

Cheshire BEAT

The voice of your Federation

EDITION 48 SPRING 2020



Coronavirus: 'we are prioritising officer welfare'

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CheshireBeat would like to thank everyone who has helped produce this magazine, especially those who have placed advertisements and those who have been generous enough to send donations. They have been gratefully received and have been used to create and distribute this fantastic publication that helps police officers throughout Cheshire keep abreast of the issues that really matter to them as they work to keep our county safe.

‘We are prioritising officer welfare’

By Jamie Thompson
Chair of Cheshire
Police Federation



It's hard not to write an article about anything other than the current global crisis that we find ourselves in.

Policing is playing a vital part in the UK response to COVID-19, against a backdrop of our officers all facing the same risk of catching the virus.

The extra demands placed on policing the lockdown are at this stage unknown, however, it is clearly going to be an extremely difficult period.

As a Federation, we have ensured we were involved in early decision-making and contingency planning, and I am grateful to our senior leaders for listening to us.

This pandemic is going to have a long lasting effect on us and it is important we recognise the physical, mental and financial implications this will have. As a Federation, we are prioritising welfare, working with the Force to ensure everyone receives the support they need.

I'm sure I will get plenty of opportunity to discuss COVID-19 for some time, so I wanted to cover some non-pandemic related topics.

We have a new Government that

appears to want to support policing. While we welcome this, we also need to understand the finer detail about so many of the 'soundbites'.

Having a newly-formed Cabinet chanting about 20,000 new police officers may look good, but we all know the realities of achieving and sustaining these numbers may be somewhat different. However, we cannot ignore the fact that the tone has changed, and I hope this is the start of a healthy relationship between the Police Federation, the Government and our local MPs.

The Police Federation of England and Wales, in conjunction with the Police Superintendents' Association, has published its submission to the Police Remuneration Review Body that recommends to the Government the pay increase police officers should receive. We have recommended that police officers receive a pay uplift of five per cent across all ranks.

Over the past 10 years, police officer pay has fallen in real terms by 8.7 per cent and, when the Retail Price Index is used, that figure becomes 18 per cent. Almost two thirds of respondents in the latest Federation pay and morale survey have stated they at times did not have enough money to cover their monthly essentials.

This needs to be addressed by uplifting officers' pay across the ranks.

Policing is a uniquely challenging role and should be rewarded appropriately.

I was very disappointed to read the headlines arising from the publication of the HMICFRS report into the 'PEEL' – police effectiveness, efficiency and legitimacy - inspections. To say the public have 'rumbled' the police and are giving up on us is simply not a true reflection of the situation.

The Government was warned, at the start of its cuts to police budgets, that the only thing you get for less is less. Now to try to shift the blame onto the police is misleading and, frankly, disrespectful.

I know we are as frustrated as some victims of crime that we can no longer do all the things we used to. The Government needs to stand up and take responsibility for this. What I find most disingenuous is that the head of HMICFRS, Sir Tom Winsor, was at the very heart of the sustained attacks on policing.

I am constantly reviewing how we communicate with officers and there are several new initiatives in the planning stages which will make the Federation more accessible and more visible. One request from me would be to consider when you last updated your details with us.

The Force does not inform the Federation of changes of address and so on. Therefore, if you think we may not have your correct details or your beneficiary may have changed, please contact the Federation office to check.

Finally, I would like to take this opportunity to thank the local reps who are working hard on behalf of the members. I really appreciate the time and effort reps put into helping others, especially considering this is on top of any day job. The commitment shown across all LPUs is making a huge difference and I am grateful to each and every one of them.

Stay safe and look after each other.



“ ALMOST TWO THIRDS OF RESPONDENTS IN THE LATEST POLICE FEDERATION PAY AND MORALE SURVEY STATED THEY AT TIMES DID NOT HAVE ENOUGH MONEY TO COVER THEIR MONTHLY ESSENTIALS. THIS NEEDS TO BE ADDRESSED BY UPLIFTING OFFICERS' PAY ACROSS THE RANKS. ”



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We are here for you

**By Tony Condon
Secretary of Cheshire
Police Federation**



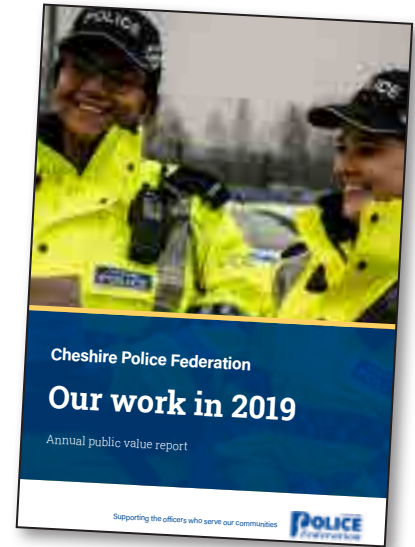
As the new Federation team have had time to bond, we are all working together with the same ethos, striving to challenge issues on members' behalf and ensuring we are here for you when you need us.

As Dave Howard took his place as the branch's new full-time conduct and performance lead and treasurer, this led to a vacancy for a Federation representative in Cheshire East. The successful candidate in the election for this position was Shelley Lister. I welcome Shelley to the team and encourage members to approach her with any concerns or issues they may have.

Over the next few months, I will be attending officer training days to explain

more about the Federation's role when a Post-Incident Procedure (PIP) takes place and one of our members is involved. My aim is to explain the Federation's role and provide a description of what the procedure involves. This is an unknown area for the majority of officers and it is important that I make sure the Federation is there for its members.

For the first time, Cheshire Police Federation has produced an Annual Public Value Report. The requirement for branches and the national Federation to produce an annual report was one of the recommendations from the independent review of the Police Federation of England and Wales by Sir David Normington with the aim being to highlight the importance of the value brought by the services we provide. It is important that we show not just our members this value but also the residents of Cheshire. This report, which gives an overview of the branch's work during 2019, will be available in April 2020.



It is timely that I reflect on the events which have engulfed all our lives over the last month, namely the coronavirus. I cannot thank our Cheshire officers enough at this challenging time. We are all colleagues and the Federation has been active every day regarding the issues which have been highlighted to us.

There have been significant concerns regarding the supply of PPE equipment and we have been engaged in making strong representations that officers need the appropriate equipment to carry out their job safely. It is unknown how long the 'lockdown' will last but I hope that you, your friends and family members stay safe at this difficult time.

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Pension discrimination

Members of public service pension schemes with relevant service will be automatically entitled to the remedy to the unlawful age discrimination within the transitional arrangements identified by the Court of Appeal, it has been confirmed.

Economic secretary to the Treasury John Glen announced in a Written Ministerial Statement all relevant members will benefit from the remedy to the discrimination, regardless of whether they have made a claim.

This means the remedy will apply to every Police Federation of England and Wales (PFEW) member subject to the discrimination and they will not have to bring a claim to ensure that their pension receives the same treatment as those who have already brought claims.

Mr Glen said: "I would like to reassure members that their pension entitlements are safe."

After 'constructive engagement with trade unions, staff associations, public service employers and other stakeholders', the Government is continuing to work through the details of the technical design elements of the proposals.

