

News & views

WINTER 2022 News and views from Derbyshire Police Federation



**Season's greetings from
Derbyshire Police Federation**

WE DO A CHALLENGING JOB IN DIFFICULT CIRCUMSTANCES



By Tony Wetton, chair of Derbyshire Police Federation

It hardly seems possible that a year has gone since our last Christmas edition - talk about time flies...

And once again it has been a rollercoaster 12 months for everyone involved in policing with the election of a new Police Federation national chair, three - or is it four? - different Home Secretaries, three Prime Ministers and goodness knows how many policing ministers.

Of course, as police officers we swear an oath of allegiance to the Crown and we were genuinely sad to see the passing of Queen Elizabeth II who had been such a strong and steadying influence on our nation for as long as most of us can remember.

The police service came into its own in the period after the Queen's death and was rightly praised for its efficiency and

professionalism, and the sensitivity it showed in the run-up to the state funeral.

Every officer involved in that historical occasion should be extremely proud of the way they conducted themselves, whatever their role.

Our members actually do a lot that should give them a great sense of pride but at times it has felt like open season on the police service such has been the level of criticism levelled against us by a hostile media and some spectacularly ill-informed politicians.

We have been told we are too heavy-handed by some but too lenient by others. Some critics say we are too old fashioned while others demand a return to old-fashioned policing. My favourite was the recent accusation that we were too 'woke'!

“ Our role in society is unique and we deserve to be properly recognised and rewarded for the work we do. It can't be right that police officers are having sleepless nights worrying about the gas bill or filling the car up or buying Christmas presents for the kids.

The reality is, we do a difficult job in challenging circumstances and are often hampered by shortages of officers and a lack of proper resourcing.

Very few of us would disagree with the findings of the various reports that come out suggesting we should devote more time on

solving crime. We know; we've been saying that for years!

We would gladly hand over the out-of-hours responsibility for vulnerable people and those with mental health issues to another agency while we go out and catch the bad guys but the police will never say no to a cry for help so find ourselves stretched to the limits.

And it is difficult not to sound like we are saying "we told you so" when we point out we have been warning for years that cuts to policing were bound to have a huge impact on the communities they serve.

Those 12 years of cuts have also been keenly felt by our members when it comes to police pay and this was brought into sharp focus at our annual conference in May.

We heard heartbreaking stories from police officers who revealed how they were relying on foodbanks to feed their families as the cost of living crisis intensifies.

Some officers told how they routinely ran out of money before the end of the month and were only surviving thanks to the generosity of friends and family.

The response from the Government was a pay rise that looked OK on paper but in reality felt more like another real-terms cut. Your Police Federation will never stop fighting for better pay and conditions and continues to press for an overhaul in the way police pay is worked out.

Our role in society is unique and we deserve to be properly recognised and rewarded for the work we do. It can't be right that police officers are having sleepless nights worrying about the gas bill or filling the car up or buying Christmas presents for the kids.

And, believe it or not, Christmas is nearly here. I know lots of you will be working over the festive season but please spend as much time with family and friends as you can and try to relax and have some fun before another year gets underway.

It doesn't always feel like it but I still think we have the best job in the world and if we keep working together we can help drive some real improvements in 2023.

Until then, stay safe, look out for each other and remember your Police Federation is here for you whenever you need it.

Cover photo: Office manager Jo Johnson gave the Federation office Christmas tree a policing make-over.

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The administration team - Jo Johnson, who works Monday to Wednesday, and Pete Roberts, who works from Wednesday to Friday - can be contacted in usual office hours as follows:

Jo 07583 002 298
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You can also contact Jo and Pete by emailing derbyshire@polfed.org

Details for the branch officials and workplace reps can be found on our [Meet the team page](#).

MINISTERS URGED TO SUPPORT ELIZABETH MEDAL FOR FALLEN OFFICERS



Federation deputy secretary Tiff Lynch and Bryn Hughes with BBC Breakfast presenters Jon Kay and Sally Nugent.

Police Federation national deputy chair Tiff Lynch has called for top level talks with ministers in a bid to secure approval for a medal to honour officers who die while on duty.

The campaign for a posthumous award, which would be similar to the armed forces' Elizabeth Cross, is being spearheaded by Bryn Hughes whose daughter PC Nicola Hughes was murdered alongside her colleague PC Fiona Bone when they responded to a fake 999 call in Manchester in 2012.

But despite widespread support among MPs, Police and Crime Commissioners and senior officers, there has been little indication that the Home Office is ready to give proposals for an Elizabeth Medal the green light.

Tiff appeared with Bryn on BBC Breakfast to discuss the campaign and why such a medal was so important to the families of fallen officers.

When asked why the UK did not formally honour its emergency services personnel who died on duty, Tiff said: "That's a good question and it's a question that we are asking and have been asking."

"It's not until you walk in the family's shoes that you get that understanding and that feeling of how much this means to them."

"There is currently no formal recognition from the state. We have spoken with numerous MPs and we have not met one MP who doesn't support this campaign."

"Manchester Mayor Andy Burnham and

the PCC's office also fully support it and Philip Davies MP, who wrote an open letter to the Home Secretary, has said himself that 'we are here to make the laws'.

"Let's make this law so all emergency service workers are formally recognised for the sacrifices they actually make when they die in the execution of their duty."

Derbyshire Police Federation chair Tony Wetton said: "We have always felt our emergency services personnel should be honoured in the same way as members of the armed forces."

"As firm supporters of the medal proposals, we hope the Home Office will take note of the growing support behind the campaign and agree to moving the discussions to the next level."

"Families of fallen officers have spoken very movingly about the importance of receiving some formal recognition of the sacrifices their loved ones have made so we will continue to press for the Elizabeth Medal to become a reality."

As firm supporters of the medal proposals, we hope the Home Office will take note of the growing support behind the campaign and agree to moving the discussions to the next level.

POLICE DRIVERS WILL BE IMPACTED BY NEW LEGISLATION

Police drivers are being reminded to read a frequently asked questions document giving guidance on new regulations which came into effect at the end of November.

The new regulations set out the prescribed training that will give trained police drivers the better protection in law afforded to them under the Police, Crime, Sentencing and Courts Act.

"The new regulations will have an impact on all officers who are trained to drive police vehicles and they must familiarise themselves with the new provisions," says Tim Rogers, police pursuits and driver training lead for the Federation nationally.

