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Magazine of Merseyside Police Federation | www.merpolfed.org.uk



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61 Stanley Road, Bootle, Merseyside L20 7BZ



INSIGHT

Magazine of Merseyside Police Federation

About Insight Magazine:

Editor – Peter Singleton JBB Chairman
Producer – Paul Kinsella, Business Manager

Published by:

Merseyside Police Federation
Malvern House
13 Green Lane
Liverpool, L13 7DT

Tel: 0151 259 2535
Fax: 0151 228 0973
www.merpolfed.org.uk

Follow us on Facebook and Twitter:

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Insight is the magazine of Merseyside Police Federation. Its purpose is to keep our members informed on all that their Federation is involved in, to stimulate debate on relevant issues and promote member services. The views expressed in the magazine are those either of its component Boards, officers or representatives, unless otherwise stated. Contributions may be sent in confidence to the Editor, (who reserves the right to amend or edit all material as necessary, where possible with the consent of the contributor) at: Insight, Merseyside Police Federation, Malvern House, 13 Green Lane, Liverpool, L13 7DT. Federation telephone numbers: +44 (0) 151 777 7500-04 or +44 (0) 151 259 2535. Federation, Fax number: +44 (0) 151 228 0973.

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Important Information

In the event of arrest or interview, please consider the following points.

- It is in your interests to inform the Federation / Slater Gordon whatever the allegation. Your reps details are on page 32
- When you are given your rights we recommend you request Slater Gordon Solicitors who are Merseyside Police Federation retained solicitors.

They can be contacted 24 hour on:-

0800 908 977

Dave Phillips

– A Tribute

On the morning of Monday of the 5th October, we all awoke to our worst nightmare – we had lost one of our own, who paid the ultimate sacrifice whilst simply doing his job.

Our heartfelt sympathy goes to Jen, Abigail and Sophie and all family members, colleagues and friends.

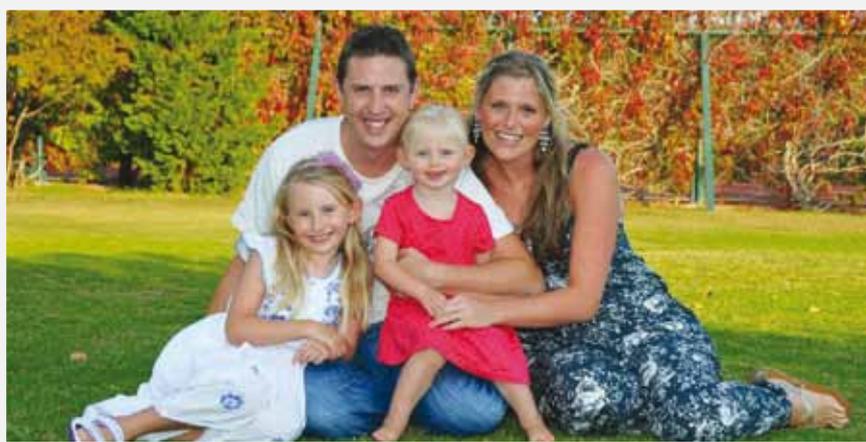
Also spare a thought for our colleagues who were involved in this dreadful incident, many of whom we continue to support. This incident has had a shattering impact on all of us and many have been deeply affected. Indeed the writer of this article was on duty in 1981 when we lost Ray Davenport in similar circumstances; ironically this was the year Dave was born.

This is the second time in ten months that we have lost a member to a dreadful criminal act. Both incidents also had a far reaching impact throughout the world and have been widely covered in the media.

In Dave Phillips case the release of a simple family photograph has had the biggest impact on the general public and the media that any of us have experienced previously.

The photograph highlights not only Dave Phillips the Police Officer, but the loving husband, the dad, the son, the brother, the uncle and the friend. Dave's family have been utterly incredible in how they have coped with his loss and how they have conducted themselves.

From a Federation perspective, Dave was a member of all of our schemes, and we are able to provide Jen with the full range of everything we have to offer; and we continue to support her.



We have all been amazed by the level of support Jen and her family have received from the general public and throughout the country. The publication of a letter from a pensioner from North Yorkshire bought in over 200,000 visits to our Facebook page alone. At the time of writing the Dave Phillips Memorial Fund stands at over £236,000 and this is increasing daily.

What does this tell us? We have been a bit fragile in the Police Service of late. Every time we comment on the savage cuts we are mauled by many politicians for being out of touch and accused of crying wolf. In certain politically motivated newspapers, virtually every article is critical and we are continually ridiculed.

The response to Dave's death from the people of the UK and beyond has been utterly remarkable. But we should not be surprised. Despite how some politicians and their friends in the media try and

portray us, the real public totally support us and we thank them warmly.

At times our job is incredibly dangerous job and Dave paid the ultimate sacrifice.

We often hear phrases within our vocabulary about never knowing what is around the corner, or us attending incidents when others are running away. They probably sum up what our job is all about, and sum up the eternal fear of our loved ones when we close the door behind us and leave to go to work.

Our message to our members? Well a few might remember the 1980's Police series from the US called Hill St Blues. At the end of every briefing, Sgt Esterhaus told everyone 'Remember, be careful our there'.

Enough said.

RIP Dave.

Dear Sir John,

Firstly, please accept my sincere condolences on the awful murder of 2 of your officers PC David Phillips, to you and your officers.

Please find enclosed £10 donation towards any fund that maybe set up for Davids family. Our thoughts go out Jen, Abigail and Sophie.

What they must be going through - at this time - is horrendous.

I hope these - well I cant think of a name for them - are brought to justice, but what will they get?

Its the family who serve the life sentence.

Everyone is in our thoughts at this time. Sincerely,

Richmond,
North-Hertfordshire

Sir/ Enclosed donation for the family of the late PC David Phillips. I'm sure you will be making a collection for them if I could make it more I would this morning. My pension paid me a small bonus so have passed it on to this lovely family.

God Bless You All

Mrs.

Dear Sirs,

Enclose a donation in response to the appeal for the murdered Merseyside Police officer, PC David Phillips.

Wish it was more, but my pension is all I have these days.

Sincerely,

To be a policeman is something special. To be a policeman with a loving family, is even more special. To have everything taken away in a second, by a selfish criminal act, is beyond comprehension. Please pass on our heartfelt thoughts to David's wife and daughters.

We were members of the Police family many, many years ago, when all we had was a whistle and a torch. It is still the same job though.

Please accept this donation on behalf of the family of Police Constable Dave Phillips. As we know money will never compensate for the loss of a husband & father, over time it may help to ease the future for them.

Thank you to all Police Officers everywhere for the dedication & helping everyone to feel safe.

Sincerely

To whom it may concern,

Please accept my regret for the PC Phillips Memorial Fund. My heart goes out to his wife - his two little girls.

