

# Silence is golden



Home Secretary Theresa May.

**Home Secretary Theresa May must have left her conference showdown with the Federation in no doubt of officers' feelings about what they see as the coalition Government's attacks on the police service.**

She was greeted with silence as she took to the stage, throughout her speech and as she left, something of a rarity at a conference where everyone is welcomed and treated with considerable respect.

But officers had been dealt more than their fair share of blows in the months leading to conference through budget cuts and Winsor, Hutton and Neyroud's reviews.

Sadly, Ms May did nothing to lift their mood with her opening remarks showing this was another lady who was not for turning.

"Let me be clear. Not all of you will like some of the decisions I have taken. And not all of you will like what I have to say," she said, as she adjusted to the silence around her when she walked to the centre of the stage to deliver her keynote speech.

"But it's not my job to duck the difficult decisions and to tell you what you want to hear.

"It's my job to tell it like it is, to take the difficult decisions that are needed to get the police through these tough times, and to put policing on a sustainable footing for future generations."

Perhaps officers would have had a bit more respect for her had she answered - or even acknowledged - the question from blinded PC David Rathband who, in a video clip shown during the chairman's keynote speech, had asked her if she thought the £35,000 pay he received last year was too much.

Instead, when brought back to the issue by a delegate during the question time session, she ducked the difficult issue saying it was not her place to comment on individual officers' pay.

She tried the usual rhetoric. "In Britain we have the finest police officers in the world. Our police don't strut around with

## HOME SECRETARY'S SOUNDBITES

### On protecting the front-line:

*"We are doing everything we can to protect front-line jobs and to minimise the effect of the spending reductions on pay."*

### On Winsor:

*"I know there are some things in there that you don't like. But the report contains many proposals that I believe should be welcomed by officers on the front-line. Because overall, the report recommends that the majority of the savings identified should be ploughed straight back into your pay."*

### On reform:

*"I want to make the police service better - for the public and for you."*

### On discretion:

*"Instead of guidance from on high, we will rely on you to use your professional judgment and common sense. You are the professionals, and you know best how to police our country."*

### On a Royal Commission:

*"The answer is not a Royal Commission. A Royal Commission is for when the problem is a long way off and you don't know the answer. Well, we need change in policing now."*

### On targets:

*"I want you chasing criminals, not chasing targets."*

### On red tape:

*"If we've scrapped a form at national level, then there had better be a really good reason for your chief to keep it at local level. If we've done away with a target nationally, then your chiefs should stop getting you to chase it locally. If we've got rid of a national regulation, then I don't want chiefs to bring in a local replacement."*

### On the future:

*"We have a clear and comprehensive vision for the future of policing. The reforms we are introducing will give you the discretion to fight crime. They'll cut bureaucracy, empower the public, strengthen the fight against organised crime and provide better value for money to the taxpayer. They are the right reforms at the right time."*

**Continued on Page 2**

# Silence is golden

*Continued from Page 1*

hand guns and dark glasses. You don't stand back behind barricades," the Home Secretary explained.

"You treat the public with respect. You get out into the community. You treat people fairly and you presume they're innocent until proven guilty. You go unarmed into dangerous situations. You put yourselves in harm's way to keep us safe."

She also pointed out her support of officers during the cuts protests in London and her efforts in the last year to reduce red tape, scrap unnecessary targets and restore officer discretion.

But she stuck to her guns - a financial crisis that had produced the biggest budget deficit in our peacetime history meant cuts were essential and if not put in place now would only be worse later on.

She said: "This isn't revenge, it's a rescue mission to bring the economy back from the brink and to make sure the police come through not just intact but better equipped for the future."

The Home Secretary argued that if councils increased the local precept in line with independent estimates, then forces will have on average six per cent less cash than they do now, rather than the 20 per cent being claimed.

"That is a reduction that is challenging, but manageable. Across a range of areas - from back office and middle office efficiency, to procurement and IT, to front-line availability - we are working to make savings so that we can protect police officer jobs," she explained, adding that it was not just policing being affected by the cuts.

She did say, however, that during consideration of Hutton's report officers' pension age would be considered separately from most of the rest of the public sector.