"I cannot stress highly enough how important it is for them to make sure they are fully aware of the changes and how they will affect them.

"Critically, their driving will no longer be assessed by the standards of the careful, competent driver, as was previously the case, but they will now be judged by those of their careful and competent colleagues who have completed the same level of prescribed training.

"The change in the law, which means police officers' skills and professional training will be recognised, is welcomed but we are sounding a note of caution too in that we must now ensure that all drivers are 'in ticket' with their training.

"My advice to any officer who is not up to date with their police driver training is very simple – don't drive a police vehicle because if you do you could be vulnerable to prosecution."

Tim has visited a number of Federation branches around the country, explaining the changes, how they impact officers and highlighting the importance of officers only driving when they are 'in ticket'.

National Police Chiefs' Council (NPCC) police driving lead DCC Terry Woods has welcomed the legislative change: "I believe this is an excellent step forward for police drivers. Standardisation throughout the UK on police driving courses is essential in providing a minimum standard to all officers and making the roads safer for all.

"I would urge officers to ensure they understand the new legislation and the



importance of compliance with the relevant driving refresher requirements."

The regulations will be enshrined in law through The Road Traffic Act 1988 (Police Driving: Prescribed Training) Regulations 2022 and came into effect on 30 November.

The new FAQ document has been produced by the Police Federation of England and Wales and the NPCC and aims to help officers better understand the new laws regarding their driving.

"Quite simply, the previous legislation did not recognise the training that police response drivers undertake and the tactics they may need to employ when responding to emergencies or pursuing criminals," says Tim, who for eight years has led a Federation campaign to change the laws affecting police driving.

"This new legislation is a great stride forward but, for the new test to be applied, officers must be driving for police purposes and have undertaken the prescribed training as set out in the regulations.

"Police driving schools have had months now to ensure that they are compliant with the requirements of the legislation and have undertaken self-assessment exercises.

"But the onus is on the individual officer to make sure that they only drive when they are up to date with the prescribed training as defined in the regulations and legislation."

Training must be delivered by an accredited and licensed police driving instructor, in line with the nationally set learning standards.

Tim is keen to stress that there is only one standard and any divergence by any force or senior officer will mean they are denying officers the ability to respond on blues and twos.

"The new law demands that an officer's driving, when an incident makes the inquisition necessary, is assessed by a professional, knowledgeable and competent individual," he said.

"Each force must have an appropriate mechanism by which these nationally agreed and enshrined in law standards are assessed. Locally, officers will have a driving standards unit. Nationally, and for matters requiring subject matter expert (SME) evidence, there is the NPCC SME group.

"Members of this group have received training at the West Midlands Police Federation office, delivered jointly by the Federation and the NPCC, and with continuing professional development (CPD) each year. As agreed by the Federation, the NPCC, the Crown Prosecution Service, the Independent Office for Police Conduct and the Home Office, they are the only people who can provide the evidence."

As a result of the change in legislation, police driving schools are likely to be licensed in a similar way to firearms units, since there is a higher incidence of risk, and the College of Policing will issue new Authorised Professional Practice (APP).

[Read the FAQs.](#)
[Read the 'prescribed training' statutory instrument.](#)

NON-DEGREE ENTRY ROUTE TO BE RETAINED

Home Secretary Suella Braverman.



“Some of the most effective officers I have known in my career have come into policing from other jobs and careers without a degree level qualification, done their initial police training and gone on to learn their craft on the streets alongside more experienced officers.”

“Policing is a highly skilled profession and we want officers’ skills to be formally recognised as a qualification and degree level is probably about right given the complexity of the profession but it is about striking the right balance.”

“Policing is a highly skilled profession and we want officers’ skills to be formally recognised as a qualification and degree level is probably about right given the complexity of the profession but it is about striking the right balance.”

Since last year, recruits have been required to have a degree or to join as an apprentice while they earn a qualification but police chiefs and PCCs, including Derbyshire’s Angelique Foster, warned that up to 10 per cent of officers were studying rather than fighting crime on the frontlines.

The College of Policing stood by the change and insisted it gave officers recognition and accreditation as professionals.

But Ms Braverman said she had now asked the college to consider options for a new non-degree entry route, alongside the process for recruits who took higher education.

She told a conference for police chiefs: “I will take the scissors to any red tape that gets in your way.”

Derbyshire Police Federation chair Tony Wetton has welcomed the Home Secretary’s decision to axe the requirement for all new recruits to study for a degree.

Suella Braverman said she would ensure a non-degree entry route into policing was kept open to continue delivering “officers of the highest calibre”.

The move comes after a backlash from chief constables, police and crime commissioners and Police Federation leaders who all warned the degree requirement was having a serious impact on recruitment options.

Tony said: “We have said all along that you don’t need a degree to be a good police officer.”

PCCS’ WARNINGS OVER ‘POLICE DEGREES’

Derbyshire Police Federation chair Tony Wetton backed calls from 16 Police and Crime Commissioners including Derbyshire’s Angelique Foster for a relaxation of the requirement for new recruits to study for a degree level qualification.

The PCCs wrote to the Home Secretary to warn her that up to 10 per cent of their officers are stuck in classrooms rather than fighting crime on the frontlines. And they urged Suella Braverman to allow forces to revert to the “traditional” training method, where officers can hit the beat after 20 weeks’ training.

They said the requirement to study may be deterring non-academic recruits or older people switching careers into policing.

Matthew Scott, PCC for Kent, who organised the letter, told The Telegraph newspaper: “We are turning away perfectly good people because we have decided you need a degree to be a police officer. There are many fine police officers who have never had a degree.”

Tony said: “We welcome the intervention of the PCCs on this issue because we have said all along that you don’t need a degree to be a good police officer. Some of the most effective officers I have known in my career have come into policing from other jobs and careers without a degree level qualification, done their initial police training and gone on to learn their craft on the streets alongside more experienced officers.”

HONOURED OFFICERS REPRESENT REGION AT NATIONAL REMEMBRANCE SERVICE

Two Derbyshire Police officers said they were honoured to represent the Force at the Remembrance Day service in London.

Inspector Kamaljit Bria and PC Ellie Kirton were among the five Derbyshire officers at the Cenotaph after the county was chosen to represent the region at the national ceremony.