My husband & I were in the job in the Met on the SPC I was widowed nearly 6 years ago. All I can try to say to his wife is that it does get better. It will take time but with a loving supportive family they will help.

I wish her all the best for the future

Message from the Chairman

This article needs no introduction. Peter describes how events unfolded, and the subsequent aftermath.



By Peter Singleton,
Chairman
Merseyside Joint
Branch Board

I got the call I never wanted to receive at 03.20 am as I came out of a deep sleep. I could see the No Caller ID on my mobile and I knew it was work.

I answered, and as soon as I heard Howard Fazakerly's voice I was wide awake, as the last time he had called me at this hour it was because there had been a Police discharge of a firearm at an offender, and that the occurrence was being called as a Post Incident Management incident. But as I listened I realised this was far worse; this was the ultimate bad news that anyone in the Police fears. One of our officers, Constable 6554 Dave Phillips, had been killed on duty.

Howard told me the basic facts of what had happened. I scribbled the details he gave me on the notepad I keep by my bed in case I get a call from work, but I'd never thought I'd be doing this again only 10 months after getting the same call over Neil Doyle's tragic death. Once I had the key facts I was getting dressed while calling my ex-wife telling her that I'd have to drop my 16 yr. old son off with her in 15 minutes as I had to go into work. I dug my son out of bed, and after a diversion to drop him off, I was on my way to Birkenhead nick where Dave's colleagues had gathered.

As I made my way to Birkenhead I left



some messages on my Fed colleague's answer-phones, informing them of what had happened and asking them to prepare for a busy day.

On arrival at Birkenhead I went straight to the canteen and seen Dave's colleagues. The atmosphere was horrific – what can you do or say to colleagues who have just witnessed their friend and colleague murdered by a stolen vehicle? I took the Sergeant to one side and asked how she was, how the staff were, and for the details (names and collar numbers) of who had been on duty. I needed to know so the Federation could start planning aiding, supporting and assisting them in the forthcoming days and weeks.

What I was able to do was speak from experience, using some of the lessons

“ Exceptional, dedicated, hard-working, giving, always happy, had time for everyone, loving family man, fantastic. He was Wallasey D Block.

learned from Neil's case, and explained what would happen and how the force would try to balance their needs as individuals while needing to gain evidence and information to assist the



investigation that was already underway. Small things like avoiding social media is always a good idea as inaccuracies and miss-information abound on Twitter and Facebook in the immediate aftermath of any event (Experience from Neil's case taught us that).

After talking and answering a couple of questions from Dave's section I then liaised with the CID team and Night Super, as well as speaking with the Area Commander and ACC Ward who had also attended. I was soon pleased to discover that the force were to treat this like a Post Incident Procedure, and would only require officers to give brief basic facts, as after the trauma they had experienced they would not be in the frame of mind to give detailed accurate statements for hours, if not days.

CID officers who had been called in were briefed and were ready to start getting the basic facts from officers, so I had a quick chat with some of them to ease any concerns I may have had about the process and what they would be expecting from Dave's colleagues. While this process was underway I explained to the section that this would be the lead story in the media for days, and that the press would want to get a picture of what Dave was like.

It's three years since I worked on the

Wirral, and while I booked a couple of prisoners in for Dave when I was in Custody, and while I knew Dave to nod to in the corridor or have a quick chat about overtime claims or whatever, I was always at Birkenhead or Upton while Dave was always at Wallasey. So I couldn't give any detail on what kind of man Dave was. But I knew the press would be asking questions about Dave, and who better than his closest colleagues to say what he was really like?

This was perhaps the hardest part of the day, as I asked Dave's section to summarise what Dave was to them, his closest friends and work mates. As they told me I wrote their exact words down to make sure I got it right, and that the media would begin to see the stature and nature of the Police Officer his colleagues, the service, and the public had just lost.

I had a conversation with the FLO over the phone about how Dave's wife Jen and the family were. This may seem a little intrusive, but his section were asking how they were and if they were being cared for, as even in their grief, they knew how close Dave was to his family, and they understood how devastating this would be to them. The FLO was simply tremendous, and I was able to inform them Jen was getting the best support we could provide.

Before they were to go off duty I made sure everyone on Dave's section had my mobile number, as many of them would have questions and enquiries and concerns over the next few days. It transpired that I would speak to some of them, text with others, and see them in person on Wednesday, but the support for them will be ongoing for weeks and months ahead.

Access to Specialist Bereavement counselling, emotional support, convalescent breaks and other more holistic support and treatments will be available to the section via the Federations Group Insurance and the Benevolent Fund, while we will liaise with the force to ensure nobody is missed, and everyone who needs such support gets it as soon as it is required.

The block were now going onto rest days till Thursday, but preparations were already being started to cover for the whole section as they would not be ready for patrol work in such a short period of time. A loss like this would, and will, take time for his closest colleagues to come to terms with.

It was getting towards 06.30 and the morning shift were now starting to arrive, and the shock at the terrible news spread wider amongst his wider colleagues. The day was going to be a long and frantic one for everyone, but not as long as it would be for Jen, his daughters and his family.

The Federations work was, and is, only just beginning, as we will support Jen and Dave's family as long as it is necessary, but as Dave was in the Group Insurance and the Ben Fund we know we will be able to make sure that support is the best we can offer.

So how do I end this narrative? I think the best way is to use the words that his section used when I asked them to describe Dave in those early hours of the 5 October. Their words really did say it all.

"Exceptional, dedicated, hard-working, giving, always happy, had time for everyone, loving family man, fantastic. He was Wallasey D Block".

RIP Dave Phillips. We salute you.

Update from the Secretary

Tony Barton reflects on the impact on the police family of the tragic death of PC Dave Phillips.



By **Tony Barton**,
Secretary Merseyside
Branch Board

As the Merseyside Federation Secretary I would normally write this article giving a federation view on topical matters affecting the police service and in particular the federated ranks. However as recent events have played out I could only think of one thing to comment on and that being the tragic loss of one of our own, PC Dave Phillips.

Dave Phillips was an ordinary man doing an extraordinary job. Off-duty he was a loving and caring father and husband. On-duty he was a dedicated and professional police officer doing what he loved, serving the public.

As part of a force consisting of over 3,000 officers it is quite often easy to think we are all just a number performing as part of the collective. It is only when one of us is taken in such circumstances that we stop and take account of what we actually do. Sadly it takes such tragedies for us to reflect on the nature of the role we play in society and the courage and bravery shown on a daily basis by every officer who puts on the uniform and places themselves between those who would do us harm and the majority of the law abiding hard working people of our communities.

What happened to Dave Phillips could have happened to any one of us during

our police careers and this is part of the reason his death touches us all so acutely, it reminds us all of the risks we take. We kiss our loved ones when we go to work and take it for granted that we will see them following our shift. When one of us does not make that journey home it is a stark reminder to us all of how fragile life can be.