*"It is obvious that the Home Secretary does not care about the communities we serve and which elected her party. The cuts will reduce our ability to protect the public and police officers. She has not been a leader to protect the public and us. I really fear for the safety of the public. The Home Secretary stated the Government would put its trust in professionals and put its trust in us. Why then don't they accept the real concerns that we have? They simply aren't listening." Inspector Andy Cameron, JBB deputy secretary.*

# Home Secretary, do you sleep

**Criticising the Home Secretary for her failure to stand up for policing when budgets were decided, Paul McKeever accused Theresa May of being absent without leave.**

And, he added, that the Government was wrong to be attacking the police service.

"There's no shame whatsoever in being wrong; everybody is wrong occasionally," said the national chairman.

"But we fear that you are going down a path where you are going to make a whole chain of mistakes that could have very adverse effects on us, the police service, and the communities we serve."

He asked the Home Secretary to listen to what the Federation and its members were saying, rather than just relying on think-tanks and other parties.

He began his speech by saying: "We are the finest police service in the world and the people we represent are the finest officers in the world."

And he attempted to bring home to the Home Secretary the real dangers faced by police officers by mentioning the funeral of the murdered PSNI officer Ronan Kerr.

People understood how important it was to have a strong and effective police service responding to their communities' needs but this did not appear to be recognised by the Government, Paul explained.

Police officers were in the front-line facing the threat of terrorism and other criminal activity and yet the Home Office did not appear to challenge the cuts, he said, comparing the Home Secretary's lack of action to Liam Fox's efforts to protect the defence budget.

He was also critical of the amount of money being spent on overseas aid, saying that perhaps MPs could look to protect the vulnerable in their own communities more.

The chairman was scathing of the

Government's use of New York as a policing model when, in fact, crime had risen there as a result of falling officer numbers.

He argued that some of the measures being proposed by Winsor would take policing back to the 1970s.

"I remember how stretched we were.

Do not take us there," he told the Home Secretary, adding that with many other parts of the public and voluntary sector under threat, the police would be in even more demand.

"Where are people going to turn to? It's not the politicians," said Paul, "It's us. They will be asking us. We are the last port of call."

Turning back to his keynote speech at conference last year, he pointed out that he had tried to warn the Home Secretary that there would be public disquiet and protests over the cuts.

"You said it would not happen, it was not the British way," he recalled, "But there was rioting in Bristol over the opening of a corner shop."

He repeated his call for the Home Secretary to make use of his practical experience. And then a short film was shown, to the soundtrack of "I Predict A Riot" showing the student protests in London, just the riot the chairman had predicted.

The footage showed officers bloodied and blinded by paint, with one being pulled off his horse.

"Home Secretary," he said, "You were wrong."

But it was a second film clip that brought home how wrong the Government may have played it.

The video showed David Rathband, the police officer blinded by Raoul Moat. He asked her: "Last year, I was paid £35,000, do you think I am paid too much?"

The audience responded with applause. And the chairman asked her: "Home Secretary, do you sleep at night?"

## Chairman's overview

**I was "very disappointed" with the Home Secretary's keynote speech at conference. writes John O'Reilly, chairman of Lancashire Police Federation.**

I felt that Theresa May did not answer questions and that she delivered the same old political rhetoric.

In comparison, the Federation's national chairman Paul McKeever delivered a very well presented speech, although there was too much emphasis on issues outside the UK.

The highlight of this year's conference for me was the discussion on stress at the inspectors' central conference but I was not so impressed with the presentation on officer safety training during the main conference.

Next year I think time should be set aside for a session allowing delegates to come up with ideas to plan for the challenges ahead.

# at night?



National chairman Paul McKeever.

Sadly, the Home Secretary did not even acknowledge the question – or the officer – before she started her speech which perhaps might have suggested that she had some compassion, or at least some understanding of the very high price he paid for being a police officer.

The speech lasted 53 minutes, perhaps the longest 53 minutes of her week, but it was about to get even tougher, and she did show a little sign of feeling the strain, though you perhaps wouldn't have spotted it in her words.

## Questions put Home Secretary under pressure

**Delegates wasted no time in trying to make the Home Secretary understand their anger, frustration and disappointment.**

Questions included:

A South Yorkshire officer highlighted that the freezing of incremental progressions could cost some officers £2,000 to £3,000 a year.

**TM:** I understand the concerns. There's an assumption that this is all in place, it's going through PNB and we are very clear that we want to look at impacts. It's right and necessary to look at terms and conditions.