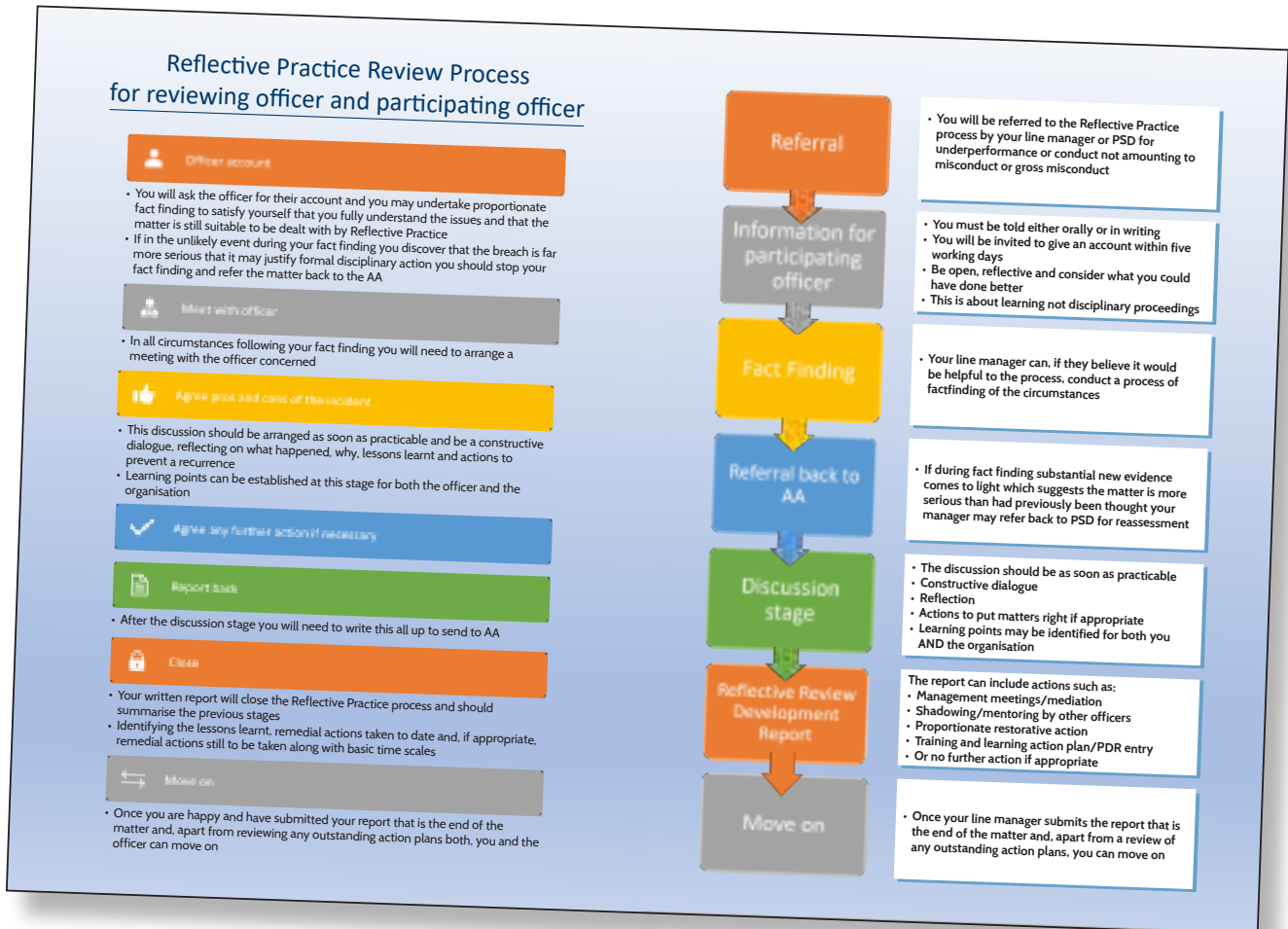
Detailed proposals will be published later this year and will be subject to public consultation.

The announcement follows the Government's decision in July 2019 to take steps to remove the discrimination retrospectively.

The Court of Appeal previously ruled the Government's transitional protections introduced for judges and firefighters were discriminatory on the grounds of age.

This latest statement does not cover compensation for claims involving hurt feelings or for any other financial loss.

Further information about the remedy can be obtained from the PFEW pensions page at polfed.org/our-work/pensions



I see absolutely no reason for this to change. When I speak with other Forces, the relationships are not so good.

The introduction of the new conduct regulations really could not have come at a better time on a personal level. It happened to coincide with my appointment. I have inherited jobs under the old regulations that are being managed and dealt with but the new regulations should simplify the process and timescales. It may even mean that some conduct issues do not have to go through the procedures that have caused so much turmoil and stress for officers in the past.

The new regulations have brought about a major change in practice. We now have 'reflective practice' which, in short, is the lowest end of the misconduct scale and is replacing management action. It is an opportunity designed to give officers and line managers an opportunity to discuss where things have gone wrong and look for ways of addressing issues.

It should not be treated as a disciplinary matter or process. It will have been originally referred to PSD which, along with line managers, will have decided that the best course of action is

not to take any disciplinary action. Further advice is always available and line managers should now have had the necessary training. I am available for advice as are your local Fed reps at stations.

Misconduct and gross misconduct allegations remain the same. However, the bar for severity assessments has been raised and the desire is for open and transparent processes

The outcomes coming from Misconduct **meetings** will be:

- Misconduct not found
- No further action
- Refer to reflective practice review process
- Written warning (18 months)
- Final written warning (two years).

The outcomes for misconduct **hearings** will be:

- Misconduct not found
- No further action
- Refer to reflective practice review process
- Written warning (18 months)
- Final written warning (two years)
- Extension of final written warning (up to five years)
- Reduction In rank
- Dismissal without notice.

I would add that anyone who finds themselves subject to any kind of investigation or allegation will have support from the Federation with the best possible advice, guidance and welfare support in place.

It is important to remember that if you are suspected of committing an offence then you are entitled to the same legal protection that PACE provides to every other suspect, nothing changes because you are a police officer.

We do have testing times ahead with a variety of issues from officers in new roles, new conduct regulations, reflective practice and coronavirus, but we are in a pretty good place in terms of the review of incidents and allegations brought before Cheshire officers.

We all have a part to play and, if we act and carry out our duty to the best of our abilities, in line with the Code of Ethics and Force policies, we won't go far wrong. My door will always be open and my phone number is available, just try not to call me at 3am...

If you do have any concerns about conduct-related issues, reflective practice or unsatisfactory performance procedures please get in touch.

The silent, but growing, problem of presenteeism

By Dan Lever, Cheshire Police Federation equality and welfare lead



Cheshire Police Federation has promised to make reducing the impact of poor mental health in the workplace a priority.

It believes presenteeism, when officers feel compelled to report for duty even though they're unwell and are less productive as a result, is a silent problem.

"We've been missing a trick because this is a real issue," said Dan Lever, equality and wellbeing lead.

"When I started in this role, the emphasis was on people who are already off sick because naturally you think it's worse if bobbies aren't here.