The term police family is a term that is often overused but it is in circumstances such as these we see the true meaning of the police family. The loss of Dave Phillips is felt immensely by his colleagues and it really does feel like losing a family member. We will now mourn as family and come together to heal as a family and we will never forget our fallen brother.

One thing that does irk me somewhat is having to listen to the empty and hollow rhetoric trotted out by the very politicians who seek to dismantle the police service brick by brick. Listening to the well-rehearsed lines when an officer falls on duty (you can almost hear the director in the ear piece saying, "once again, this time with feeling") And in the same breath they have the audacity to complain about how the police failed to protect them from being jostled and having been hit with an egg at their political conference!

If any positives can come out of a tragedy like this, it can only be the overwhelming support Dave's family, and the police family, has been shown by ordinary members of the public. We have been inundated with messages of

condolence from the length and breadth of the country. The letters we have received and financial donations have been truly humbling. Old lady's donating their pensions, an elderly gentleman selling his classic toy car collection to donate the profits. The list goes on.

If you compare the contrast between how politicians have reacted to this tragedy; to members of the public, what is clear is that while politicians may not have much time for us, the overwhelming majority of the public actually do still like and respect us and care passionately about the role we play in protecting them. While political parties will come and go the public we serve will always remain and they will be forever grateful for the Dave Phillips of this world.

We have all rightly taken the time to stop and reflect on the loss of our colleague but that has not meant that the work has stopped. Officers have continued to display the same bravery displayed on that tragic night on a daily basis while protecting the public and there but for the grace of God have remained safe.

It is important that we create a permanent memorial for Dave Phillips, and others that have gone before him, so that we never forget they paid the ultimate sacrifice in the line of duty.

PC Dave Phillips, thank you for your professionalism and bravery, I hope your family come to terms with your tragic loss. We will ensure you will never be forgotten. May you rest in peace.

Merseyside Police Federation Charitable Trust

Raising funds again for an incredible charity that supports cancer sufferers and our charitable trust.

We present a cheque to Liverpool Sunflowers. An incredible charity to support cancer sufferers based in Aigburth Road. Many in the photo are cancer sufferers. They were overwhelmed by our donation. It was our privilege.

Ian McKay, our receptionist at Green lane, on reaching his 60th birthday, took part in the London to Paris bike ride. He rode nearly 300 miles in three days, and raised over £1,500 for our Charitable Trust. Many thanks Ian, but stop going on about your bus pass!



Lottery Winners for 2015 so far are:

JANUARY:

Pen P Lowe £500
Pen D Cranney £250

FEBRUARY:

Pen G Mayne £500
Pen G R Fitzpatrick £250

MARCH:

Pen J K W Gaskell £500
Con 4321 C Wilson £250

APRIL:

Pen M G Lackey £500
Con 6319 A McClennan £250

MAY:

Con 2036 S Leisk £500
Pen P Lynch £250

JUNE:

Pen R G T Collie £500
Con 2803 K L Morrison £250

JULY:

Con 3987 J D R Preston £500
Con 6180 Y Paul £250

AUGUST:

Pen S J Parkinson £500
Con 7747 L Lamping £250

SEPTEMBER:

Pen B Molyneux £500
Pen J M Bramwell £250



Final Article from Sean Bell

Sean Bell retired from Merseyside Police in October. He is passionate about mental health problems within the police and writes a poignant final article. As he retires, he commences studying his PHD in mental health problems in the Police Service.



By **Sean Bell**,
Deputy Secretary
Merseyside Branch
Board

'Those who feel the breath of sadness, Sit down next to me' *

Having recently acquired a smart TV with access to YouTube I have discovered the delights of searching and playing songs from my youth and even finding concerts which I attended in the 70s and 80s. This tends to be a mix of Punk Rock and New Wave; giving me plenty of time to reminisce about a most choreographically uninspired but enthusiastic and explosive dance form once known as the pogo. One of the delights of YouTube is the appearance on screen of playlists produced by others. There amongst one of them was 'Sit Down' a song I thought I was very familiar with until recently. I watched a version with the lyrics attached. As I watched the lyrics unfold it prompted me to think of some of the experiences and conversations I have had with police officers as their Federation Representative over recent years.

A significant number of those I have advised and supported have experienced mental health problems, some work related others not. Regardless of the cause, the impact is more often than not the same. A feeling of isolation and a reluctance to disclose their illness to colleagues or managers for fear of discrimination or the perceived stigma associated with mental health leading to further isolation.

'It's hard to carry on, when you feel all alone' *



One way to address the discrimination and stigma is to better understand the issue. Mental health problems cover a broad spectrum of conditions. As police officers are recruited from and live in the communities they police, it is not surprising that police officers experience the same combination of mental health issues as the general population. National statistics reveal that one in four people in the UK will experience a mental health problem each year, whilst one in six experience a neurotic disorder such as anxiety or depression. Furthermore, Post-Traumatic Stress

Disorder (PTSD) affects approximately 3% of the general population. Worryingly, police officers exposure to traumatic and critical incidents increases their susceptibility to PTSD which is estimated to be at least four times higher than that of the general population at 13%.

'Now I've swung back down again, it's worse than it was before' *

So mental illness is not that uncommon. More to the point in most cases it is treatable. According to the mental health charity MIND, most people experiencing

a common mental health problem see their symptoms pass quite quickly. Symptoms may return from time to time but people are often more able to manage them after the first experience. The medical profession suggests that peer support and maintaining social contacts are important factors in dealing with and recovering from the symptoms. However, for this to happen officers have to feel confident their colleagues and managers will be accepting and understanding of their condition.

Conversations with officers who have experienced mental health issues and discussed them with their friends and colleagues inform us that they have been surprised at the number of colleagues who go on to confide in them that they have or are having similar experiences themselves but refuse to disclose it to others. This tells us we have colleagues who are suffering in silence. How can this be the case in an organisation which prides its self on the excellent communication skills of our staff who provide caring and sympathetic support to victims and witnesses on a daily basis? Officers with mental health issues inform us that they do not wish to be seen as weak by colleagues or to hamper their career prospects by seeking mental health support.

Furthermore, the demise of police canteens and staggered duty times have reduced opportunities for officers to share down time and social face-to-face interaction, leading to less access to emotional support with and amongst each other. Increasingly, austerity measures has brought increasing demands and workloads, alongside increasing use of information technology and single crewing policies have reduced the time spent in police stations and further diminished officers' contacts with their colleagues. This begs the question, who will police officers rely on to share and debrief their experiences when the very colleagues they rely upon are no longer available?

The Force as with all employers has a duty of care to police officers. Therefore, the answer to the previous question lies heavily with supervision. However, our

 *From a Federation perspective we know that mental health issues are experienced by officers from across the Force and the ranks. What we also know is that there is help...*

colleagues inform us that the quality of the responses from supervisors varies considerably.