**John Stapleton:** Officers feel Winsor is a "done deal" and find it difficult to see why the cuts are so deep for them compared to others.

**TM:** It's not the case that police are having the highest cuts.

**JS:** We've got involved in Libya, we find money for international development, but we can't find money for our own police.

**TM:** If we get the aid right in certain parts of the world, we will reduce the risk of terrorism.

**JS:** It's quite possible that you are wrong and that you will cause real damage to the police service and the communities it serves. As a politician, do you think you should listen more?

**TM:** We do listen. A Home Secretary has to listen to inputs and make judgments.

**Emma Harrison, the Met:** What are you going to do as a woman in power to ensure the changes proposed do not destroy the diversity of the service?

**TM:** I don't want women to become an endangered species; the Government is

committed to flexible working.

**JS:** Emma, are you happy with that answer?

**Emma Harrison:** She's not actually answered the question.

**Andy Gilbert, West Midlands:** Change must come through a Royal Commission on policing. Do you want to reform quickly or properly?

**TM:** A Royal Commission would just take too long for the decisions we have to take now, we have to deal with the deficit.

**Sarah Adams, Derbyshire:** Referred to Conservative manifestos in which they said they backed the police every inch of the way, and pledged to increase numbers, and added that at conference last year, the Home Secretary told officers: 'I will always back you, I will always support you, and I will always fight for you'. She asked how officers or communities could trust her or the Government?

**TM:** I do back the police. I don't tell the police how to do their job. I have defended in Parliament the officers in the Met who tackled the protesters. I have defended the British model of policing. We didn't foresee the massive deficit we inherited from the last Government.

**Richard Eccles, North Wales:** We've not had an answer to David Rathband's question.

**TM:** I am not saying any individual officer's pay is right or wrong. We are aiming to get the levels of pay to take us forward and to give chief constables flexibility.

## DELEGATES' FEEDBACK

### CHAIRMAN'S SPEECH

*"The chairman's keynote speech was excellent. Measured and well presented."* Sergeant Andy Williams.

*"A politically poignant speech which touched the raw nerve of the issues of pay and conditions and the mood and tone of the police service today."* DC Julie Leigh.

*"Paul, as usual, was professional and inspirational."*  
Sergeant Rachel Baines, JBB vice chairman.

### HOME SECRETARY'S SPEECH

*"I did not come with any expectation of hearing words of comfort or reassurance from the Home Secretary but it helped to see her made fully aware and put on notice of our feelings, experiences and warning."* Inspector Chris Shead.

*"I felt the Home Secretary's speech contained nothing more than political rhetoric, repeated time and time again by both her and the police minister."* Sergeant Guy Young.

*"The Home Secretary's speech: more 'party line' responses that show a complete disregard for 'the best police service in the world'."* Mark Sweet, JBB secretary.

### HIGHLIGHTS

*"Jayne Monkhouse at the women's eve of conference provided essential statistical information regarding the future of women and their roles. A well delivered input that the service needs to address."* DC Julie Leigh.

*"I like to hear the comments from the floor – these people are true practitioners and understand the reality of policing rather than just the theory."*  
Inspector Louise Ainsworth.

*"The highlight of conference was sergeants' chair John Giblin's speech. He basically said exactly what we all feel. A good opening to the week."* Sergeant Dave Wilkins.

*"The highlight of conference was the New Zealand presentation; it was impactful and made me feel part of a 'bigger international team'."*  
Inspector Jenny Coulston-Herrmann.



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# Far from easy ride for police minister



*Police and criminal justice minister, Nick Herbert.*

**Nick Herbert continually rejected officers' arguments that reducing police numbers would result in an increase in crime and a reduction in the service to the public.**

Put on the spot and asked if he would quit if crime did increase, the police and criminal justice minister hid behind a very convenient excuse – he would not answer hypothetical questions.

Mr Herbert had already gone through a grilling at the constables' meeting on the Tuesday morning and by all accounts he was given an even tougher time at the sergeants' meeting where he was told by a delegate that the last time she looked being 'shafted' against your will was a criminal offence.

So he arrived prepared for the main conference on the Tuesday afternoon for a question time session.

He was joined on the panel by shadow policing minister Vernon Coaker, Sir Denis O'Connor, the Chief Inspector of Constabulary at HMIC, Derek Barnett, president of the Superintendents' Association, and Nick Gargan, head of the NPIA.