The pair were part of the 228 officers representing the Civilian Services Contingent (CSC) - which is comprised of nominated representatives from across the police, fire, ambulance and prison services, St John Ambulance and the British Red Cross.

Kamaljit, an officer for more than 28 years who is now approaching retirement, said: "This is a true honour. Not only to represent Derbyshire Constabulary, but also the East Midlands region as part of the national police remembrance in London at the Cenotaph. This is a huge privilege."

Ellie became a police constable in 2020, having launched her career in the police as a CREST process officer, before becoming a detective staff investigator in 2019.

She said: "To have just been nominated was one of the proudest moments in my career so far. To then have the honour of being selected, especially as a young in-service officer, means more than I can say."



The Derbyshire officers who took part in the parade are (left to right) Martin Scott, Eddie Mann, Ellie Kirton, Alex Lucic and Kamaljit Bria.

FEDERATION'S FESTIVE GESTURE

Tea, coffee and biscuit packages are being sent out to members to bring a little Christmas cheer to those working over the festive season.

Derbyshire Police Federation is sending the packages to inspectors across the Force so they can be distributed to officers.

The branch is also once again launching its 'Fed by the Fed' initiative through which it aims to support those officers working a late or night shift on Christmas Eve and New Year's Eve.

Kirsty Bunn, secretary of Derbyshire Police Federation, explained: "We understand the impact of working a late/night shift on Christmas Eve and New Year's Eve has on officers and their families and friends, particularly as these shifts do not attract an additional compensation like the Bank Holiday shifts around the same time.

"For six years now we have previously provided each of those identified shifts with a box of goodies to complement and boost

festive fuddles that were popular at this time of year.

"Last year was slightly different due to Covid-19 in that we allowed those members to claim for a meal purchased up to the value of £5 and we would like to run this again this year. Therefore if members and their shifts are working past 10pm on either Christmas Eve or New Year's Eve they are entitled to make a claim for food."

The important part:

The food purchased does not have to be purchased on 24 or 31 December but needs to be provided for those specific individuals who worked those shifts.

So, if on 4 January as a shift you decide to order a Domino's pizza for eight of you who worked one of those shifts and the pizza order comes to £59, the Federation will reimburse you £40.

As another example, if you chose to make a chilli for those of you working on NYE but don't do this until 18 January,



ingredients may be purchased that total £28.28. This might feed nine people who worked on one of the shifts but only £28.28 can be claimed for.

No reimbursements will be made without a receipt. Smaller groups of claims may be accepted but the Federation cannot accept individual claims.

You can get a claim form from the Federation office and this must be completed and returned with receipts to derbyshire@polfed.org where claims will be processed.



Nathan is congratulated on his award.

‘PROUD’ STUDENT OFFICER KICKS OFF CAREER BY WINNING AWARD

An award-winning Derbyshire student officer says he feels “very proud and privileged” to have been recognised for the “outstanding contribution” he is already making to ensuring the county is safe.

Nathan Todd clinched the Derbyshire Police Federation sponsored award for Student Police Officer of the Year at the Force Celebrating Achievements Awards, with the 22-year-old receiving the trophy at the event last month.

The officer who joined the police in August last year via the Degree Holder Entry Programme was one of 13 people to win an award at the ceremony.

“I am very proud and privileged to have won,” says Nathan, whose passion for policing stems back to when he joined the police cadets when he was 14.

“It’s always great to be recognised for the work we’re doing, especially when we put in so much effort.

“My colleagues who nominated me said it was because of my work ethic as a Special - they said that my work ethic just seems to increase, it never stops.”

Inspired to join the police by his dad, a retired officer who worked in the Manchester force, Nathan says his ambition is to now grab any opportunity with both hands.

“My time so far in the Force has been full on but it’s really interesting, mainly because it’s constantly changing - every day is really different, and I love that. I love being out in the public, providing a good service and helping others.

“Hearing the stories my dad told from the job when I was growing up definitely played a key role in me becoming an officer,” added Nathan, who has already set his sights on firearms training as soon as he

gets the chance.

“I don’t think he ever thought I would follow in his footsteps, however, he says that I’m already topping what he did, by being noticed so early.

“I now plan on taking on as many opportunities as possible. I love work and I love doing over-time - I know it sounds silly but I really do enjoy being at work.”

Nathan says the biggest challenge he feels the police face is making sure the Force is ‘always doing the right thing for the public at all times’.

“Obviously that’s why we all join the police, so we can protect and serve the public,” he added.

“My time so far in the Force has been full on but it’s really interesting, mainly because it’s constantly changing - every day is really different, and I love that. I love being out in the public, providing a good service and helping others.

“But it’s always going to be a challenge ensuring that the actions we take are in the best interest of the public, and making sure they see that too.”

UNDERSTANDING YOUR PAYSリップ

As officers, we sign up to various things during our careers with deductions being shown on our payslips.

But, sometimes we can lose track of just what we are paying out for – and what we could be missing out on.

So, here we take a typical payslip and break down all those deductions.

DBT insurance – this is for the comprehensive Group Insurance Scheme package offered through Derbyshire Benevolent Trust (DBT). See Page 9 for more details.


Derby Sport Dev Fund – This is the Force HQ Lottery originally set up to raise extra funds for the Sports Club and contribute to sporting sections and corporate passes. Half the funds raised on a monthly basis go to the Sports Club and there are 12 draws on the 28th of each month, or as near as, and a 13th draw for Christmas which clears out any excess funds. Each lottery share is 70p but you must be a member of the Sports Club to be included. The current prize fund each month is £1,200 with a top prize of £400 and eight further cash sums. The Christmas draw usually has a prize fund of £10,000.

Police Federation – this gives you access to the wide range of support and advice available through the Derbyshire Police Federation branch and the Police Federation of England and Wales. On 1 September 2020, subscriptions increased to £23.58 – the first rise since 2011. Remember you can claim tax relief on your subs which will reduce this to £18.90. Student officers receive a 50 per cent discount in the first year of service. [Find out more.](#)

Conv home charity – this is for the Police Treatment Centres (PTC), the charity operating the police rehabilitation facilities at Harrogate and Auchterarder. The centres provide physiotherapy treatment and a mental wellbeing programme but are only available to those who subscribe to the PTC

Sports Association Derby – the Force's sports association is made up of a wide range of sport clubs offering the opportunity for competitions or just sporting activities.