'Those who feel the breath of sadness, Sit down next to me'

Those who reported good experiences have commented on the individual response provided by the manager. That they were treated as a person and that managers tried to understand the implications for the individual. Where absences occur, all agreed the requirement and need to maintain effective communication with the officer. A study by the University of Nottingham commissioned by Police Mutual Foundation concerning mental health in the police service suggests, 'deciding what is appropriate and how, can be difficult'. Factors to be considered should include the severity of the illness and the quality of relationships with work colleagues and supervisors. The study highlights the fact 'some officers can find it hard even to answer the telephone or may initially feel embarrassed to talk: a situation that can be misinterpreted as that individual not wanting any communication, "swinging the lead". It is rare that an officer does not wish to be in contact with the Force. Therefore a suitable response would involve managers and the officer negotiating the type and frequency of contact appropriate in the circumstances.

The above study recognises the difficulties supervisors can be faced with and how a lack of experience dealing with such issues can have: 'individual line managers often did not know how to get the right balance between being supportive and intrusive. Managers who did not understand mental ill-health were described as being reluctant to approach individuals with mental health problems, and avoided them "like the plague". It may be the first time they have seen anyone depressed, suicidal or aggressive and they can be fearful of ringing them up at home in case they say the wrong thing and make matters worse, or in case it might be regarded as harassment or bullying.'

It is for this reason that calls are made for additional training for managers and supervisors in how to recognise mental distress or ill health, that mental health problems can present as physical symptoms and that the two health issues frequently coexist. By delivering appropriate training, managers will be better placed to support officers and prevent unnecessary exclusion from the workplace to the benefit of the officer and the Force.

No one is immune to mental health issues, bereavement, relationships, physical illness, work and life pressures in general can take its toll on any one of us. From a Federation perspective we know that mental health issues are experienced by officers from across the Force and the ranks. What we also know is that there is help at hand from a variety of sources including the Police Federation — either local Reps or at Green Lane, Police Federation Welfare Support Programme or direct to our other associated services — Red Arc and the North West Police Benevolent Fund. Support is also available from mental health charities, Mind 'Blue Light' campaign and locally 'Imagine' as well as the Police Mutual Foundation and Safe Horizons UK a charity specifically for police officers suffering from PTSD.

* Songwriters: STONE, ANGIE / HARRIS, ELIJAH. Sit Down lyrics © Universal Music Publishing Group

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You can't turn the clock back.
But we can help you look ahead.

The Effect of **Living Together Upon Divorce**



By **Georgina Chase**,
Family law
representative,
RJW S&G

A) That the Respondent has committed adultery and the Petitioner finds it intolerable to live with the Respondent (adultery);

B) That the Respondent has behaved in such a way that the Petitioner cannot reasonably be expected to live with the Respondent (unreasonable behaviour);

C) That the Respondent has deserted the Petitioner for a continuous period of at least two years immediately preceding the presentation of the petition (desertion);

D) That the parties to the marriage have lived apart for a continuous period of at least two years immediately preceding the presentation of the petition and the Respondent consents to a decree being granted (two years' separation and consent);

E) That the parties to the marriage have lived apart for a continuous period of at least five years immediately preceding the presentation of the petition (five years' separation).

But what if the parties have lived with each other after their separation? Which of the five statements apply?

Cohabitation after adultery

If the parties have lived with each other for a period exceeding, or periods together exceeding, six months after the Petitioner discovered that the

Respondent had committed adultery, the Petitioner cannot rely on the fact of adultery in presenting a Divorce Petition to the Court. However, cohabitation of six months or less after the adultery became known to the Petitioner is to be disregarded in determining whether the Petitioner finds it intolerable to live with the Respondent.

Cohabitation after unreasonable behaviour

Cohabitation for a period or periods not exceeding six months in total after the last incident of the Respondent's unreasonable behaviour is to be disregarded in determining whether the Petitioner cannot reasonably be expected to live with the Respondent.

However, if the Petitioner continues to live with the Respondent for a period or periods exceeding six months in total, whilst the cohabitation will be taken into account in determining whether the Petitioner can reasonably be expected to live with the Respondent, it is not an absolute bar.

The longer the Petitioner goes on living with the Respondent after the last incident of unreasonable behaviour, the less likely the Court is to find that it is not reasonable to expect the Petitioner to live with the Respondent, unless they can give a convincing reason for the continued cohabitation.

Cohabitation after desertion/two years' separation and five years' separation

In considering whether a period of desertion or living apart has been continuous, no account is to be taken of a period or periods not exceeding six months in total during which the parties

resumed living with each other. However, no period or periods during which the parties lived with each other can be counted as part of the period of desertion or separation.

A period or periods of both parties living together in excess of six months will automatically break the continuity of the separation. Details of resumed cohabitation, however short, must be included in the Particulars of the Divorce Petition together with the date of separation.

Why is a period of cohabitation allowed?

The rationale behind the cohabitation rule is to enable the parties to reflect at the state of their marriage and be given the opportunity to reconcile, without prejudicing the Divorce Proceedings.

As a result of the cohabitation rule, it is imperative that any periods of cohabitation following the date of the parties' separation are considered carefully, before a Petition is presented to the Court on one of the five facts.

The family law team at Slater and Gordon have over 16 years' experience handling more police divorce cases than any other firm. We offer a free initial consultation, reduced rates and fixed fees for Police Federation members and police personnel.

Georgina Chase is the family law representative for Merseyside Police Federation. To book a free initial appointment at the Green Lane Federation office or at Slater and Gordon's Manchester office please call 0808 175 7710 or visit slatertgordon.co.uk/policelaw

Constable 3492 Stephen Coulton – A Tribute to an Inspiration

11/5/1986 – 26/8/2015

On the 26 August 2015 Ste Coulton, a serving officer in the Merseyside Police, died after a prolonged fight against cancer.

Anyone who met Ste could not fail to be moved by his positive attitude towards life. He was truly inspirational.

Sergeant Jim Adams worked with Ste and became a close friend of Ste and his family. He prepared the following for Ste's funeral:

"Ste joined Merseyside Police on the 7 July 2008.

Ste joined B Block patrol at Copy Lane, where he met and became close friends with all on the team and was hugely respected due to his personal qualities and work attitude, and he never went off duty without offering to help his colleagues to ensure the team finished together.

I've been informed that when Ste joined the police there was a thing called "overtime"? and as Ste loved 'The Job' he'd happily work additional hours when available, the criminals however did not! Ste was the top arresting officer in every department that he worked!

He was awarded a Certificate of Commendation in October 2010 for courage, bravery and team working whilst detaining a male armed with several knives and threatening to kill members of the public.

When Steve was diagnosed with the illness he was placed on restricted duties. It was him who ended up comforting those he worked with and said that he'd be back on the streets within the year!..

Not only was he back on the streets he was selected to join a violent crime team due to his professionalism and quality of his investigation skills.