But, all bar Mr Gargan, seemed to get off lightly. Following the "we're all in this together theme", the NPIA chief faltered when asked how the cuts would affect him. His initial pause said it all, though he did recover enough to say that he had lost his driver and would now be driving himself.

Sir Denis reiterated his view that cuts at 20 per cent would be very, very difficult and Mr Coaker claimed that Labour, if returned to power, would have stuck to the 12 per cent maximum the HMIC had said would protect the front-line.

## Home Secretary is 'in denial' with cack-handed reforms



*Yvette Cooper, shadow home secretary.*

**Shadow home secretary Yvette Cooper has said the Government is putting the fight against crime at risk and undermining leadership and morale with its 'cack-handed' approach to change.**

Ms Cooper said ministers were 'completely out of touch' with the reality in police forces and accused the Home Secretary of being 'in denial' over the cuts.

She said the Conservatives "used to be the party of law and order once. Not now."

"The truth is the Government is not introducing sensible reforms. Quite the opposite," she told conference.

"I believe David Cameron and Theresa May have made the wrong decisions and the wrong judgments about the future of policing – and I fear it is communities across the country who will pay the price.

"People across the country have great respect for the risks you take and the job you do. And that respect is important. It is an essential part of policing by consent – a founding principle of British policing centuries ago.

"But that is why it is also so dangerous the way this Government is attacking the police now."

She said the Government must stop using officers as 'punch bags' and instead talk to them about how change can be implemented.

And she accused the Government of creating a perfect storm with fewer police, fewer powers, weaker prevention, weaker sentencing, and no checks and balances.

She called on the Government to start an independent review of the police service and talk to officers about how it should be done.

"And if they won't, we will. Policing is too important to get it wrong," she said.

# No show leads to weaker debate on pay, pensions and conditions

**Tom Winsor declined to attend the conference session on pay, pensions and conditions, resulting in a far less interesting debate than if he had shown his face.**

Instead Peter Fahy, Chief Constable of Greater Manchester, was joined on the panel by Rob Garham, chair of the Association of Police Authorities (APA), Blair Gibbs, head of crime and policy at the Policy Exchange, and Ian Rennie, general secretary of the Police Federation.

Ian immediately attacked ACPO plc for its "misguided attempt to curry favour" with the Government by acquiescing to proposed cuts and criticised Sir Hugh Orde, president of ACPO, for visiting Canada rather than attending the Federation conference.

Turning back to ACPO's support of the cuts, he said: "If that's leadership then they really have taken over the asylum," and told Mr Fahy: "It's about time ACPO started standing up and supporting those who you purport to lead."

Tom Winsor, he said, was strangely not able to come to conference as he was in demand in the Middle East.

The Winsor recommendations, he said, could make women an endangered species in policing and he expressed concerns over changes which could mean VSAs could be imposed on officers rather than agreed through the Federation.

Ian said that there was "little or no" evidence to support the recommendations in Winsor's report, which he called a "management cost-cutting exercise" aimed at making officers do more for less pay.

"There's only one thing you get for less, and that's less," said the general secretary, adding that the police service was a flexible workforce operating largely on officers' goodwill.

The Winsor report was a missed opportunity, he said, before concluding: "This is not just about pay and conditions: this is about the future of policing and our ability to serve and protect communities."

Mr Fahy said no-one needed to tell him

how painful the cuts were with his force losing 3,000 people over four years but he added: "Like it or not, we have to get on and do it."

The service had to accept the short-term pain but then lay long-term foundations so that staff were rewarded for building expertise and professionalism.

He welcomed the return of officer discretion and common sense policing with the removal of unnecessary bureaucracy.

Rob Garham from the APA said police authorities called for fairness for police officers and communities.

Not surprisingly authorities were concerned about the potential impact of "partisan" police commissioners and were not convinced they would provide confidence.

Blair Gibbs said the Policy Exchange considered policing from a public policy perspective and did not challenge officers' position as practitioners.

He claimed Winsor comes down on the side of the office of constable, unlike Sheehy, and that while the suspension of annual increments was the hardest cut, the economic rationale was good and would support jobs.