PRIVATE AND CONFIDENTIAL



Collar Number: [REDACTED]

Payroll Name Derbyshire Police - Officers **Paydate** 28/10/2022

Employee Name [REDACTED]

Reference No. [REDACTED] **Tax Ref.** 507 / D3

Tax Period 7 / 2022
Tax code 1296L / 0
N.I. Number [REDACTED]
N.I. Code A

Payments				Deductions		This Period	
Description	U/T	Rate	Cash	Description	Cash	Description	Cash
Salary			4,010.75	Tax	402.80	Taxable Payments This	3,947.18
Holiday Pay - Officer (NP)			14.24	NI - A	336.28	Pensionable Pay This	4,010.75
Overtime x 1.50	9.00	34.60	311.38	Police Care 2015 (13.44%)	481.95	Employer's Pension	1,243.33
Unsocial Police 10%	69.00	2.31	159.15	DBT Insurance	45.65	Employer's NI This	562.49
				Derby Sports Dev Fund	2.80		
				Police Federation	24.31		
				Conv Home Charity	7.80		
				Sports Association Derby	5.00		
				The Police Children's Charity	1.50		
				PMAS	25.00		
				Mutual Welfare Fund	2.95		
				Credit Union	82.00		
				Serve & Protect	15.00		

Year-to-date

Tax Paid YTD 3,570.80
 NI Paid YTD - A 2,901.55
 Taxable Pay YTD 25,420.10
 Niable Pay YTD 29,077.73
 Employer's Pension 8,286.36
 EE's Pension YTD 3,592.53

Payments 4,495.52 **Deductions** 1,433.04 **NET PAY** 3,062.48

Paid By BACS
 Sort Code [REDACTED]
 Account [REDACTED]

GAYE St George's Fund – this charity provides support to children who have lost either parent (a serving or retired police officer) or whose police officer parent is unable to earn an income due to illness or injury, sustained on or off duty.

PMAS – standing for Police Mutual Assurance Society, PMAS, widely known as Police Mutual provides financial services exclusively for the policing family including savings accounts, insurance, mortgages, personal loans. On this payslip, the £25 deduction goes straight into a savings account.



COMPREHENSIVE COVER THROUGH GROUP INSURANCE SCHEME

Derbyshire Benevolent Trust (DBT) is an independent organisation set up specifically to support members of Derbyshire Constabulary.

The trust offers members a Group Insurance Scheme (GIS) providing a range of cover to give members protection in their work, personal and social lives.

Student officers sign up to the scheme receive full protection for the first 52 weeks of their service entirely free. They simply need to complete the application form, return it to the DBT office and, once confirmed as being a member of the scheme, are eligible for full protection.

A single subscription to the GIS is £29.85 per month and partner under 65 cover is an extra £15.80 a month, making a monthly total of £46.65.

Legal expenses

One of the key parts of the scheme is the legal expenses cover for advice and representation should a GIS member be investigated for a complaint regarding their actions while off duty.

Court compensation

This allows officers to claim money awarded by a court, but which has not been paid by the offender.

Many officers make use of this facility meaning that hundreds of pounds of compensation are paid out that would otherwise not be received.

Motor breakdown

The full motor breakdown cover provided through the scheme covers the member and their spouse/partner for the car they are in.

The cover includes:

- Home Assist
- Roadside assistance and recovery
- Emergency overnight accommodation
- Misfuelling
- Loss of keys.

It extends to motorcycles, camper vans, motor homes and all domestic vehicles up to 3.5 tonnes. It even includes caravans and trailers.

This means officers do not have to spend extra money on AA, RAC or any other vehicle breakdown cover. Comparable cover with the RAC is £21 per month or £216 a year.

Worldwide travel (holiday Insurance)

The GIS provides holiday insurance for the member, their spouse or partner and their children up to the age of 23.

This is very comprehensive cover with just a £40 excess and gives members the cancellation, loss, theft, medical and baggage protection they would expect.

Members of the GIS also have access to airport lounges if their flights are delayed.

Sick pay benefit

Should a member of the scheme be absent from work for an extended period and be on reduced pay, they can make a claim through the scheme for 20 per cent of their scale pay.

Care on Demand

This cover gives members access to a UK based NHS registered GP 24/7 for either a telephone or video call consultation. GPs can issue private prescriptions and can consider issuing 'Fit notes' too. Members can access this service from anywhere in the world.

Life Insurance

The scheme provides £100,000 of life cover for its members. The cover is for 'death by any cause' and does not reduce in level while a serving police officer.

Members can use this cover as life insurance for their mortgage.

The cover can be increased too. Contact DBT for more details.

Legal expenses

This cover includes uninsured loss recovery and motor prosecution defence which is usually an extra cost of about £35 on top of your motor insurance premium.

Other areas of cover include:

- Personal injury claims
- Consumer protection
- Education disputes

- Clinical negligence
- Discrimination claims
- Home rights
- Identity theft

Other cover

The comprehensive policy includes:

- £10,000 critical illness cover
- Payments if you are assaulted with a firearm or stabbed on duty
- Payments if you are hospitalised after an accident
- Payments if you are temporarily or permanently disabled
- Emergency dental cover
- Best Doctors second opinion service.

The scheme also provides members with a range of support and counselling services. Some of these covers are just for the serving member, but some cover the member's spouse or partner and even children. See the scheme booklet for more information.

A spouse or partner can join the scheme with an officer and have life and critical illness cover. Their cover is free too during the first 52 weeks of a student officer's service.