Ste later joined the Sefton disruption team and was identified with the skills and attributes to join MATRIX, who are the force lead on tackling Gun and Gang crime. In 2012 whilst serving with Matrix Steve was awarded a Chief Superintendants Commendation for saving a life of a female who had attempted suicide, Ste's action were noted as being directly responsible for saving her life.

Ste very quickly became an integral part of the team with Matrix and like all those who had the privilege of meeting / working with him he made many close friends and was highly regarded.

In 2014 the Chief Constable, Sir John Murphy awarded the Tom Wright award to Steve for exceptional commitment and loyalty to Merseyside Police in the face of serious illness.

Ste later moved to CID and joined the Major Crime unit, like all other posts he had worked, he quickly became well regarded and respected by all for simply being Ste. On having his leg pinned due to his bone snapping and being told that he would be in hospital for a couple of weeks he was out within the week and was back in work just 10 days later, whilst in hospital Steve even said to his colleagues that it was a likelihood that he would have to have his leg amputated, quickly followed by, "which would mean



that I could get a taxi to work"! I know there's a saying of "glass half full" but his attitude and courage took it to a new level.

Ste achieved more in his seven year police career than many would achieve in 30, Steve saw the police as his extended family, he loved what he called the "Job" and the people in it, and it's clear that his police family loved him, Kelly, Ryan and Zach back.

The flags were lowered to half-mast on the news of Steve's passing, which clearly displays the respect and honour that Merseyside Police have for Steve, Kelly, Ryan and Zach".

The Police Federation

Welfare Support Programme

I've been in my Welfare and Support role in the Merseyside Police Federation for a just a few months and frankly it has been an eye opener because of the variety of support measures we have in place for our members, but which officers are often unaware of.



By **Rob Venables**,
Support and
Welfare Rep

Police Officers often set themselves extremely high personal standards in everything they do, and when things do not go as planned it can often have a disproportionately big impact on their lives.

This may be a result of what is happening in their personal lives such as a death in the family, debt, or divorce. It could be related to the workplace such as an allegation of misconduct, suspension from duty, restriction from your normal role, involvement in a death at work or extreme workplace stress.

The Merseyside Police Federation has a number of support initiatives to assist officers in these situations, but I want to focus on the Welfare Support Programme in this article.

The Federation recognise that although officers receive a certain level of training in how to deal with some stressful situations during their working shift, often they are ill prepared for stressful situations outside of their normal core work. Although not normally directly

 *Talking to someone about an issue is a key element in finding a solution.*

involved, families can also be affected and up to now there has been very little support offered which officers and their families could use together.

To combat this situation the Police Firearms Officers Association (PFOA) together with the Police Federation of England and Wales (PFEW) have created the Welfare Support Programme to support officers and their families whilst an officer is under investigation, suspended or particularly vulnerable and likely to gain benefit from the scheme.

The Welfare Support Programme offers 24 hours a day, 356 days a year telephone support line for you and your family where you can speak directly to trained staff regarding the issues that concern you. The telephone staff have had training in police procedures and understand the uniqueness of the police culture. They are certified in mental health first aid and are there to listen to



your concerns and help you get the best support available.

Talking to someone about an issue is a key element in finding a solution. The Welfare Support Programme staff will listen to you without being judgemental. With your permission they will evidence your needs and present them to the Merseyside Police Federation so that we can promptly obtain the support recommended to deal with your current situation.

A number of officers from Merseyside Police have been offered the use of the Welfare Support Programme and a significant number have taken up the offer. The feedback we have from officers using the service has been excellent.

Any officer or family member wishing to access the services of the Welfare Support Programme should contact Merseyside Police Federation office at Malvern House, Green Lane, Liverpool (0151 777 7500).

Legal Expenses Cover through Your Police Federation Group Insurance Scheme

Most of you will be aware that your federation subscriptions provide invaluable legal protection in respect of any allegations that arise from your duty as a Police Constable.

Each year we advise and represent many officers who are subject to such allegations, through both criminal proceedings and the misconduct process. The cover provided by the federation gives members access to specialist solicitors and barristers, experienced in police matters, who will provide advice and representation as required at either criminal court or misconduct hearings, including investigations led by the IPCC.

What some of you may not realise is that the cover provided by Federation subscriptions is only in relation to matters that arise on duty and in relation to your duties in the Office of Constable. There are many instances where funding cannot be provided by the Federation; probably one of the most common examples being an investigation arising from an off-duty incident, whether that is a criminal allegation or an internal gross misconduct enquiry. Although this situation can be just as job threatening as an on-duty incident, and lead to a criminal trial and/or a gross misconduct hearing, Federation Fund Rules preclude providing funding for representation at either the court or panel hearing, even if the member refutes what is alleged.

In such a scenario, the individual officer would meet the costs of legal representation, unless he/she are members of the Police Federation Group Insurance Scheme. We have included as part of our scheme a legal expenses policy, specifically designed to “dovetail” with

Federation subscriptions. In the event of funding not being available through the Federation, this is automatically picked up by the legal expenses policy and gives you the peace of mind that you have access to the same panel of specialist, experienced solicitors and barristers on a 24/7 basis.

The costs of legal representation have spiralled in recent years and, even if acquitted, an individual cannot always recover the costs. This can leave you out of pocket to the tune of many thousands of pounds and we therefore firmly believe that it is vital that you have the cover provided through our Group Insurance Scheme. The provision of this cover also means that you do not have to take out separate legal expenses insurance through either your home or motor insurance policy. Unlike the Group Insurance Policy, these policies are not specifically designed to cover police-related matters and will not cover you for internal misconduct. When you renew your home or motor insurance, please ensure you are not paying for cover you already have through the Group Insurance Scheme. Legal Expenses cover is often added to the policies and costs in the region of £25.00 per year for each policy, so ask and ensure you are not paying extra for this cover.

The Group Insurance policy is written on a "claims made" basis. This means that the timing of the event leading to a claim occurring is irrelevant, and a member can be supported in any investigation, even those which pre-date the individual joining the police. The only caveat to this is that

there is no cover for claims that a member was aware of prior to taking out the policy.

The cover is provided by Legal Insurance Management, leading providers to the Police Market with over 20 years' experience advising officers across the country. They are a privately owned company and have a flexible “can do” culture; their experience means they have complete authorisation from their insurers to manage all claims in-house. This ensures that all decision making is handled quickly and efficiently, which is vital given the inevitable worry and stress caused during an investigation. We have seen LIM take a very flexible approach to the provision of cover, they employ a number of qualified legal advisers who can provide advice and guidance on a whole range of matters. The cover is available to you as a member, also any family members with whom you live. As well as the vital support for misconduct, IPCC and criminal allegations, advice and representation is provided for a whole range of legal matters. Please see your policy booklet or speak to the Federation for full details. The full policy can be downloaded via the QR code in the policy booklet.

