Traffic officer Ian Cook is using his degree in sports coaching to support members from all branches across the country with their weight loss journey.

From recipes to motivational posts, as well as ‘how-to’ videos, polls, informative notes and encouragement to members, Ian keeps the page updated on a daily basis.

“So often people suffer in silence and people are scared or fear speaking out about their weight, especially to the likes of occupational health. The good thing about this group is it’s more like speaking to your mate, who understands what you’re going through,” said father-of-two Ian.

As a result of the Blue Light Lifestyle group, Ian also offers one-to-one support for those really struggling with their diet and weight. Capacity-dependent, Ian will create a paid-for 90-day plan for clients, with the main goal to change their attitude to food and exercise long-term.

Find out more about Blue Light Lifestyle and [join the Facebook group.](#)

Free initial family consultation for Police Federation members and personnel



As a Police Federation member you're entitled to an initial free consultation at a time and venue convenient to you. The consultation provides an opportunity to discuss your situation, set out your options and empower you to make decisions.

What is a consultation?

The consultation can either be face to face or over the telephone, for up to one hour with an experienced family lawyer. This is an opportunity for you to speak in confidence with a specialist who has in-depth knowledge of all areas of family law, including children, finances and divorce. (The consultation will not include a review of documents after the meeting or any work beyond the initial meeting).

The benefits of a consultation

We'll take the time to understand the full history of your situation and provide a holistic approach covering any areas which may be inter-related to ensure you get the maximum benefit during the hour.

This will enable you to fully understand your legal position from the outset in an easily digestible format and the options that are available to you.

Overview

We provide access to comprehensive and practical legal advice to members who need expert assistance following the breakdown of a relationship. We've an expert team with over 20 years' experience of police family law cases and local representatives for your area.

During the hour you can expect your lawyer to:

- Discuss the details of your circumstances to get a full understanding of your position and identify any distinct issues
- Provide an explanation of your legal position, the legal process involved and the options available to you
- Summarise the issues and the application of the law to those issues
- Provide a summary of the options available to you and advise as to the pros and cons of each
- Empower you to take any necessary actions by providing you with a clear roadmap of what your next steps are
- Give an explanation of the pricing structure for any chosen route

Preparing for the consultation in advance?

To ensure you get the most out of the consultation it helps to gather the following details and documents together beforehand:

- Date you started living together
- Date you got married
- If you have it, your Marriage Certificate
- Dates of birth for both you and your ex-partner

- Date you finally separated
- Details of children, including full names and dates of birth.
- Summary of assets, income and liabilities, e.g. the value of your home, the amount outstanding on your mortgage, how much you have in savings/investments, how much you and your ex-partner earn, how much you each owe on credit cards/loans, what pension provision you have etc.

Following the initial free consultation we offer members a fixed fee divorce and discounted hourly rates.

We hope this information helps to explain the value we can provide.

All our family lawyers are members of Resolution. We're committed to adopting a non-confrontational approach to separating families through amicable and constructive advice.

Where this isn't possible or appropriate, we've the skills and experience to guide you through the litigation process.

We look forward to assisting you.

If you'd like to arrange a free initial consultation with a specialist family lawyer from Slater and Gordon please contact us on 0808 175 7710 and we'll be happy to help.

Contact us:

Telephone: 0808 175 7710

Email: enquiries@slatergordon.co.uk

Website: slatergordon.co.uk

**Slater
Gordon**
Lawyers