## "Public safety and security at risk"

**Communities will lose out if the Government doesn't scrap its plans for reform, says chairman of the Constables' Central Committee, Julie Nesbit.**

She told the Government to stop 'attacking' the police service and support it.

"When policing is asked to pay such a high price then everyone has to understand the consequences. Those consequences are that public safety and security are at risk and that law and order in England and Wales is off the Government's agenda," she said.

"The Government needs to explain why money is being taken from the police when it should be a basic fundamental right for every citizen to feel safe. Sadly with all that is happening to the police right now, they cannot, as the Government is not willing to pay the price for safety and security at home."

"Constables are the front-line of policing, and right now, more than ever before, our communities really need constables."

The meeting gave officers the first chance to question policing minister Nick Herbert who largely stuck to the party line – the cuts were necessary to tackle the deficit.

He refused to accept that fewer officers would mean more crime even though panellist Professor Roger Seifert, expert in industrial relations and human resources, repeatedly argued: "You don't get more for less. The only thing you get for less funding is more crime."

The police minister also turned down calls for a Royal Commission on policing saying there was not time, action needed to be taken now.

## Government "hates" the police

**The Government 'hates' the police service and is 'out to destroy it' – John Giblin, chairman, told the sergeants' separate meeting.**

He said the service was 'under threat like never before'.

He told sergeants: "They (the Government) have and will continue to spew out that much abused mantra that we all have to be more effective and efficient, but don't be fooled by this insincere, nihilist,

'smoke and mirrors', 'slash and burn' policy, for it is in large part economics and in greater part ideology.

"This Government, to put it bluntly, hate the police service and want to destroy it in order to rebuild it again, but in their image."

He referred to Winsor, Hutton, Neyroud and ACPO as four horsemen of the apocalypse who are 'creating havoc and destruction in their wake; aided and abetted by those who should know better'.



John Giblin.

# “A recipe for chaos”

**The risks of getting reforms wrong in policing could be huge, according to the chairman of the Inspectors' Central Committee (ICC).**

Alan Jones told inspectors that policing was not something the Government should gamble with and that the current reviews and budget cuts were not built around scientific or properly researched strategic evaluation or assessment.

“It’s all a recipe for chaos, such that the ICC proposes and supports an urgent independent and impartial commission into policing which will join all the threads into one composite overview of the issues and allow proper and meaningful engagement as to what the future structure, shape and delivery of policing would look like,” he said.

The ICC’s theme was shooting stars, with a presentation showing examples of the effects of three inspectors’ job



*Alan Jones, chairman of the Inspectors' Central Committee.*

related demands.

A recent national survey of inspecting officers confirmed a working week well over 40 hours is the norm for many.

# “Not the right way or the only way to tackle the deficit”

**Theresa May and Nick Herbert seemed to work from the assumptions that their plans represented the right way and the only way to tackle the country’s deficit, according to Professor Bob Elliott, economic adviser to the Constables’ Central Committee.**

But, in fact, he told the conference neither of these assumptions was correct – there was an alternative and even their argument that everyone had to share the pain was flawed since the extra burden being put on the police service meant it was unequal.

Setting the scene, he said that, while the country had been in the longest depression since the 1930s and the deepest since World War Two, it ended 18 months ago. The loss in income and output was 6.4 per cent but the economy was now slowly growing.

Comparing the economy of the USA, Germany and France with the UK’s, Prof Elliott showed that they were not cutting public expenditure to the extent of our Government and yet their economies were growing.

He therefore argued that the growth rate here would in fact drive the recovery in income and that growth was not independent of Government spending.

Slower growth was a result of Government policies, resulting in lower tax receipts so cutting expenditure becomes the only way to cut the deficit.

The alternative, he said, would be to implement small cuts, control inflation and promote faster growth.

“We may all ‘be in this together’ but contributions were unequal,” he said.

The reduction in real pay in the police service – and throughout the public sector – will be much greater than that experienced in the private sector.

He concluded: “Ask yourselves whether the Government’s arguments provide sufficient justification for the further cuts Winsor proposes to police pay?”

## Torch relay starts Olympic effort

**Visible policing for the 2012 Olympics will begin on 19 May next year when the torch relay begins, John Coppen, the Police Federation’s lead on the Games told conference.**

The torch will pass through all eight regions of England and Wales plus Scotland and Northern Ireland with forces policing the relay on a regional basis through mutual aid arrangements.