If you are not a member of the Group Insurance Scheme but wish to join, please contact the Federation Office for further details and a joining form. The scheme is available to all subscribing members of the Police Federation, the Special Constabulary and Police Staff.

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24 Hour Emergency Dental Cover	£48	Included
Accident Benefits	Not available	Included
Hospitalisation Benefit	Not available	Included
Red Arc Independent Care Advisory Service	Not available	Included
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TOTAL ANNUAL COST	£1314	£330.84

This is a bespoke Insurance Scheme designed specifically to offer our members the best, most comprehensive cover at the most competitive rates available. As you can see, even disregarding the many extra covers not available on the High Street, your scheme gives you tremendous value for money!

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NOW ALSO AVAILABLE TO POLICE STAFF

If you're not already in the scheme, contact the Federation Office to join on 0151 259 2535

Northwest Police Benevolent Fund – Massive Expansion of St Michaels Commences

Your Northwest Police Benevolent Fund are pleased to announce expansion plans to St Michaels' Lodge. In this article you will see a photograph of the existing building and information relating to the services and facilities currently available at St Michael's Lodge.

You will see from the artists impressions of the extension — the huge undertaking we are about to embark on. This will provide major new state of the art facilities for Benevolent Fund members.

Whilst we already provide physiotherapy treatment at St Michael's we are also now offering counselling and the new centre is aimed to be able to provide a holistic approach to our member's requirements.

The new centre will continue to provide physiotherapy treatment both on an out-patient basis or a short residential basis depending on the medical need of the individual member but the counselling service will be in-creased to deal with the ever increasing requirement for stress and anxiety issues our members are going through.

There is nothing available specifically for Police Officers/Law Enforcement Officers (both serving and retired) to access for longer term counselling programmes and it is hoped that this centre will provide a full holistic approach in treatment for



both physical and mental issues.

Alternative therapy will also be available including a variety of classes to complement and enhance the treatment programmes set for the individual member. The centre will be fully equipped with a gym, treatment rooms,

swimming pool, hydrotherapy pool, hot tub, meeting/counselling rooms, lounge areas, games room, 30 en-suite bed-rooms including adapted rooms for disabled use and dining facilities. This will be a fantastic asset to the Benevolent Fund and our members.



Left: Artist impression of extension.

Below: The Footings for treatment rooms, swimming pool and meeting rooms.



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*Lines are open 24 hours, 365 days

Legal Update from Slater & Gordon

There have been changes which have directly affected the outcomes and even abilities of a claimant to bring actions for personal injury and consequential loss.



By Jonathan Belcham,
Senior Litigation
Executive
Slater & Gordon

The Enterprise and Regulatory Reform Act 2013 contained a clause that effectively removed the right of a claimant to rely on breaches of the Health and Safety at Work Act 1974 when bringing an action for civil damages. In other words a breach of the duties required of employers would no longer be capable of determining workplace liability in a way that it has for decades and decades before it.

There has also been the introduction of the Legal Aid Sentencing & Punishment of Offenders Act which provided for the following changes:-

- No win no fee which was introduced in 1995 has now been changed so that the solicitors success fees which helped to compensate for losing cases are no longer payable by the losing party.
- New fixed recoverable costs were introduced initially in road traffic claims but later introduced for work place and public liability claims, severely curtailing the costs that can be recovered in claims. For the client this means that if they have no entitlement to legal support through a membership organisation or



Slater and Gordon ensure Police Federation members keep 100% of compensation recovered. Our claims process includes help with access to rehabilitation services you might need, faster than you could on the NHS.

a legal expense insurance that they will have to make a substantial contribution to the shortfall in recoverable legal costs.

- The compensation that the claimant receives for their injuries has increased by 10% however clients are now expected to contribute to lawyers fees which can be as high as 25% of the compensation recovered.

However Slater and Gordon ensure Police Federation members keep 100% of compensation recovered. Our claims



process includes help with access to rehabilitation services you might need, faster than you could on the NHS. In addition you get a lawyer with a full understanding of all the issues that are intrinsic to the world of policing including pay and conditions and the implications of Tom Winsor's reports.

If you would like to make a personal injury claim you can do so via the Police Federation Claimline on 0800 917199 or for an informal chat call 0161 383 3622.

Wills, Lasting Power of Attorney and Trusts

In August, Merseyside Police Federation launched a new discounted member service with Abensons Solicitors based in Allerton Road.



By **John Howell**,
Consultant Solicitor

Wills, Lasting Power of Attorney and uses of a Trust have been discussed by over 100 members so far at the weekly surgeries held in the Federation offices in Green Lane.

It is proving to be a huge success and we have extended the surgery from one day to two days per week

John Howell has been a practising solicitor for over 11 years. He has held positions in a number of Top UK Law firms and holds a Master's Degree in Law.

Here he discusses a common situation by way of explaining the importance of considering;

- Making or updating your Will
- Lasting Powers of Attorney
- Uses of a trust

You have worked your whole life and acquired assets such as a house and savings. Often, these assets have taken decades to pay for yet, without proper planning; they can be taken from you in an instant.

Allow us to use Mr and Mrs Smith as an illustration.

Mr and Mrs Smith are a married couple

with two children. They own their own house and have some modest savings. Mr and Mrs Smith are better than most because they have put in place Wills, which we all know we should do. Their Wills leave everything to each other and then once they have both died, to their two children.

Should they be pleased with themselves?

No. They have done nothing other than repeat what the law dictates will happen in default of putting in place a Will; no wonder people don't get around to making Wills as on many occasions, they are not important.

As we see it, they still have a number of potential problems:

1. Their Wills leave everything to each other. What if Mrs Smith dies and Mr Smith re-marries? Sadly there is not a lawyer present at most marriage ceremonies but if there was he may say two things; (1) "Be careful, that is a legal contract you are signing saying what's mine is yours" and (2) "This marriage automatically revokes all former Wills". You may now see the problem. Mr Smith dies before his new wife and completely disinherits his two beloved children.

2. Let us assume there is no subsequent remarriage. However, Mr Smith requires long term care. His house will be used to fund his care like 50,000 homes each year (and increasing). Care home fees are often around £1000/week. Mr Smith is in care for a few years and, once again, the children's inheritance has vanished

3. We have established that when Mr and Mrs Smith die, all things being well, their assets become their children's'. The children may already own a house and have some savings. When Mr and Mrs Smith's children die, the grandchildren have one huge inheritance tax bill to pay

4. Mr and Mrs Smith's Executors will need to obtain a Grant of Probate. This may be costly, stressful and time consuming

5. Mr and Mrs Smith have not put in place Lasting Powers of Attorney. We live in an ageing population — 150,000 people each year have strokes and the incidence increases with age. If you are on your own and a stroke strikes then your family face some real problems. No one can access your bank accounts, no-one can pay your bills, no-one can sell your house. It is not just strokes ... accidents, old age and dementia all affect your ability and desire to make decisions for yourself.