"It's my job to support them and get them back into work as quickly as possible.

"But then I had what I describe as my lightbulb moment."

In the most recent edition of its annual Health and Wellbeing at Work Survey, produced together with medical insurance provider Simplyhealth, the Chartered Institute of Personnel and Development (CIPD) discovered the vast majority of public sector organisations (87 per cent) had observed presenteeism in the previous 12 months.

More than a quarter (28 per cent) of respondents said it had increased on the previous year too.

However, fewer than that figure reported their employer is taking steps to do something about it.

Dan said: "The scale of it more broadly did blow my mind the more I looked into it. It might be even worse in the police service. There are officers who know they shouldn't be at work and yet they still come in. I can relate to that because I've done it myself."

Research conducted by Mind, the mental health charity, shows presenteeism is a significant problem for blue light personnel who are more likely than the general population to experience a mental illness but less likely to take time off work.

There may be many different reasons for this. Staff might fear being labelled, or seen differently, by their peers if they tell them they have a mental health condition.

Similarly, they're likely to go to work ill to avoid those same colleagues having to deal with additional responsibility or pressure.

Dan said: "Stigma is a reality, and you can't be viewed as weak. You're seen as a strong person if you're a police officer because it's your job to deal with people in crisis and to solve their problems.

"Bobbies are expected to pull up their 'big boy pants', which is a well-known phrase, and that just leads to officers choosing not to be open about their own troubles.

"Not only that, if you're in work, we've got more boots on the ground.

"If you know staff numbers are low, but you need time off, you'll be reluctant to take it if it gives your mate more to cope with."

A study by Mind in 2019 concluded that organisational factors, such as excessive workload and long hours, are more likely to be cited by officers as a stressor than in the past.

Because of an increased strain on resources, they feel the effects more acutely too.

Meanwhile, experience of traumatic or distressing events has moved to second on a list of causes of poor mental health.

Dan said: "Most people might go to one event in a life-time that they consider harrowing. When it comes to a police officer, I can confidently say that's something they'll probably see every day of their working life.

"That's not just witnessing the aftermath of an accident, for example, but it could be observing the damage that can be done by domestic violence.

"These are huge things repeated over and over. That isn't normal. In fact, it's frightening to be fair."

It might also mean an individual remains on duty, but can't be at their best.

That comes at a cost.

Virality's latest Britain's Healthiest Workplace report, using data from more than 180,000 employees and 500 organisations across the UK, estimated the growing burden of squeezed productivity.

Since 2014, the number of days lost per employee each year has risen to three on average. In contrast, the level of presenteeism has jumped from 20.3 to 35.

Dan said: "When it comes to the Force, we literally can't afford that. It has a ripple effect like when you throw a stone into a pond; it starts with the individuals affected directly, and is felt by those that work closely with them."

Tackling presenteeism not only yields financial benefits in both the short and longer term, but will also positively affect

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staff turn-over, productivity and engagement.

Ultimately, removing barriers to prevention, early detection and intervention is the aim.

However, there are steps to take before that becomes possible.

"We're great at helping those that have hit rock bottom – there is support there," said Dan, "But what are we doing to stop them from reaching that point?"

"So many people don't even know the word 'presenteeism' or what it means, but when they do they'll be able to identify individuals affected by it. I certainly can.

"However, I think it needs to be

explored further and there are discussions to have with people. The research we have access to helps with that and it's ongoing.

"In the police, everything we do is evidenced and without it you can't expect to be taken seriously.

"People will have to listen now. This is real, and it's happening."

He believes a collaborative approach with Cheshire Constabulary, which committed in September to provide early intervention support and counselling for front-line officers, is more likely to deliver the results he wants.

And that work starts now.

He added: "We're at the beginning, and the question is: 'Where do we start?' The definition of wellbeing is 'healthy and happy'. That much is clear. So how do we nurture that environment?"

"Being a police officer is a difficult and high-pressure job, and I'm unsure we can change that. However, I do think we can give to people the tools to cope better. It's not about saying to people: 'We want you to go off sick'.

"Let's create something that works; that needs to be top of the 'to do' list for everybody."

- Coronavirus wellbeing pack – see Page 10.

Mental health: 'we must support one another'

Officers in Cheshire are being encouraged to look out for each other in a new Police Federation mental health campaign.

Cheshire Police Federation wellbeing and equality lead Dan Lever is urging members to get involved in the Hear 'Man Up', Think 'Man Down' campaign by ensuring colleagues struggling with their mental wellbeing get the support they need.

"It's about making sure everyone knows that it really is OK to talk about our mental health," said Dan, "For far too long there has been a stigma around mental health but now it's time to put it on a par with physical health.

"When we join the police we get the training and the protective equipment to do the job. But we don't always get the training we need to ensure we stay well from a mental health and wellbeing standpoint. This campaign aims to change that."

The Hear 'Man Up', Think 'Man Down' campaign was launched to coincide with the national Time To Talk Day on 6 February. Its aim is to build awareness of what signs to look out for and give signposts to where help can be sought.

Dan said: "We're encouraging officers to look out for each other and



hope officers who might be struggling will speak up and seek the support they need. Sadly, quite often the people who have wellbeing issues don't realise it, but their friends and colleagues and the people closest to them can recognise the signs.

"That's what this campaign is all about, spotting these signs, talking and encouraging people to seek help. The Federation can offer support but there are also a wide range of other support services available to people."

Belinda Goodwin, secretary of the Police Federation's national wellbeing committee, said: "If we can just get our members and reps to face any issues and seek help, then it can only be a good thing."

The campaign follows a study by the Federation's research and policy support department which revealed the extent to which officers are struggling with their mental wellbeing.

To date it has been difficult to determine the actual number of police officers who take their own lives. Police forces have not routinely collected this

data and, although the Office for National Statistics (ONS) collects data based on coroners' verdicts, the figures often exclude non-residents and PCSOs. It is also unclear whether retired or former police officers are routinely included in the figures.

Official ONS figures show that 66 police officers took their own lives between 2015 and 2017.

Although significant improvements in mental health support have been made in recent years, the Federation continues to press the Government and forces to provide earlier, better and more consistent support.

As well as concentrating on mental health, the campaign will focus on physical and financial wellbeing.

Officers are being encouraged to support the campaign and to help promote the message that it's OK to talk. Join in the campaign on social media using the hashtags **#ManUpManDown** and **#PoliceWelfare**.

You can find out more at <https://www.polfed.org/campaigns/man-up-man-down/>

Do not be afraid to ask for support during COVID-19 crisis

Police officers should not be afraid to ask for help if they start to experience financial difficulties during the coronavirus crisis, says Cheshire Police Federation's wellbeing and equalities lead.

Dan Lever says that with people losing their jobs or unable to work during self-isolation, many officers could – along with other families – find their household income significantly reduced.

"Police officers are already under huge pressure due to the challenges of their role and the current crisis is only going to add to that. Facing financial difficulties will, of course, just make it even more difficult," says Dan.

"But there are a wide range of organisations that can offer help at this time and I would encourage officers to get in touch if they are worried about making ends meet.

"The practical help available for police officers includes loans, advice on managing their finances or guidance on how to obtain a mortgage payment holiday."