Restrictions on officer leave had already been put in place with those in more specialist roles most likely to be affected the worst.

Around 70,000 officers, he said, could be involved in offering mutual aid during the Games.

The two main accommodation centres for officers would be Hatfield University and Weymouth and the Police Federation and ACPO had visited both sites. Federation reps would be available at these centres during the Games.



## Joe’s standing ovation

**Joe Holness QPM, the Kent police officer who founded the annual National Police Memorial Day, was greeted with a standing ovation when he addressed conference on the Thursday.**

He explained that 10 to 15 police officers were killed in the line of duty each year.

“These brave souls have earned our respect and the right never to be forgotten,” he told conference.

This year’s memorial day will be held at the Royal Concert Halls in Glasgow on Sunday 25 September.

## Manual previewed

**Officers were given their first view of the new Personal Officer Safety Manual during conference.**

The updated manual will be rolled out across the country and will outline standard practices that can be applied across the country.

It will be available via the NCALT portal.

## Decision making put in focus

**The authors of the new National Decision Making Model explained the thinking behind the project and the benefits of a standardised approach during a conference session.**

The aim is for the model to help uphold policing values, standards and principles and protect human rights.

# Women officers - an endangered species?

**A key theme of the Police Federation's eve of conference meeting for women officers was that they were becoming an endangered species due to Winsor and Neyroud's proposals, some of which affected them more than men.**

The stars of the meeting, facilitated by TV presenter Kaye Adams, were "Dagenham Ladies" Gwen Davis and Vera Sime.

They were among the women who went out on strike at the Dagenham Ford plant in 1968 claiming sex discrimination. The campaign was featured in the film *Made In Dagenham*.

Answering the questions put to them simply and directly, it seemed remarkable in these viral international campaigning days that they did not consider the effect their actions would have for women all over the world and, in fact, they only realised the impact when the film



*"Dagenham Ladies" Gwen Davis and Vera Sime.*

was released.

They were just interested in improving their own lot and ensuring they were paid the same as their male colleagues with Vera summing it up perfectly: "Men and women are equal; we're just different that's all."

Annual updates during the meeting covered body armour and uniform, the equal pay audit, pensions, diversity, the

Neyroud review, the pregnancy diary, employment tribunal statistics, fitness tests, the Olympics, Winsor and equal pay, and the menopause.

Emma Hawksworth of solicitors Russell Jones & Walker gave an equality update focusing on flexible working and explaining that since 75 per cent of part-time workers were female any refusal to allow reduced hours or flexible working would be likely to disadvantage women as a group.

Sam Roberts of North Wales, admirably chairing the meeting for the first time, summed up: "Flexible working is about (balancing) what is best for the force and the officer."

Neal Alston, chairman of Hertfordshire, said that in some cases negotiating flexible working arrangements turned into a "staring contest", a test of who would blink first.

Equality and diversity adviser Jayne Monkhouse gave a presentation around the endangered species theme explaining how Winsor's proposals and Neyroud's report on leadership and training would put women back when they should be going forward, inhibit flexible working and widen the pay gap.

She said the aim should be to treat everyone equally but Winsor's recommendations meant everyone was being treated equally badly.

## AGM

### No confidence in ACPO

ACPO plc has dismally failed to discharge its duties to protect the police service, according to Peter Smyth, chairman of the Metropolitan Police Federation.

The Met's motion calling on the Joint Central Committee (JCC) to send an open letter to the Association of Chief Police Officers (ACPO) saying the Federation had no confidence in ACPO acting in the best interests of the British police service was supported.

### Federation seeks to protect work-life balance

With power shifting to managers from employees under the Winsor report recommendations, the Federation needed to re-seize a bit of ground for its members, according to Ian Leyland, secretary of Merseyside Police Federation.

A motion, supported by



conference, will seek to change Regulation 20 replacing duty with requirement and lawful order with reasonable instruction.

### "Perfect storm" for policing

The effects of the Winsor, Hutton and Neyroud reviews could change policing as we know it, said general secretary Ian Rennie in his annual report to conference.

They, along with the budget cuts, had created a perfect storm.

But, he told delegates that the Federation was at the forefront of the struggle to protect the police service.

"It will not be quick and it will not be easy. If we fail, it will be the public who will suffer and we must not let them down," he said.