Why not pre-empt and fully control all of these major issues?!

Abensons Solicitors are working with the Police Federation and are holding weekly surgeries at the Police Federation office in Green Lane every Tuesday commencing.

To arrange an initial free appointment with John Howell, please ring the Federation Office on extension 77500.

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Paul Kirwin

A Reluctant Hero

Constable Paul Kirwin who disarmed and arrested a robber armed with a handgun has won a prestigious regional Police Bravery Award.

He wrestled the hand gun off the man who was pointing it at terrified shop staff and managed to handcuff and, with the help of a colleague, arrest him. He was presented with the award by Andy Burnham MP, shadow home secretary, at

the ceremony in central London.

Merseyside Police Federation Chairman Peter Singleton said: "Paul is a somewhat reluctant hero. He's exceedingly modest and underplays what he did. What he did

was actually quite exceptional.

"A man with a gun was trying to hold up a shop, he comes along unarmed and basically disarms and arrests him. It's a phenomenal piece of police work."



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- LED Rear Lights



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Getting it Right

First Time?

Dave Lowe updates on some very important information about misconduct that all members need to read.



By **Dave Lowe**,
Misconduct Lead
Merseyside Branch
Board

In negotiation with Professional Standards we agreed that there should be more local investigation before the serving of regulation notices when an allegation is reported to the department. The reason for this is, we are all aware of the worry and pressure that comes with a serving, yet on some investigation the complaint may not be suitable for special reasons and therefore a notice doesn't need to be issued and the complaint can be negated.

As a result of this some of you may have been receiving emails from PSD explaining that an allegation has been made and asking you to clarify something that occurred during the incident. This isn't to catch any officer out and then hit you with a big stick, it is to assist the department in explaining to a complainant that they don't actually have a justified complaint and many times the complaint is not upheld.

However if it appears that it is suitable for special requirements then the department will issue you with a regulation 15 notice. This is for your protection, it's explaining to you that an investigation is going to take place, what it is and it also highlights that the federation will be informed unless you do not wish us

to. I would urge you all to allow contact and advice from the federation if you are issued a notice.

What is becoming very clear is the quality of our statements may not always be up to scratch on occasions. Often Professional standards are asking officers to clarify why they did a certain task. At this point the officer then goes into defensive mode thinking they have done something wrong. A bland response may then follow, which in turn creates yet another question to clarify once again.

With the additional funding and staffing the IPCC is receiving they will be dealing with a lot more complaints which historically would have been investigated by PSD. I can assure you they won't be asking you to clarify certain points! Their view is quiet simple, if it's not in your statement they may suggest it didn't happen.

For example, we have complaints that are made regarding handcuffs being too tight and not double locked. In the statement the officer would describe how violent this person was, how they struggled with them and how difficult it was to place handcuffs on them. What they don't then say is why they felt the need to handcuff them, why they didn't double lock them or why they didn't check them for fitting.

There appears to be a lack of reference to the national decision making model in most statements. You all use the NDM every time you deal with the public.

What we don't do very well is utilise the NDM within our evidential statements following arrest.

For instance where an officer draws their baton it is recorded within the statement but often there is no reference as to why they didn't consider using a lower level of force. The reasons for this may be many, as subconsciously you will have made this decision but failed to record it in your statement.

It is clear with consistently falling officer numbers, the pressure upon you to reduce time engaged with prisoners is greater than ever, but I would urge you all to consider your thought processes as well as the points to prove in your statements which may possibly prevent a potential complaint being upheld.

Every officer will no doubt be aware that many persons we have dealings with or their associates are likely to produce a mobile device once stopped and begin to record what you are doing. Increasingly this evidence is being presented to the IPCC by solicitors firms representing the complainant and the IPCC are treating this footage as best evidence.

Where an officer's account differs slightly, this may then trigger an honesty and integrity issue or worse a criminal investigation for perverting the course of justice. A good statement can negate a version recorded on a mobile device if completed correctly at the time instead of being subject to constant revision.

Merseyside Black Police Association

I am Inspector Karen Dowden, the Chair of Merseyside Black Police Association. I took over as Chair in July this year and my aim may be a surprising one; I want us to cease to exist.

If we are successful there will be no requirement for us and we will cease to exist.

If we have fairness, equity and equality of opportunity we will cease to exist.

If we have a safe working environment free from discrimination and bullying we will cease to exist.

If we have balanced and fair representation in all ranks and departments we will...you see where I'm going?

I am working with a passionate, experienced and determined group of people in our committee on a 12 month plan that will work towards supporting members and the organisation and a number of positive action initiatives to improve representation and opportunity.

DC Dominique Walker (Deputy Chair), Chief Superintendent Rowley Moore, DS Sarbjit Kaur, DC Jade Wright, DI Irene Afful, PCS&TO Attaie Mustafa, Con Daley Woods and DC Rupinder Kalirai.

We are also working with the other Support Networks, Federation and Unions – 'Strength in Unity' (borrowed from National BPA!).

What we also desire is the recognition of our value. The value that MBPA brings but also recognition that we have BME/BRM staff within the organisation who are exceptional but for many reasons relating to ethnicity, colour or race are not

confident even though competent. This is, in part, for us as individuals to deal with — to work on personal development, self-awareness and confidence.

However, the environment needs to be safe, empowering and enlightened to allow this to happen.

We are currently running a couple of positive action initiatives; the PeDALS and Phoenix programmes. These are two personal development programmes for young people in the community (Phoenix) and for Constables and Sergeants internally (PeDALS). Our aim is to give BME/BRM individuals the tools and the confidence to flourish and succeed targeting effective communication, presentation skills, conflict resolution, team working, self-awareness and emotional intelligence amongst many others.

Stand up, speak up and be proud. I have a real affiliation with this poem by Pastor Martin Niemöller about cowardice following the Nazi rise to power and the purging of groups targeted for their difference. MBPA strive for difference to be celebrated, appreciated, valued and understood.

When the Nazis came for the communists,
I remained silent;
I was not a communist.

When they locked up the social democrats,
I remained silent;
I was not a social democrat.



When they came for the trade unionists,
I did not speak out;
I was not a trade unionist.

When they came for the Jews,
I didn't speak up,
because I wasn't a Jew.

When they came for me,
there was no-one left
to speak out.

Do you stand up; speak out, challenge and support? Are you proud?

My contact details are below – please make contact at any time.

Inspector Karen Dowden
0151 777 3858
07525 407163
Karen.L.Dowden@merseyside.pnn.police.uk

Big Developments Ahead for Police Credit Union

Peter Evans highlights some major changes ahead for Police Credit Union.



By Peter Evans,
Chief Executive
PCU

As I write this issue's item for Insight magazine, Police Credit Union is preparing for a momentous week in its ongoing development as a major ethical provider of straightforward not for profit financial services for its members, current and future.