He added: "I would also urge any officer who is feeling stressed about the current situation or worried about their mental help to seek help and support too."

Dan was speaking after Belinda



Goodwin, national wellbeing secretary for the Police Federation of England and Wales, admitted the growing crisis will bring 'unprecedented financial, mental health and physical problems' for officers and their families.

"There's no escaping the fact finances will be stretched to breaking point and we'll all be placed under a new type of pressure which none of us has ever experienced before," she explained.

"As police officers, we cope with the unimaginable every day. This though is a brand new, unknown challenge which we'll face together and head-on as always. At this difficult time, there's one piece of advice the Federation can give members which will have far-reaching consequences: please don't bury your head in the sand and think this will just pass over."

Belinda added: "For many years the Federation has worked alongside business partners to offer member

Wellbeing pack

Cheshire Police Federation has produced a wellbeing pack to help people through the coronavirus crisis.

The pack contains details of relevant partner service providers who can offer information, assistance and support as well as guidance around self-isolation, working from home, mental health and financial wellbeing.

It also links to counselling and wellbeing services.

Dan Lever, Cheshire Police Federation's wellbeing and equalities lead, explains: "The list of providers is not exhaustive but has been selected as being relevant and in line with the National Wellbeing Service, Oscar Kilo."

If you have any further questions, please contact your local Federation representative or one of the full-time team. Contact details are available at cheshirepolfed.org.uk and on Page 21.

benefits and discounts on a range of products. These partners are now stepping up to the mark to help you with your finances and wellbeing."

Visit the Federation's dedicated Covid-19 page at polfed.org/our-work/covid-19/covid-19-financial-support for more information or contact the Cheshire Police Federation office staff, full-time officials or workplace representatives if you are worried about your finances.

Tougher sentences may be needed for 'coronavirus cough' attacks

Members of the public who 'coronavirus coughed' in officers' faces should face tough sentences, Cheshire Police Federation chair Jamie Thompson has argued.

A number of incidents during the first weeks of the coronavirus crisis have seen police officers around the country coughed or spat at with the threat or intent of passing on COVID-19 in the process.

This has led to the Crown Prosecution Service (CPS) threatening a charge of common assault for those convicted of such assaults and the Police Federation of England and Wales (PFEW) calling for tougher sentences if the situation worsens.

In response to the attacks, Max Hill QC, Director of Public Prosecutions, said he was 'appalled' and stated that anyone

who threatens a key worker as they do their job will be prosecuted.

Jamie commented: "It seems absolutely incredible to me that we are even having to discuss this. Police officers – and other emergency service workers – are in the front-line of helping the country respond to this crisis and are already putting their health on the line.

"For people to go out of their way to deliberate seek to infect them – or suggest that they might do so – is just despicable.

"The courts now need to come down hard on these people."

John Apter, the national Federation chair, says reports of a vile minority using the virus as a weapon against police officers trying to keep them safe beggared belief.

"Coughing and spitting, threatening to

spread COVID-19 to my colleagues is a disgusting act and must not be tolerated on any level," he explained, "I have raised this serious issue of people using the virus as a weapon or to cause fear with the Home Secretary this week – suggesting there must be emergency legislation put into place if we see an increase of these kind of incidents."

John added: "Yes, there are offences already available but they are generally minor and do not attract the level of seriousness they deserve. We need to see a strong response for those who assault our 999 colleagues in this way - those dedicated men and women who are putting their lives on the line during this crisis.

"Until then, I will keep pushing this as an issue because our emergency service workers deserve nothing less."

AN UPDATE FROM THE PCC

Health support for officers and staff

Police officers and staff in Cheshire are being offered an increased level of occupational health services and care thanks to plans by the county's Police and Crime Commissioner (PCC) and Chief Constable.

PCC David Keane and Chief Constable Darren Martland have made it their priority to set aside funding to provide support which focusses on officer, PCSO and staff health and wellbeing to enable them to stay fit for operational duty and allow them to continue to keep Cheshire safe.

Additional support will be provided in areas in relation to their physical, social, financial and psychological health.

There is a real focus on ensuring that employees are provided with the appropriate support to carry out their often challenging job and to prevent underlying health issues from potentially escalating.

Last September, the Commissioner and Chief Constable announced they were recruiting two Mind mental health counsellors to work directly with officers and staff on-site and, under new plans, the level of mental health support will be extended.

Cheshire Constabulary will provide mental health awareness training to all officers and staff to ensure they can spot the signs of poor mental health and know where to get support. There will also be advice on suicide awareness.

There will be increased funding for police officers in high-risk roles to access the North West Police Benevolent Fund Treatment Centre which provides support for injured officers and a form of 'decompression' following traumatic incidents.

Also part of the plans is a 'We Care' Emergency Loan Fund which will offer financial support for officers and staff who may, for a variety of reasons, have fallen on difficult financial times. This will include providing them with financial and debt awareness advice.

Mr Keane said: "Our front-line officers and staff work in an incredibly high pressured environment every day. They often put themselves in harm's way to keep us safe, sometimes at a great cost to their own health and wellbeing.

"This enhanced health, wellbeing and support package will benefit everyone working at Cheshire Constabulary.

"Whether it's supporting those who

have been exposed to traumatic incidents, providing rehabilitation for those physically injured on duty or simply widening access to psychological services.

"It's vital that we continue to put the right support in place to ensure all of our officers and staff have access to support when they need it."

Mr Martland added: "Increasing the level of health support and care will enable all police staff and officers to continue their fantastic work in keeping Cheshire safe.

"The two Mind mental health counsellors are helping Cheshire Constabulary to extend the vast support already in place while additional awareness training to all staff will also allow for even greater peer to peer care.

"With many front-line officers risking their lives day in and day out, we are also keen to boost our support for those who may suffer injuries on duty or perhaps may need time out following particularly difficult and distressing incidents.

"By investing in our staff members' physical, social, financial and psychological health, we are investing in the people of Cheshire."

£100K Taser funding for Cheshire Police

Cheshire's Police and Crime Commissioner David Keane has been successful in his bid to the Home Office for funding to buy new Tasers.

The £107,250 grant will allow the Force to purchase 130 Tasers over the next 12 months as it trains more officers to use the devices.

The grant is part of £10 million ring-fenced Government fund.

Funding was decided based on the threats and risks in each local area, with the PCC outlining in his bid to Government how the force plans to use Taser in the future to reduce the risk of violent crime.

Mr Keane said: "I am continuously campaigning for more funding for our

under-resourced police service so I am pleased that the Government has, on this occasion, granted our full funding request.

"As well as keeping the public safe, ensuring police officers in Cheshire have the most appropriate equipment to carry out their job safely and effectively is one of my main priorities, and Taser is a well proven tactical option for officers dealing with conflict.

"My bid to the Government follows a recent review of Taser capability in Cheshire which identified that Taser is successful in reducing harm to front-line responders. This funding will allow us to further improve personal safety and protection of officers and the public."



Charity dinner funds put to good use at Petty Pool



A new building providing three new classrooms, a reception area and an animal care training facility is now being used by students at Petty Pool Vocational College and Outdoor Centre.