If your spouse or partner is a serving officer in the scheme, an officer may have some cover through their membership, but not full cover for

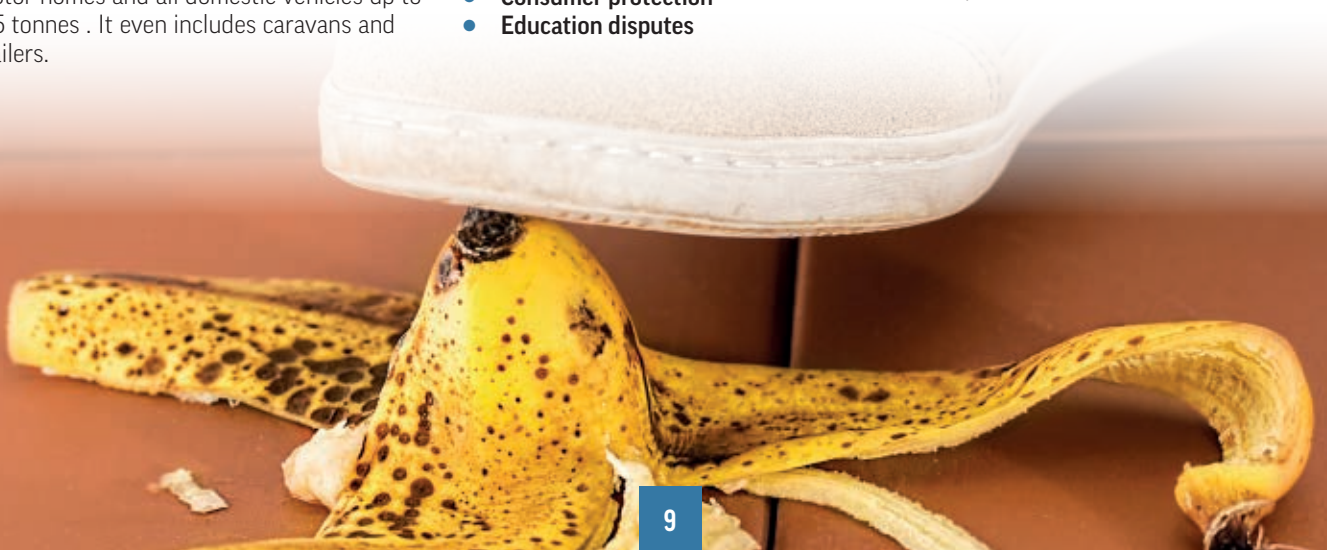
- Life Insurance
- Critical illness
- Half pay claims, and
- Court compensations.

If two serving officers are members of the scheme, they can claim a rebate.

The GIS is designed to help officers facing challenging situations. Payments are made from payroll, making it very easy.

The trust provides other services for its members which are set out in detail on the DBT website

www.derbyshirebenevolenttrust.com just register with the site for full access and updates about its services.



AWARD-WINNING SPECIAL IS THE 'ROLLS-ROYCE' OF VOLUNTEERS



Sergeant Robert Jones.

A Rolls-Royce employee who spends 40 hours a month volunteering for Derbyshire Police has been named the Force's Special Constable of the Year.

Special Sergeant Robert Jones has been serving alongside regulars since February 2016 and describes policing as his passion – adding “I see myself as a career Special.”

The 26-year-old, who is involved in supply chains for the aero-engine manufacturer, explains: “Policing was always something I wanted to do ever since I was a little lad. I started my apprenticeship at Rolls-Royce and saw an advert for the Special Constabulary.

“My intention was to join the regulars in time, but things happened career-wise and now I found a happy medium between my day job and being a Special. I still get the same enjoyment and the feeling of making that difference as when I first joined.

“Obviously, there’s no pay or anything. It’s just pure passion that keeps me volunteering as a Special. It’s part of me now.”

Robert was named Derbyshire Special Constable of the Year for 2022 at a Force awards ceremony held at Pride Park stadium on Wednesday 2 November. In total 13 trophies were handed out to those who make ‘outstanding contributions to making Derbyshire safer’.

These included:

- **Community Police Officer of the Year** - PC Justin Baker
- **Police Community Support Officer of the Year** - PCSO Zaneta Pieprzak
- **Police Staff Member of the Year** – Sarah Robbins
- **Student Police Officer of the Year** – PC Nathan Todd
- **Police Cadet of the Year** – Luke Preston.

Chief Constable Rachel Swann reflected:

“To have all those people in a room – who

have given so much to keep our county safe – was fantastic.”

Robert was nominated once before and didn’t win. So, his success this time came as a surprise. It was in recognition of his enthusiastic leadership of a team of six Special Constables and his efforts to drive forward change within the Special Constabulary.

Some of his work colleagues have joined the Specials thanks to Robert’s encouragement and he was also the face of an Employee Supported Policing campaign that Rolls-Royce supported around volunteering.

He explains: “I put my all into it. There’s nothing I won’t try or get involved in. I’m enthusiastic about change and making a better Special Constabulary. I feel like my team is on a journey and making good progress. It’s great to be a part of that.”

Robert believes Specials bring to policing their varied skills and different ways of looking at problems. But policing has also changed him for the better too.

“When I first started, I could never have expected the impact I can have on so many people’s lives,” he says. “I think of domestic violence cases. When you deal with an

incident, and as you are walking out the door someone says ‘You have changed my life. You have given me a fresh start,’ it is nice to hear those words and helps to confirm that you are doing what you set out to do.”

Robert is also very grateful to his partner and family for being supportive of the time he puts into policing. He also feels like an integral part of the team of regulars that he has worked with since he began volunteering. He mucks in with whatever is required, from guarding crime scenes, to sitting at hospitals or dealing with prisoners.

And he advises new Specials to do the same. “The more you put into it, the more you get out of the role,” he says.

Robert is delighted that Specials are now allowed to join the Police Federation and benefit from the representation and legal support this provides.

Reflecting on his award, he concludes: “It was nice to hear the nomination and the way it was read. Of course, I don’t volunteer for awards but I am passionate about the Specials and that’s why I do it. It was a proud moment for me to receive the award and I think that is a reflection of the love I have for the role.”



My intention was to join the regulars in time, but things happened career-wise and now I found a happy medium between my day job and being a Special. I still get the same enjoyment and the feeling of making that difference as when I first joined.

'THE ROLE IS LIKE NO OTHER' SAYS SPECIAL CHIEF INSPECTOR

A Special chief inspector who 'loves' volunteering with the Force has told how the role is 'like no other' as he speaks about the importance of joining the Police Federation.

Arron Kirkham (44) has been a Derbyshire Special for 15 years, having initially wanted to join the Force as a regular but instead chose to develop a career as an environmental health officer.

Now, as Special chief inspector, Arron is also public order trained, a first aid medic, a trauma risk management (TRM) practitioner and more recently has qualified as a drone pilot.

"Life as a Special has definitely changed over the years. Nowadays, Specials are integrated into the Force - we feel as much part of the Force as the regulars. I can't remember the last time somebody said to me 'you're just a Special', the barriers have been broken down," said Arron, who admits that he likes to grab every opportunity offered to him with both hands.