Last year at this time and described in the Autumn issue of Insight, PCU was invited to attend Clarence House for an event to mark International Credit Union Day, just after having entertained representatives of the Ministry of Defence at the Birmingham Head Office to explain how effectively PCU handles payroll deductions for 26 police forces plus the prison service.

This was due to the consideration by the Government of providing similar payroll deduction arrangements for the armed forces and the main credit union trade association, ABCUL, recommended a visit to PCU.

As a result of the visit, the decision was then taken by the Government to set up payroll deduction facilities for the armed forces and to seek co-operation and involvement from three credit unions to deliver the service.

Police Credit Union was later chosen as one of those three providers and, by the time this article appears, the launch of the new development will have been announced on the 2015 International

Credit Union Day on 15 October at the Royal British Legion Headquarters in London, with ministerial and MOD representatives.

This MOD launch will have been followed up by the launch of PCU services, again with payroll deduction facilities, for the National Association of Probation Officers, as a result of recommendations by the Prison Officers Association after three years' provision to their members.

These developments clearly take PCU beyond the existing core police family membership and further into the protective services market. The PCU Board has taken the decision to follow this route (endorsed by the PCU membership at the April Special General Meeting), whilst maintaining its full commitment to the police family of officers and staff, to ensure a growing market spread which provides a wider business base and an even more secure provision of services, competitive and ethical loans and, of course, sustained and attractive dividends for saving members.

In addition to these market extensions, existing members will soon benefit from a new IT platform being introduced in early 2016 which will provide the scope for a range of new products and improved access channels for joining, applying to borrow and inspecting one's own accounts. More in the next article in spring 2016. Another benefit of the new IT will be the opportunity to attract more membership which in turn should result in better returns for the existing members through economies of scale.

Whilst the above will be of interest to all of

 *...we're here
for you, even
when you're not
taking a loan.*

PCU's members across the UK, Merseyside members, in particular, will soon be able to take advantage of the refurbished premises at Green Lane, where PCU shares ownership with Merseyside Police Federation. Full details of this improvement will be available from the Federation.

Another key development to refer to at this time is the review by the Prudential Regulation Authority of the regulations affecting the running of all credit unions in the UK. Their proposals could have far reaching effects on the whole sector and Police Credit Union is playing its part in responding not only on its own behalf but also for the sector as a whole. Police Credit Union is well placed to progress and to be fully sustainable under the new proposals. Again, more details will be provided in the next article.

To close with a pertinent point for any current member, the principles of credit unions are based primarily on the ethos of saving and borrowing sensibly — PCU exists to meet both requirements in a mutual not for profit environment, with savers' monies providing the funds to lend to their colleagues. So, please remember, we're here for you, even when you're not taking a loan. You'll be helping your fellow members of the police family and, even when you retire or leave the force, you can stay a member.



Saving and borrowing. Keep it in the family.

We understand that life, and your finances, have their ups and downs. Our simple range of savings schemes and loans provide some useful solutions - designed by Police CU for the Police and Law Enforcement Family.

Join by becoming a saver

- Simply join online at www.policecu.co.uk
- Family members may also join¹

Save through payroll deduction

- Tell us how much you want to save each month on your application form

Apply for a loan* straight away

- Once you've joined, apply for a loan online at www.policecu.co.uk

Visit www.policecu.co.uk

Call 0845 241 7504 or ext 77550/1

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MOBILE: 07855 162078

ANDREW BRAGG (1148)
UPTON, C BLOCK
EXT: 72435
MOBILE: 07751 743881

TONY FAIRCLOUGH (1142)
WIRRAL TACTICAL TEAM, WALLASEY
EXT: 72083
MOBILE: 07745 385718

B

MIKE BARRETT (8388)
CROSBY, A BLOCK
EXT: 73676
MOBILE: 07802 893397

GARY HASTEWELL (1067)
MARSH LANE, INTELLIGENCE UNIT
EXT: 73826
MOBILE: 07525 747718

ALASDAIR RANKINE (3087)
MARSH LANE, OTU & RESOURCING
EXT: 73066
MOBILE : 07792 150035

C

KIRSTY JENNETT (1116)
HUYTON OTU
EXT: 76298
MOBILE : 07942 866819

GRAHAM AXON (8256)
PRESCOT, PATROL D BLOCK
EXT: 76306
MOBILE: 07792 228880

CHRIS LEACH (1679)
PRESCOT
EXT: 76346
MOBILE: 07736 040346

D

TIM KELLY (7641)
INTELL, ST HELENS
EXT: 76007
MOBILE: 07843 290541

STUART ROUTLEDGE (1392)
ST HELENS CUSTODY
MOBILE: 07714 346035

STEPHEN POTTER (8301)
ST HELENS RESPONSE C
EXT: TBA
MOBILE: 07764 511162

E

BOB OLIVE (7586)
SAS, CIM, C BLOCK
EXT: 74898
MOBILE: 07738 136493

KIERAN CANNELL (1718)
SAS E1 DISRUPTION
EXT: 74042
MOBILE: 07954 546015

ANDY BARRY (1129)
SAS E9 NHOOD DISRUPTION
EXT: 74056
MOBILE: 07702 934648

F

ANDY WIGNALL (1556)
ALLERTON
EXT: 75141
MOBILE: 07595 004639

PETER HOWELL (1224)
N'HOOD SGT, ADMIRAL ST
EXT: 75356
MOBILE : 07460 843043

DAVE JONES (1377)
ADMIRAL ST, RESPONSE, B BLOCK
EXT: 75301
MOBILE : 07725 030340

POLICE
WOMEN

JANE ARROWSMITH (1470)
MSOC ROADS POLICING, SMITHDOWN LANE
EXT: 75720
MOBILE : 07793 222731

STEPHANIE BARCROFT (1164)
THATTO HEATH, D2 N'HOOD SOUTH
TEL : 01744 815538
MOBILE : 07932 655361

CAROLINE CARMICHAEL (1595)
ST HELENS IST
EXT: 76862
MOBILE: 07791 538024

HQ
(CJU)
(PSD)

BARRY FLETCHER (8793)
FEDERATION OFFICE
EXT: 77500
MOBILE : 07894 807980

WENDY SUDWORTH (1070)
CCJ CUSTODY, ST HELENS
EXT : 76858
MOBILE : 07759 950990

VACANT

CID
(DSU MIT)

BEVERLEY HYLAND (1079)
UNITY TEAM, MATHER AV
EXT : 71380
MOBILE : 07709 467628

DAVE LAMBERT (7487)
BRUNSWICK DOCK
EXT : TBA
MOBILE : 07905 364420

STEVE BAKER (1075)
SIGMA TEAM, SAS
EXT: 74843
MOBILE: 07914 360456

OSU

MIKE MCFALL (8073)
ROADS POLICING, SMITHDOWN LANE
MOBILE: 07725 143271

JAN BEATTIE (7558)
MSOC RESOURCING, WAVERTREE ROAD
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