The Petty Pool Trust, a registered charity in Sandiway, Northwich, received the £12,000 proceeds from last year's Cheshire Police Federation and Chief Constable's Charity Dinner and put this towards the cost of the new facilities. The college is a specialist education provider for young adults aged 16 to 25 with learning difficulties and supports students from across Cheshire and the North West.

Its mission is to provide every learner with an effective and enjoyable educational experience that empowers them to reach their full potential.

The new building provides current students, and 20 new students, access to new classrooms and facilities, including a dedicated functional skills class.

Functional skills tutor Mike Kirkman explained the difference it has made: "The students love their new functional skills classroom. Every student at Petty Pool can now experience the new building as they have their very own functional skills classroom. Previously, a tutor went from class to class to deliver maths and English.

"The new facilities allow students to develop their literacy and numeracy skills which they then apply to their vocational training areas. The new classrooms also have the latest in SMART Board technology which allows students to develop their ICT skills and participate in fun and exciting lessons, giving the students the best opportunities to learn and progress."

It also created a new reception allowing students from the office and IT course to develop their customer service skills.

Danny Grimes, a student on the course, commented: "Our new reception area is really good, it helps us greet visitors and you feel more confident going on work experience."

In addition, the building houses a new animal care facility where students can work safely in an area which has been designed to replicate industry standard requirements.

Animal care tutor Gemma said: "The students love the new animal care building it is modern and has lots of



space. The small animals are now all in one area making it a fantastic new teaching facility for the course."

As an added bonus, the new building has also led to the development of a new central green area with accessible paths for students to move independently and safely around the campus.

A parent of a student said: "Our first visit to Petty Pool and it was amazing. We have never seen anything like it before. The teachers and staff are so dedicated to the students. It is like no other college we have ever seen, the best place possible to work towards a productive future."

You can see more of the new-build by visiting the Petty Pool website at pettypool.org.uk and plans are underway for a grand opening of Snowy's building in summer 2020.

From constable to artist



I'm guessing that anyone who recognises me will remember me as PC 2380 Bill Heaton. I was based in the Macclesfield area for most of my career as a crime car driver, PSU member and finally a beat manager. I was also a Federation representative for 10 years and ran all over the country for the Force and UK Police.

Although I always loved my work, I always left it at work.

In 2003 I read an article stating 'anyone can paint'. I had some paint and got a canvas from somewhere. I decided the only way I could get the paint from the tubes and onto the canvas was to flick it from my forefinger, gradually building up layers of colour. One painting done, it hung on my toilet wall for 10 years.

In 2013 I visited a gallery in Holywood near Belfast and saw a small abstract painting demanding a big price. The competitive side of me told me that I could do better and so I quickly did four paintings.

A friend in London sent photos to a retired art dealer in San Francisco who asked who the artist was because they were great paintings. Friends wanted to buy them and I had people contacting via word of mouth

wanting them too.

A few weeks after this I was reading The Telegraph and saw an article by their chief art critic, Richard Dorment CBE, FSA. I didn't know that artists and critics don't deal directly with each other but sent him an e-mail asking what he thought of my work.

At this stage I had only been painting for about six to eight weeks. He did say that if I was ever in London then he would chat for 15 minutes. Three weeks later I was in London and the 15 minutes became five and a half hours.

At the end of the meeting I asked him what he thought of my art and he said I was 'an undiscovered talent'. It sounded promising but I was on nights at Macclesfield the next day.

Things progressed quickly from there and, a couple of months later, I successfully had two paintings accepted into an exhibition.

I held back a lot until retirement so that I had more time to deal with buyers and collectors from all over the country.

Richard Dorment wrote a critique of my art in 2018. In it he says I'm 'an extraordinary new talent, an artist who, in addition to possessing exceptional natural gifts, is in

complete command of a complex and difficult to achieve painting technique,' 'he is that rare thing in art, a self-taught artist who arrives fully formed', 'I have never written a letter or recommendation like this for any other artist before'.

More recently I've been part of a large exhibition for the East Cheshire Hospice, had articles in local papers and The Sun and was filmed by a news agency which put a film of me on YouTube called 'Retired policeman becomes talented artist'.

The Running Bear specialist running shop in Alderley Edge has also released a range of sportswear featuring one of my paintings as the design and called it the 'Heaton Collection'. I never thought I would be involved in clothes design and catwalk shows.

My lack of formal training in the world of art has never held me back and I've no idea where it will take me in the future.

My police life taught me how to deal with people, problem solve, to have an open mind; plenty of transferable skills to take into the next stage of my life.

I'm sure it's an unusual career change for a police officer but...

'The battle of Cooper Street'

In the early hours of Saturday 19 January 1963 at Macclesfield, in what was to be dubbed by the press as 'The Battle of Cooper Street' a police dog was so badly injured it had to be destroyed and four police officers later received awards for bravery.

Events unfolded earlier that evening when two petty Macclesfield criminals - Joseph Terence Wilkinson (30) and Melvyn Alan Whittaker (20) - summoned a taxi in Salford where they had been visiting Wilkinson's relatives. The men were in possession of a .410 sawn off shotgun and ammunition stolen previously in a burglary at Macclesfield as well as two loaded air pistols.

They told the taxi driver to take them first to Poynton and later to Bollington where the driver was told to stop and was then confronted by Wilkinson pointing the shotgun at him and Whittaker pointing a handgun. They demanded money and he handed over cash. He was then ordered to drive towards Macclesfield and, on the way, was told to stop and get out before they drove off in the taxi.

The driver flagged down a passing motorist and reported the incident to Macclesfield police station where Detective Sergeant Kenneth Etchells and Detective Constable Norman Dawson were on duty. They immediately commenced enquiries which led them to Wilkinson's home, a terraced house in Cooper Street.

The detectives, together with dog handler PC Stan Smith and his dog, Pablo, a nine-year-old doberman pinscher, and Constable Michael Bell went into the house while other officers remained outside.

Inside they found the women folk of both men nursing their young children, claiming the men were not in the house. DS Etchells heard movement upstairs and started to climb the stairs which were in darkness. He was then hit in the face with a white steaming liquid which he thought was boiling water but was in fact nitric acid.

PC Smith gave Pablo the word and he bounded for the stairs followed by his handler, more acid was flowing down the stairs and Pablo yelped in agony and raced



Commendation parade held at Crewe March 1963 with Chief Constable Mr Banwell seated centre. DS Etchells is seated far left. DC Dawson is seated sixth from the left PC Smith is in the middle row, second from left. PC Bell is in the middle row, fifth from left.

out of the house and PC Smith suffered facial burns. Pablo's injuries were so serious that he had to be destroyed.

The two offenders tried to make a break for it and charged down the stairs, Wilkinson armed with an air pistol and brandishing a bottle with Whittaker in possession of the shotgun. Wilkinson went for DS Etchells with the bottle and hit him on the back of the head causing him the fall to the floor into a pool of acid, when he looked up he saw Whittaker holding the stock of the shotgun at his hip and swinging it towards him and then heard a click but the weapon did not fire.

The sergeant gripped the barrel of the weapon and managed to wrench it off Whittaker, when later examined it was found to be loaded and in perfect working order but fortunately the firing pin had struck the cartridge off centre causing it to misfire. He had come extremely close to being shot.

