# Hampshire Police Federation

Hampshire Police Federation is **the** staff association for police constables, sergeants, and inspectors (including chief inspectors) at Hampshire Constabulary totalling approx. 3000 number of officers.

Nationally, the Police Federation of England and Wales is one of the largest staff associations in the UK representing almost 130,000 rank and file officers.

Established by Police Act of 1919, the Police Federation was introduced to provide officers with a platform to bring their views on welfare and efficiency to the notice of the government and police authorities.

## Core purpose

Our core purpose was amended in May 2014 for the first time since the Federation was set up in 1919, following a recommendation in our Independent Review for it to reflect our commitment to act in the public interest, with public accountability, alongside our accountability to our members.

In fulfilling our statutory responsibilities for the welfare and efficiency of our members we will, at all levels:

* ensure that our members are fully informed and that there is the highest degree of transparency in decision-making and the use of resources.
* maintain exemplary standards of conduct, integrity and professionalism.
* act in the interests of our members and the public, seeking to build public confidence in the police service and accepting public accountability for our use of public money.
* work together within the Federation and in partnership with others in the policing world to achieve our goals.

## Aims & objectives

The Police Federation of England and Wales has a statutory obligation to ensure that the views of our members are accurately relayed to government, opinion formers and key stakeholders. To ensure this we measure the work we do and what we seek to achieve against our organisational aims and objectives.

## Represent and support

Aim: To represent and promote the interests and welfare of our members, and to support colleagues to achieve the required professional standards.

We do this by:

* meeting our statutory responsibilities
* representing our members’ interests in matters of discipline, diversity, health and safety, welfare, pensions, claims and member services and many other issues
* ensuring that representatives have the required skills and abilities to fulfil their role and meet their statutory responsibilities
* providing national and local representation to ensure that our members receive appropriate training to deliver a professional police service.

## Influence

Aim: To influence internal and external decision makers at local and national levels on matters affecting our members and the police service.

We do this by:

* providing clear leadership locally and nationally on issues affecting the membership
* listening to and reflecting issues concerning our members
* maintaining an effective communications strategy
* engaging with all internal and external stakeholders and decision makers
* putting evidence-based information in the hands of decision makers.

## Negotiation

Aim: To maintain and improve the conditions of service and pay of our members.

We do this by:

* actively participating in national, force and local negotiations
* negotiating collectively and on behalf of individual members
* using evidence-based information in our business practices.

Each force has a federation branch and Hampshire Police federation office is staffed by five full time warranted Police officers and three federation employed staff members.

Sergeant Zoe Wakefield is our branch chair and enjoys a positive working relationship with the chief constable and her chief officer group.

Zoe is supported by a branch secretary, treasurer, conduct and performance lead as well as an equality and wellbeing lead. In addition, Zoe is supported by a branch board of twelve officers from across the constabulary who carry out this role in their approved duty time. In addition, a further eighteen federation reps make up a council of federation representatives.

We are seen as a critical friend to the force and have a positive relationship with all departments including those of our shared services partners (Hampshire County Council). As such we are regularly engaged with and consulted on all manner of circumstances affecting the members we represent and have a seat at all appropriate strategic and tactical meetings.

In turn it is paramount that we are able to have a similar relationship with the PCC and their office in order to bring to their attention issues affecting our members and the opportunity to use their position to influence change.

Our branch would like a PCC who is visible and in touch as well as understanding of the issues that affect the workforce.

In addition we ask that they publicly support and reinforce the constabulary and also this federation branch.

We look forward to working with the successful candidate over the coming months.

## Hampshire Police Federation manifesto 2021

**Fair Share of Funding for Hampshire and the Isle of Wight** – Hampshire Police receives £43.5 million less funding per head of population compared to the average of all forces. We need more investment in Hampshire Policing which will mean more officers to manage the increasing demand across the board in Policing. Policing is currently going through a 20,000 officer uplift in England and Wales but as things stand Hampshire Police has some 700 fewer officers than we did in 2010. And it’s the public that suffer as result.

**Assaults on Officers** – We Must Protect The Protectors.  Clear deterrents need to be given when people assault Police Officers and fellow Emergency Service workers. The law has been strengthened and we have the Assaults on Emergency Service Workers legislation, but we still see often weak and sometimes inconsistent sentences and officers feel let down. Three police officers are assaulted every day in Hampshire and these numbers are on the rise. We call upon all parties to ensure minimum sentencing for assaulting a 999 worker. And that those sentences are consistently applied as an effective deterrent.

**Pay and Morale** – Police officers have already been told their pay is going to be frozen in 2021. Essentially taking money from some of the brave people who have been at risk and severely stretched during the Covid-19 pandemic. It will not assist with motivation. The latest Federation Pay and Morale survey showed 61% of Hampshire Constabulary respondents felt they were worse off financially than five years ago and 39% of respondents said their morale is currently low. Politicians of all parties need to join with us in fighting the cause of police officers with National Politicians to better police pay and morale.

**Police Officer Wellbeing** – During their careers, each police officer is likely to encounter between 400 to 600 traumatic events. Most citizens experience three or four in their lifetime. Police officers are not robots and the things they see and experience – made worse by Covid-19 – cannot be underestimated. More than 230 colleagues took time off for stress, anxiety, depression and PTSD last year. Hampshire Police Federation offers our members excellent wellbeing support but we and they need more. The promised Police Covenant is a good start but policing is making people suffer from mental ill health and it should be a joint effort from Government, Forces and PCCs to offer those officers improved wellbeing support.

**Cost of Living** – To get the best and broadest range of police officers, we need to recognise that it costs a lot more to live in Hampshire. To address the costs of living in this area, Hampshire Police officers currently receive a £1,100 South East Regional Allowance annually but that could be as much as £2,000. Other police colleagues across the South East – undertaking the same role – receive more. We think there should be an uplift in Hampshire to recognise the cost of living in our area and then in the future it should rise linked to inflation and be brought in line with London allowances.

[Hampshire Police Federation (polfed.org)](https://www.polfed.org/Hants/)