"I've always been interested in the police and making a difference. I'm lucky as I can now be part of the Force, but work my hours around my day job and family. This has given me an opportunity to experience life in the Force but do it around my personal life."

Arron says one of the best parts about being a Special is that he gets to work with so many different people, from all types of backgrounds and careers.

"I've met people from all different walks of life," he continued.

"I work with doctors, dentists, global business managers and carers. I feel very lucky and humbled to know so many amazing people, who all still find the time to volunteer."

In July this year, it was announced that Specials would be able to join the Police Federation, something that Arron feels very strongly about.

He said: "I think it's really important that Specials join the Federation, as they provide us with a voice, support or guidance when we need it most.

"To know we are covered when and if we

need them, that's vital. Ultimately, we need to know we can rely on the Federation if we get investigated, rather than us feeling alone - after all, being investigated could have a huge impact on our lives, and impact our day job, not just our work as a Special."

With a clear passion for supporting his colleagues, Arron says he is keen to help his team to be 'the best they can be'.

"As Special chief inspector, I believe myself to be the voice of my peers," he explained.



I've always been interested in the police and making a difference. I'm lucky as I can now be part of the Force, but work my hours around my day job and family. This has given me an opportunity to experience life in the Force but do it around my personal life."

"And if I'm not giving them a voice, then I'm not doing my job properly. But I'm just one cog in a big machine."

One challenge Arron says he feels they are facing is that they are not getting the number of applications they once used to.

"I know it's a national issue - because people are able to join as regulars directly, along with the impact of Covid - we're just not getting the numbers anymore," he said.

"But I'm positive, as numbers are on the up, gradually and I'm hoping the future is more stable.

"I absolutely love being a Special, the experiences I've had in the Force will last a long time and I'll be doing this role for as long as I can, until they get sick of me.

"If anyone is even slightly considering becoming a Special, then I would strongly urge them to go for it - what have you got to lose?"

FORCE IMPROVING

Derbyshire Police Federation chair Tony Wetton said members were determined to deliver an effective and proactive service to the people of the county after an official report highlighted areas in need of improvement.

Tony said officers showed dedication and professionalism as they carried out difficult work in challenging circumstances and were proud to serve with the Force but he acknowledged some issues still had to be addressed.

He was speaking after His Majesty's Inspectorate of Constabulary and Fire & Rescue Services (HMICFRS) graded Derbyshire Constabulary's performance across nine areas of policing and found the Force was 'adequate' in four areas and 'requires improvement' in five areas.

His Majesty's Inspector of Constabulary Roy Wilsher praised officers and staff for the progress they had already made and said he looked forward to seeing further improvements.

But Mr Wilsher said he found some officers felt disconnected from the Force which they felt was not proactive about wellbeing and support.

And he warned there were also issues around officer training and development that were having a negative impact on members of the public.

Responding to the report, Tony said: "The overwhelming majority of our members became police officers because they wanted to help people, solve crime and keep their communities safe from harm and they do that to the very best of their abilities, day in and day out.

"But it is no secret that Derbyshire Police is going through a difficult time as it tries to change the culture within the Force and there are still some historical issues that are yet to be resolved.

"The HMIC report recognises this in his report and in fairness he has acknowledged the good work our members have already done to help move the Force forward in the right direction.

"It is not going to happen overnight but our members are determined to ensure the people of Derbyshire receive the service they deserve and have every right to expect."

[Read the full report.](#)



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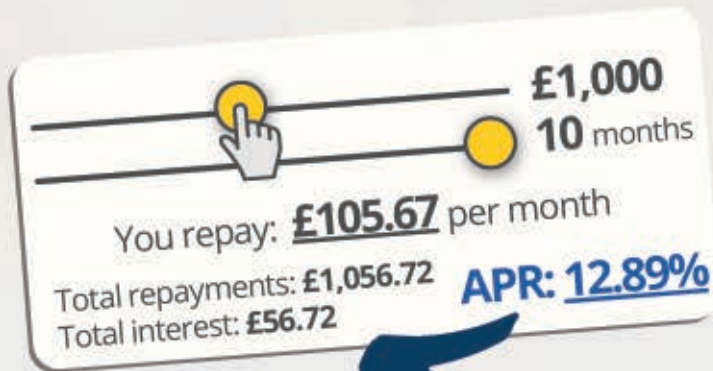
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ANTI-VIOLENCE BEE SET TO CAUSE A BUZZ

An 11-foot monument created using thousands of recovered weapons designed to raise awareness among communities of the dangers of carrying knives and firearms is now touring Derbyshire.

The sculpture will be creating a buzz across the county as it visits numerous venues and locations up until Wednesday 21 December.

Created at the British Ironwork Centre, the bee was two years in the making and has been made from various weapons, including knives and firearms, all from the streets of Manchester.

"It is a real statement piece and we hope it will generate conversations to

promote the anti-violence message. Some people will love it, and I think others will find it quite emotive," said Inspector Ellen Lovatt, from Derbyshire Constabulary's Operational Support Department.

"But the main thing is, it will get people talking and will undoubtedly raise awareness throughout the county.

"It is so hugely important for awareness to be raised around any sort of violence and hopefully the Bee will help people have those difficult conversations that they might not usually have.

"I hope it will also help people who are experiencing violence at home to come forward while encouraging people to support others within their community."

The bee will be visiting schools, Christmas markets and tourist attractions, including the Crich National Tramway Museum, with officers on hand to give advice, answer any questions and talk to visitors.

Alongside the bee touring, communities are being encouraged to get involved to help spread the message, with local knitting groups creating knitted bees to give away



and school students asked to colour in bee-themed artwork.

The bee echoes the same message that the 'Knife Angel' did when it was launched in 2018. The angel is a monument created from 100,000 knives by artists Alfie Bradley and the British Ironworks Centre, the same team that created the insect sculpture.

If members would like to see the bee, it will be visiting the following venues over the next couple of weeks:

- **Saturday 10 December:** Thornbridge Hall Estate
- **Sunday 11 December:** Shirebrook
- **Tuesday 13 December:** Bolsover War Memorial
- **Wednesday 14 December:** Chesterfield Town Centre
- **Thursday 15 December:** Crich Tramway Museum
- **Friday 16 December:** Severn Square, Alfreton
- **Saturday 17/Sunday 18 December:** Cromford Mill
- **Monday 19 December:** Buxton Town Centre
- **Wednesday 21 December:** Hall Leys Park, Matlock Town Centre.