DC Dawson, whose head was streaming with blood having been hit with the bottle

several times by Wilkinson, was grappling with him and managed to disarm him of the pistol. A violent struggle ensued with both men and, with the assistance of PCs Smith and Bell and other officers who had by then entered the house, both men were arrested and taken from the house still struggling violently.



Pablo.

The injured officers received hospital treatment for second degree burns and head wound.

Both men were jointly charged with robbery, possession of a firearm, wounding with intent, throwing a corrosive substance, shopbreaking and larceny of the shotgun and ammunition and taking and driving away the taxi. On 11 March 1963 they appeared at Chester Assizes and both were sentenced to long terms of imprisonment.

For their heroic actions on that night DS Etchells and DC Dawson were both awarded the British Empire Medal for Gallantry and PCs Smith and Bell both received the Queen's Commendation for Brave Conduct.

Article compiled by Will Brown, Researcher at The Museum of Policing in Cheshire.

.....

“ PC SMITH GAVE PABLO THE WORD AND HE BOUNDED FOR THE STAIRS FOLLOWED BY HIS HANDLER, MORE ACID WAS FLOWING DOWN THE STAIRS AND PABLO YELPED IN AGONY AND RACED OUT OF THE HOUSE AND PC SMITH SUFFERED FACIAL BURNS. PABLO'S INJURIES WERE SO SERIOUS THAT HE HAD TO BE DESTROYED. ”

.....

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Jane Jacques

E : jej@poolealcock.co.uk

T : 01260 275 337

For specialist advice and support speak to Jane Jacques at our scheduled Federation surgeries or contact her using the most convenient method for you.

Changes to your Group Insurance Scheme

The Trustees of the Cheshire Group Insurance Scheme met with our scheme managers from Philip Williams Insurance Management Scheme in early March to discuss the performance of the scheme, and in particular those covers which were due for renewal.

These were:

1. Home emergency
2. Legal expenses
3. Motor breakdown
4. Red Arc
5. Mobile phone, and
6. Medical Solutions/GP24.

The scheme had performed much better than in recent years and the good news was that the scheme would renew with no increase in premium for members.

The Trustees had a lengthy debate regarding the service provided by Red Arc. This was essentially nurse-led support for those with a serious illness or experiencing mental health issues. The proposal was that moving forward the mental health provision would be provided by the Health Assured Group, with Red Arc continuing to provide support for those with a serious illness.

The Trustees' discussion focussed on the changes for support for those with mental health problems. In recent years much of the stigma around disclosing mental health problems has lifted. There is also readily available support through a number of other services and the Trustees posed the question whether it was necessary to continue to have this service paid by members through Group Insurance subscriptions.

As an employee of the police service, you have access to services and charitable organisations designed to provide you with a range of health, welfare and mental wellbeing provisions.

These include:

Police Care UK, a charity for serving and veteran police officers and staff, volunteers and their families. Independent of the police service, Police Care UK is funded entirely by donations and fund-raising - receiving no money from the Government or forces for its work.

You can access practical, emotional and financial support that is confidential and impartial by submitting a referral for you or someone you know.

Find out more at www.policecare.org.uk
The Welfare Support Programme (WSP)
 This is available to serving police officers and family members of an officer entered onto the programme.

The WSP provides access to a 24/7 support line staffed by trained professionals and a full-time welfare support officer who will work alongside Federation representatives to support officers and their immediate families. The programme was developed over an initial two-year pilot period to include enhanced support with the provision of Neuro-Linguistic Programme (NLP), coaching and counselling.

It is available to:

- Officers who have been involved in a death or serious injury incident at work that results in a Post-Incident Procedures investigation;
- Officers who are suspended from duty;
- Officers who have been served with gross misconduct papers; and
- Officers who, following a consultation with their Federation branch and the WSP, are deemed to be in need of being placed on the programme.

Find out more at www.polfed.org/our-work/welfare-support-programme-wsp

The North West Police Benevolent Fund (NWPBF)

Available to all subscribing members of the NWPBF.

Find out more at www.nwpbf.org

The Police Treatment Centres (PTC)

The PTC offers a two-week psychological wellbeing programme designed specifically for serving officers with mild to moderate anxiety and depression, and stress-related issues.

Find out more at

www.thepolicecentres.org
CiC

The employee assistance programme is available to all Cheshire Police employees. You can access a range of services including counselling, information on workplace bullying, legal matters, family advice and other health and wellbeing advice and services.

Find out more at well-online.co.uk

- (login: tylogin password: wellbeing)

Mind specialist mental health counselling

Available to all Cheshire Police employees. Find out more by ringing 01782 262 100 or emailing cheshirepolice@nsmind.org.uk

Summary and conclusion

The Trustees concluded that much of the service provided by Red Arc is now readily available from other sources as listed above.

By removing the mental health provision under Red Arc, we have been able to use the premium saved to uplift the serving member life cover to £110,000; the serving members partner life insurance to £55,000, and increase the child death grant to £3,000 while maintaining the current price for all members.

These changes come into effect from 1 May 2020.





in
your
corner

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Your Questions Answered

in
your
corner

By our Liverpool Team

Police pensions – what you need to know

For police officers and their spouses or civil partners, dealing with the officer's membership of the police pension scheme can be one of the most significant factors in determining the financial settlement that will be put in place upon divorce. Their interest in the scheme could be worth more – in capital terms – than the family home. Owing to a patchwork of rules and regulations, police pensions are among the most complicated schemes to deal with. Without proper legal advice and, in many cases, guidance from an actuary or appropriately qualified pensions expert it is easy to get things wrong, even when both parties believe they are being fair to one another.

Weird valuation effects

One of the most important numbers in dealing with any pension is its "cash equivalent" value. This is a capital valuation of a pension worked out in accordance with a prescribed methodology on the assumption that the pension scheme member is leaving the scheme on the day the figure is calculated even if they're not actually!

Cash equivalent values for police pension schemes can be very misleading.

What's the solution?

It's important to choose a lawyer who is familiar with the practicalities of obtaining the necessary information from the pension scheme and appreciates what is involved in implementing whichever order is made. A solicitor familiar with police divorces will be

able to spot potential complexities and will be alert to service milestones and "significant birthdays" that could change the landscape radically. They will know when to call in a pensions on divorce expert, such as an actuary, and asking them the right questions.

A pension is an asset not quite like any other in that it represents a right to income and other benefits in the future. Because of their complexity and the fact that their value is not always in play in the "here and now", pensions can take a back seat in the financial negotiations. Police and other uniformed service pensions can present significant problems and it's very easy to get things wrong, even with the best of intentions.

In dealing with a police pension the Court may consider a pension sharing order – this is an order which transfers part of your pension immediately to your spouse and allows you to continue to contribute to your fund free from further claim. This means that part of your fund would be transferred to an alternative fund of your spouse's choosing and he/she would be bound by that fund's rules.

Alternatively, and as is usually a police officer's preference an early consideration of "offsetting" is vital. Offsetting allows you to "offset" your spouse's claim against your pension i.e. transfer alternative assets and leave your pension completely unharmed. This is something to consider especially in cases where retirement is imminent and timing of obtaining a cash equivalent value may be particularly important in these cases.

