



## OUR PEOPLE

### DEVELOPMENT



- Launched CPD events for supers through the College of Policing
- Secured Mst bursary for members at Cambridge University

### WELLBEING



- Secured 'wellbeing packs' for members, through the National Police Wellbeing Service
- Development of 'peer to peer' support for supers through the College of Policing
- Influenced the creation of a 'Shadow Board of Governance' for the Police Covenant

### ENGAGEMENT



- Introduced a weekly Operation Talla update for members
- Held bespoke focus sessions for members around core Operation Talla priorities
- Attended meetings of every association branch
- Worked with the Chartered Management Institute on the development of certificates of recognition for leaders during the Covid response

### PAY & REWARD



- Secured improvements in terms and conditions affecting:
  - On-call allowance
  - Part-time and compressed hours
  - Rest day regulation
  - Duty mileage
  - Bonus payments
  - Working time
- Launched Group Action claim with PFEW for members impacted by pensions changes
- Influenced pensions remedy
- Influenced pay and conditions matters affected by Covid-19.

### AT RISK



- Supported more than 20 members through the Panel of Friends
- Provided support to members 'at risk' and those involved in pro-active employment cases
- Presented to HASC on the police complaints process and the role of the IOPC



## OUR POLICE

### FUNDING



- Lobbied government and chiefs to include additional superintendents within the Police Uplift Programme
- Requested a service-wide pay rise of 3% + a bonus payment in response to Covid-19 efforts in PRRB submission

### DEMAND MANAGEMENT



- Gathered demand & resilience data from members as part of Project Cadmium 2
- Cadmium Data submitted to HMICFRS to inform force management statements

### VALUING DIFFERENCE



- Handed over a coaching and mentoring programme to the College of Policing to become part of national workforce provision
- PSA action plan on race presented to home secretary and Chiefs' Council
- Gave evidence to the Cabinet Commission on race and ethnic disparities
- President awarded 'nationally' recognition by BAME women in policing forum
- Hosted regular 'valuing difference' forum for all national leads

### TECHNOLOGY



- Contributed to, reviewed, and supported public launch of the College of Policing 'Futures 2040' project
- Supporting the APCC/NPCC 2030 Vision work

### STAKEHOLDER ENGAGEMENT



- Delivered first ever digital conference, attracting 400 delegates and achieving national media coverage
- Forged strong and regular access to Home Secretary and all other key stakeholders

### POLICING REFORM



- Presented on workforce futures at the conference of the Police Foundation
- Worked with Powers Unit on all COVID regulatory changes
- Lobbied for changes to pre-charge bail, that the govt has now supported



## OUR PUBLIC



We are helping create safe and secure communities by supporting and developing the senior operational leaders of our Police Service