FEDERATION SUBS: ARE YOU CLAIMING YOUR TAX RELIEF?

Members are being reminded that they can claim tax relief on their Federation subscriptions.

Uniformed police officers are also entitled to claim an allowance of £140 (from 6 April 2008) to cover the costs of renewals and repairs of footwear conforming to Police Regulations and also the cost of dry cleaning and laundry of uniforms.

In terms of subscriptions, the amount you can claim in each tax year varies slightly. Normally, the tax relief will be applied through an allowance in your PAYE code.

[Find out more.](#)

2022 – a year in review

January

A BBC documentary highlighting the deadly consequences of fewer roads policing officers was evidence of [“chickens coming home to roost.”](#) Derbyshire Police Federation chair Tony Wetton said. A Panorama investigation found that roads in England and Wales are more dangerous than a decade ago. Tony pointed out that: “We know vehicles are safer today than they have ever been. The feeling that our roads are becoming less safe is the result of weaker policing caused by years of underfunding.”

[Latest figures from the police officer uplift](#) programme showed a rise of 283 in Derbyshire (2.8 per cent). The Federation welcomed the increase but pointed out that this was really only getting the Force back to pre-austerity levels. Population growth since 2010, and the growing complexity of crime meant officers were working “harder than ever just to stand still”. The branch called on the Government to commit to longer-term sustained funding to avoid losing experienced officers.



Members were invited to register for a “Better Sleep” webinar to assist those who were being [kept awake at night by anxiety](#) linked to the job. Oscar Kilo organised the session with sleep scientist Dr Sophie Bostock.

February

PC Lou Briscoe, Derbyshire’s lead Taser training instructor, reached out to other female officers after it emerged [fewer women had applied](#) for training courses to enable them to carry the devices than their male colleagues. The Force has around 500 Tasers available, which is enough for every officer who wants to carry one. Lou said: “I wanted to pass my Code Blue to enable me to get to a colleague if they needed help. I would now want Taser for the same reason.”

National Federation calls for an [urgent reform of police funding](#) were backed by Derbyshire’s Tony Wetton. He said: “The

£1.1 billion rise promised by Government is already spoken for in higher energy and fuel costs. None of that has been taken account of. The fact is the Government is giving with one hand and taking away with the other – robbing Peter to pay Paul.”

Morale in Derbyshire was found to be the [lowest of all 43 forces](#) in England and Wales. The Federation’s latest pay and morale survey heard from a 20 per cent sample of Derbyshire officers, in which 67 per cent of respondents said their morale was low, compared to a 58 per cent national average. In addition, 76 per cent were unsatisfied with their basic pay and 42 per cent admitted to worrying about money every day.

Fed rep Steve Reid was appointed Derbyshire branch’s health and safety lead. He promised to use his own [traumatic experience of being injured on duty](#) to ensure colleagues “go to work, do their job and go home uninjured.” In 2019, Steve suffered life-changing injuries when he was attacked by a man armed with a knife. The attacker was jailed for 10 years, but Steve was left to cope with the trauma.



March

Kirsty Bunn, secretary of Derbyshire Federation, attended a meeting of the Federation Women’s Network where [sexual harassment in the workplace](#) was discussed. She reported back: “We have to acknowledge that it is taking place if we want to stop it.” Another topic discussed during the meeting was creating body armour that is specifically designed for female police officers.”

Helen Galliar took up the role of Derbyshire Federation’s wellbeing lead out of [“burning desire for fairness.”](#) she said. A police officer since 2012, she previously worked as a flight attendant and an estate agent. Helen said: “I am alarmed by



the amount of over-time being offered which shows we clearly don’t have enough cops on the ground. If officers burn-out through over work that doesn’t help the Force in the long-term.”

Tony Wetton called on the Independent Office for Police Conduct (IOPC) to [heed the conclusions](#) of a Home Affairs Select Committee report. He said: “It is not in anyone’s interest to have an unnecessarily long, drawn out complaints process. These lengthy investigations have a huge impact on officers, their families and their colleagues and come at a huge cost to the taxpayer.” The Federation took issue with a conclusion in the report that 91 per cent of IOPC ‘core investigations’ were completed within 12 months.

Derbyshire officers were [urged to quit smoking](#). Police Mutual had produced a leaflet to help Federation members kick the habit as part of National No Smoking Day.

April



Steve Hartshorn took up the role of [national chair of the Police Federation of England and Wales](#), having been elected by a poll of members. A Met Police officer since 1995 and the Federation’s spokesman for firearms and Taser, he said: “I feel incredibly honoured.”

The national Federation published a set of FAQs to explain the [status of police pensions](#). These cover the Government’s plans to rectify the unlawful discrimination caused by the transitional protections put in place with the introduction of the Police Pension Scheme 2015.

Derbyshire Federation backed calls for the creation of a new [posthumous award for emergency service workers](#) who die in the line of duty. It was made by Bryn Hughes

whose daughter PC Nicola Hughes was murdered by alongside her Greater Manchester Police colleague Fiona Bone in 2012, by the armed fugitive Dale Cregan. The new award would be similar to the Elizabeth Cross, which is awarded to the bereaved relatives of British armed forces members killed in action.



Home Secretary Priti Patel was [confronted at conference](#) by a hard-up police officer who had been forced to use food banks and borrow money from her pensioner parents. DC Vicky Knight asked the politician: "Could you live on £1,200 a month?" Vicky from North Wales added: "I love my job, but if the rates of interest go up, and I can't pay for my mortgage and I can't pay for my fuel, I am not going to be able to continue to go to work." Ms Patel replied: "This really illustrates so strongly and powerfully why we need to find solutions to pay issues."



A TV documentary following the [work of Derbyshire Police](#) returned to Channel 5. The programme, 999: Police Hour of Duty, takes a real-time look at the work of the Force. Tony Wetton said: "The show paints a very accurate picture of the hard work police officers in the county do and some of the challenging circumstances they find themselves in. There is certainly never a dull moment."



Former Derbyshire officer Chris Turner unveiled plans to [drive 1,000 miles to Poland](#) to transport emergency donations for refugees fleeing the war in Ukraine. The ex-officer, who retired after 12 years from an injured back, was shocked by images of families desperately escaping the war-zone.