If you would like to talk about police pensions or pensions on divorce in general, do not hesitate to contact us **0151 317 3707** or fill in our online contact form www.jmw.co.uk/offices/liverpool and we'll be in touch very soon.



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Partner and Head of Family Law
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M: 0771 334 2408
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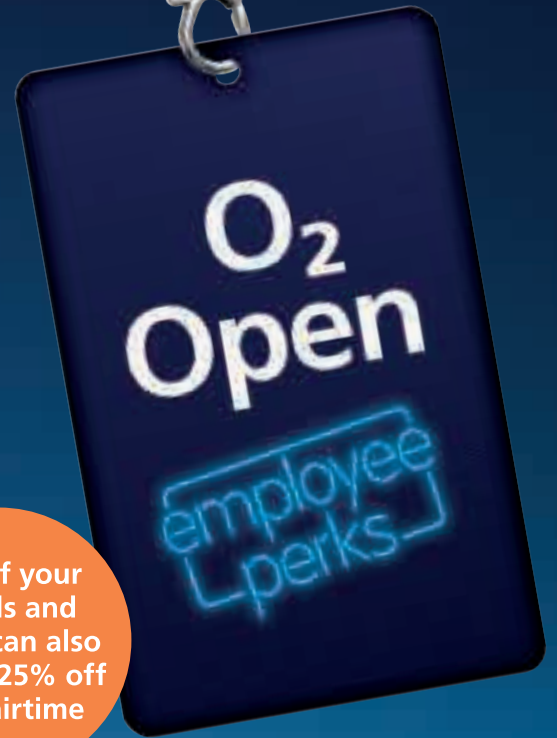


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Call the team on 0800 9878047 to find out more

YOUR FEDERATION REPRESENTATIVES

AREA	CONSTABLE	SERGEANT	INSPECTOR
Cheshire East (including Crewe, Congleton, Macclesfield)	Shelley LISTER, Crewe (Ext 4367) Tel. 07939 500457	Adam BUTT, Middlewich Custody Tel. 07904 967857	
	Abdul SADIR, Crewe Tel. 07939 500457		
	Jim CLARK, Macclesfield Tel. 07904 967856		
Cheshire West (including Chester, Ellesmere Port, Northwich)	Scott GRAVES, Chester Tel. 07904 988675	Andy BURRAGE, Chester (Ext 6078) Tel. 07939 500109	
	Neil CAITENS, E/Port Tel. 07904 968048	Gary WEAVER, Northwich (Ext. 4257) Tel. 07904 967648	
	Mark SHERRATT, Northwich Tel. 07944 520418		
	Chris PERCIVAL, Northwich Tel. 07904 970477		
Halton (including Runcorn, Widnes)	John FOLEY, Widnes (Ext. 4755) Tel. 07939 500389	Marc ROBERTS, Widnes Tel. 07904 989639	Ian WHILEY, Widnes
	Tony SPELMAN, Runcorn Tel. 07939 500461	Bill KENDRICK, Runcorn Custody Tel. 07904 989652	
	Lewis STEVENSON, Runcorn Tel. 07904 989497	Mark JENKINS, Runcorn (Ext 3918) Tel. 07904 989656	
	Chris BIRCHALL (Ext. 2644) Tel. 07904 967941	Shaun HUNTER, Widnes Tel. 07904 989664	
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Wordsearch Competition



We have two bottles of gin, donated by Police Insure, to give away to the winner of our wordsearch competition.

All you have to do is find and mark the 15 words listed below, fill out the coupon and return it to us by 31 May 2020.

The lucky winner will be randomly drawn and will receive a bottle of Whitley Neill Blood Orange Gin and a bottle of Whitley Neill Rhubarb and Ginger Gin.

The hidden words are:

- BOTTLE
- DISTILLERY
- DRY
- GINGER
- ICE
- JUNIPER
- LEMON
- NEILL
- ORANGE
- PINK
- RHUBARB
- SLOE
- SPIRIT
- TONIC
- WHITLEY

S	T	L	O	C	D	V	A	L	R	U
A	R	E	G	N	I	G	S	K	O	Q
B	K	G	E	E	S	W	L	S	A	L
W	A	N	G	P	T	O	N	I	C	N
Y	F	A	I	O	I	D	W	G	O	I
E	C	R	B	P	L	G	I	M	S	H
L	I	O	M	U	L	S	E	R	S	O
T	P	Q	U	B	E	L	D	E	D	E
I	M	E	M	U	R	R	L	P	C	P
H	A	S	T	O	Y	A	X	I	E	E
W	M	E	L	T	T	O	B	N	E	V
Q	U	S	T	O	E	N	J	U	G	N
S	U	I	M	W	E	T	T	J	H	O
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“LIFE CHANGES”

A POLICE OFFICER THROUGH THE AGES



OUR SERVICE TO CHESHIRE POLICE FEDERATION MEMBERS AND THEIR FAMILIES IS TO PROVIDE AN EDUCATION. WE HELP YOU TAKE CARE OF YOUR ASSETS FROM START TO FINISH

We have been giving free advice surgeries for many years and the issues we raise are often met with surprise by members. Members ask why things so important are not common knowledge. Our answer is that it should be and that is our aim – to make them so. However, the real answer is that, if they are lucky, they are only the second generation to have ever owned significant assets, like a house, so this important knowledge would not have been needed by their grandparents and parents – they are the first generation to need it.

We think education is really important and a lot of what we do is just about that - giving information and knowledge to members about how to look after their assets and welfare and deal properly with things if they or their family become ill or pass away.

We do this by offering a service to the federations and NARPO through their membership services – we offer free seminars and individual advice sessions – advice surgeries - to members.

This has met with huge success and we've advised thousands of officers and retired officers. It is really not just about Wills – we offer a comprehensive service to members to discuss their needs and tailor the advice they need to their individual circumstances.

The wealthy have been taking the advice for generations. Look at the Duke of Westminster who died recently with an estate of £9 billion. His son did not pay inheritance tax. That family certainly took up solicitors on their offer of education – and it paid off!

One key difference between Hugh Grosvenor and many other people is access to information – knowledge and education about how to protect and preserve family assets from attack from any number of sources! And they have been doing it for 250 years! Education about these things is priceless – traditionally reserved for the wealthy – but available to you – that's what we provide.

NEW RECRUIT

*“I have no assets, spouse or children so I do not need a Will.”
Maybe you are right - and we can tell you this to give you comfort at no cost.*



However, please remember some your biggest assets have not yet arrived – your inheritance from your parents (and your grandparents). We receive many calls from serving officers who themselves are fine but they and their parents are thinking about the future and planning some protection if, for example, one of their parents develops dementia or suffers a stroke or their surviving grandparent has just gone into care and is paying £1,000 a week for that care.

SERVING OFFICER

Most serving officers have assets, a partner or children and this is the stage when those officers acknowledge they should be taking some advice - even if it is just to put a Will in place. But please, not a basic Will which just repeats what the law says and leaves everything to the surviving spouse and then the children - this is not sufficient protection.



If properly advised, you can save your childrens' inheritance if you die young and your partner meets or marries someone else, or goes into long term care. Most officers we meet would not be best pleased if they died and their assets, life insurance payments and pension ended up passing to another person unknown to them.

If you have young children you will want to be sure that in the event of you and your co-parent dying together and before your children reach 18, people you approve of will take care of the children. A guardian has parental responsibility for a child and can make important decisions for them such as those concerning medical treatment and education. A person who does not have parental responsibility, but who has care of a child, has only limited legal rights to do what is reasonable in all the circumstances to safeguard or promote the child's welfare. In the absence of appointing a guardian, only the courts can do so – an informal agreement with relatives/friend is not enough.

What if your children have disabilities or receive other means tested benefits? These benefits will stop if they receive an inheritance unless a trust is incorporated into a Will.

What if your children divorce after your death? Not only do they lose their spouse and half their assets but also their share of your assets too.

150,000 people a year have a stroke and one third of those are under 60. Recent tragic events amongst our police community have shown how important it is to put a Lasting Power of Attorney in place, not just for financial affairs but also for health and welfare decisions.

OLDER OR RETIRED

Many of the above issues apply to the retired officer with the inevitable increase in the incidence of stroke, death, dementia and so on.

We recently met with the son of a retired officer. His father was widowed and lived on his own and had a stroke. Whilst in hospital the water pipes burst at his home and caused £80,000 of damage. The house insurers subsequently refused to speak with the son



as he was not the policy holder. The son could not access his father's bank accounts, pay bills, cancel direct debits and certainly not sell the house. The insurance company then refused to pay compensation because the home had been unoccupied for so long. To add insult to injury, social services put the retired officer into care – against the wishes of the son. Lasting Powers of Attorney could have dealt with all these problems.

THE TRUTH ABOUT CARE HOME FEES?

A million people have lost their home in the last decade to fund their care. Can this be prevented? Do not fall for the expensive schemes sold to you by many non-solicitor legal advisors that promise to protect your home from these care home fees. Talk to us for specialist advice.

FREE WILLS?

Many officers have made free Wills which not only fail to afford any of the protection against the threats set out above but have appointed banks as their Executors who may subsequently charge up to 5% of the estate value to administer the estate – that's £15,000 on a £300,000 estate. Once you pass away it is not easy to change Executors but please let us help fix this for you before it's too late.

- Don't allow your estate to pass to your children and they subsequently divorce with their spouse taking half your assets -put it in Trust
- Don't give your house away to your children whilst you are alive – what if they die, go bankrupt or fall out with you?
- Don't leave your estate to disabled or vulnerable children who will lose their benefits or those with problems with drugs, gambling or alcohol who might blow it – put it in trust
- Don't Just gift money to children for house deposits and then lose that money to their divorce settlement

AFTER DEATH – WE ARE STILL HERE FOR YOUR FAMILY

We can help your family with probate and other matters at this difficult time

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Game of Drones: Damages caused by UAVs and claiming compensation

In this edition, my colleague, Muhammad Mubarik looks at the law relating to drones which were developed exclusively for military purposes but are now embedded firmly in the recreational and commercial market.



Drones are apparently having a positive effect on the wellbeing of society and aiding the growth of the economy. Besides their recreational use, where they have introduced communities to a fun and rewarding hobby, drones are increasingly being used in the construction industry, the medical and emergency services and logistics support.

This all sounds very impressive, however, like any vehicle, drones can go wrong. Although personal injury claims caused by the use of drones have not inundated the UK court system yet, there were an estimated 90,000 drone users in the UK by the end of 2019.

If a drone collides with a human it can cause a wide variety of injuries ranging from minor bruising at one end of the scale to death at the other. A drone can also cause damage without making direct contact by dropping delivery goods from a height, causing road traffic collisions due to distraction, crashing into property or power lines, or interfering with other air traffic.

Although laws are being introduced to regularise the use of drones to protect lives, it can safely be predicted that, with an increased use of drones in our daily lives, personal injury claims resulting from the use of drones will become more common in future.

Current legislation

Relevant legislation concerning the operation of drones is contained primarily in the Civil Aviation Act 1982 and the Air Navigation Order 2016, as amended in 2018. Detailed guidance is also set out in the Civil Aviation Authority's Unmanned Aircraft System

Operations in UK Airspace. Breaches of these aviation laws are criminal offences, enforced by the Civil Aviation Authority (CAA).

A drone user has a responsibility for flying their drone in a safe manner. Briefly, drone users should keep their drones in direct sight so as to ensure that it does not collide with anything, especially other aircraft; must not endanger anyone, or anything, including any articles that may, by design or otherwise, drop from it; should not fly more than 400ft above the surface; and should not fly within the 5km Flight Restriction Zone of a protected aerodrome.

If a drone user wishes to operate outside the limits as set by these restrictions, they must obtain commercial operating permission granted by the CAA. This permission involves demonstration of remote pilot competence, a sufficient understanding of aviation theory as well as completion of a practical flight examination and preparation of an operations manual.

UK law distinguishes between the operator of the drone and its pilot/flyer. The operator is the person who has the 'management' of (i.e. is responsible for) the drone. This is usually the person who owns it. The pilot or flyer is the person who operates the flight controls. Often, the operator and pilot are the same person but there are exceptions. Restrictions apply to both and the operator must not permit the drone to be flown in a certain way and the pilot must not fly it in that way.

From 30 November 2019, all drones weighing between 250g and 20kg (which encompass virtually all but the smallest toys) must be registered and labelled with a unique licence number. Anyone who wants to fly must get a flyer ID from the CAA and the person responsible for the drone or model aircraft must register to get an operator ID. If you fly your own drone or model aircraft, you will need to register and take the test to get both IDs or you can just get the ID you need. The operator is responsible for making sure

that only people with a valid flyer ID use their drone or model aircraft. They must label their drones and model aircraft with their operator ID.

Public liability and entitlement of compensation

Commercial use/liability for accidents falls into a legal grey area. There are some well-known protocols designed to deal with personal injury claim arising out of road traffic accidents, uninsured/untraced motor vehicles, employers, public or occupiers liability, however, so far so there has been no specific mechanism or protocol designed to deal with claims arising out of use of drones within the civil procedure rules.

A critical review of the aforementioned CAA Act and the related regulations reveals they share the essence of the Highway Code for roads.

Keeping and operating a drone is like driving a vehicle or machinery on public land. A flyer (or in some circumstances, the operator, if the flyer is a child, for example) would owe a duty of care to the public and therefore would be primarily responsible for the accidents caused by negligence or the drone being out of control.

In the event that an accident is caused by a drone the starting point is to identify its flyer or operator with reference to its unique licence number.

At present, drones have to be grounded to identify their owners but in future it could be done remotely or while drones are in the air. Some models already have transmitters that would enable that. Once an operator has been identified a claim can be made against the person responsible under the same protocol that applies for personal injury claims.

Jonathan Belcham holds regular surgeries at Cheshire Police Federation – if you have concerns or a possible claim that you would like to discuss first, just contact the Federation office to make an appointment or contact Ralli directly on 0161 207 2020.

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