May

Detective Inspector Dan Phillips credited "[Batman syndrome](#)" as his reason for getting into policing. In an interview following his appointment as Derbyshire's representative to the Police Federation National Detectives' Forum (PFNDF), he said: "I've always had that sort of 'Batman syndrome' where I want to help other people. I absolutely loved the uniform role, but over time I got really interested in the investigations side. I applied to CID, and I've never looked back." Rather than "moaning in the office", he said he decided to work with the Force to bring about change.

The Federation's annual conference took place at a live venue, in Manchester, for the first time since the pandemic. Former world athletics champion [Kriss Akabusi lifted spirits](#) during an inspiring opening where he referred to the police as the "glue that holds this community together."



Conference also heard the Police Uplift Programme compared to the "PPI mis-selling scandal" by the Federation's Mark Jones. He warned that for many new recruits, the perception of what policing is about did not match-up to the reality. "We're not being honest with people about the trauma they are going to see," he said.



June

A Derbyshire police officer who was [slashed twice in the face](#) as he tackled a drug-fuelled thug was nominated for a national Police Bravery Award, along with two officers who came to his aid. PC Steve Reid came close to being blinded in the knife attack.

Derbyshire Fed rep Alex Boniface [surprised one of his biggest fans](#) when she visited his station in the hope of meeting her favourite cop. Harriet, a 21-year-old autism sufferer, regularly watches Alex on Channel 5 show Traffic Cops.

The Police, Crime, Sentencing and Courts Act came into effect, opening the door to [Specials joining the Police Federation](#). Chair Tony Wetton said: "I'm delighted. Specials have a proud history, dating back to 1831, of assisting police officers. In 2020, they contributed an incredible three million hours nationally."

July

Tony Wetton said it was "a disgrace" that some Federation branches had to [resort to handing out food vouchers](#) to help members cope with the cost of living.

The Met Police was [placed in special measures](#) by the inspectorate sending shockwaves around the country. Derbyshire Federation was relieved the Force was "not yet in the same boat" as the Met and others, but highlighted "poor pay, low morale and our exhausted officers" as common denominators. "It's a clear warning to the Government," said Tony Wetton.

A police officer who was slashed twice in the face as he tackled a man under the influence of drugs has been honoured at the [Police Bravery Awards](#) along with two colleagues who came to his aid.



PCs Steve Reid, Weronika Korbil and Stephen Fowkes were joined by fellow nominees from across the country at a Downing Street reception hosted by Home Secretary Priti Patel who praised their "incredible courage".

Continued on Page 16



A service was held to mark the first anniversary of the [dedication of the UK Police Memorial](#) at Staffordshire. Among the guests was Wendy Stevenson, whose Derbyshire officer husband Bruce, died in 2013 after collapsing at Cotton Lane Police Station. Tony Wetton, who attended for the Federation, commented: "It is vitally important that we remember those who have given their lives serving their communities."

August

Derbyshire's PC Geoff Marshall took part in the [Queen's Baton Relay](#) ahead of the Commonwealth Games and described the experience as a "privilege and an honour". He was selected as a "Hometown Hero" to carry the baton through the Buxton leg which took place in the town's picturesque Pavilion Gardens. Bolsover District Council nominated Geoff in recognition of the critical role he played in saving the town of Whaley Bridge from disaster during the Toddbrook Reservoir crisis in 2019.

Derbyshire chair Tony Wetton said the independence of the system that sets officers' salaries must be respected by the Government. Tony said that the Police Remuneration Review Body (PRRB) [should not be influenced by Government](#) when it sets pay awards in the face of a cost of living crisis. "As a police service, we don't feel valued," he said.



A team of Derbyshire officers and staff [cycled an incredible 180](#) miles to Staffordshire for the opening of a service of remembrance for those who have died in service. They were among 300 riders from across the UK, including police and military personnel, who pedalled to the National Memorial Arboretum to attend the Care of Police Survivors (COPS) annual service.

September

Deputy national chair Tiff Lynch rejected claims that officers are ["more interested in being woke"](#) than solving crimes." The allegation was made by the Policy Exchange think tank, saying in a report that the public fears policing has lost its way.



Tony Wetton represented Derbyshire Police Federation at the annual [National Police Memorial Day](#) service. 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.

The Federation passed on condolences to King Charles III and the Royal Family following the [death of Her Majesty Queen Elizabeth II](#). "She was a much-loved and well-respected monarch and today's police officers have only ever known service under her long and distinguished reign," said Tony Wetton.

October

Calls for police officers to be given [more time and better resources](#) to concentrate on fighting crime were backed by the Federation. Former chief constable of Greater Manchester Sir Peter Fahy urged the Government to take action to reduce the demands faced by some forces who are struggling to deliver basic services. His comments came after police chiefs pledged to send officers to investigate all home burglaries.



Officers were urged to ask a colleague if they were okay. Federation wellbeing secretary Belinda Goodwin urged officers to

[open up, reach out and talk](#) about how they are feeling, after research showed emergency service workers are twice as likely as the general public to suffer mental ill health due to work.



Tony Wetton encouraged officers to seek support if they are [struggling with mental health](#). He explained that Federation reps are a vital first point of call and can signpost members to Welfare Support Programme, which had secured national Federation funding for another year.

November

Derbyshire's Police and Crime Commissioner Angelique Foster put her name to a letter calling on the Home Secretary to [keep open non-degree entry routes](#) into policing. She said police forces should be able to recruit from the "widest pool of talent." The Federation agreed. Home Secretary Suella Braverman backtracked on the commitment to [phase out non-degree entry routes](#) into policing, following a backlash from chief constables and police and crime commissioners.

Special Sergeant Robert Jones who spends 40 hours a month volunteering for Derbyshire Police was named the Force's [Special Constable of the Year](#). The 26-year-old, who works in supply chains for Rolls Royce, described policing as his passion. He was recognised for his enthusiastic leadership of a team of six Specials and his efforts to drive change.

Kirsty Bunn was "deeply concerned" by a report which found a [culture of misogyny](#), sexism and predatory behaviour towards female officers and staff and members of the public. Inspector of Constabulary Matt Parr said this culture was prevalent in the eight forces that were inspected which he described as a "depressing finding". Kirsty said: "Forces have to be held to account for failing to root out the bad apples."



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