



Annual Report 2020/21





Contents

- 03** Presidents Welcome & Mission Statement
- 04** Review of the Year
- 06** NARPO in Numbers
- 07** A Year in NARPO
- 10** Members of the National Executive Committee and Sub Committee Appointments
- 11** NEC Members
- 12** Life Members
- 13** Financial Statements

Mission Statement

At NARPO we believe that life doesn't stop after the Police, it flourishes. That's why we seek to represent the UK's more than a quarter of a million former Police Officers, staff, their partners and former partners, and those widowed both in and after service. It's a big responsibility, with our primary concerns to do with pensions, wellbeing and a fulfilled later life.

We're proud of our members, what they've contributed and the incredible potential they have to offer. Every day we strive to improve our services, improve the lives of our members and positively impact society around us.



Presidents Welcome

Welcome to our 2021 Annual Report.

This comes after what can only be described as another exceptional year due to the pandemic. COVID-19, I would imagine it has impacted in one way or another on almost all of us, but I am pleased to say that as an organisation we have continued to work hard on your behalf during the restrictions imposed both locally and nationally.

Thank you to all our members for your patience and dedication to us and one another during these very strange times. I also pass on my thanks to all the Headquarters staff at Wakefield.

Thanks also to my NEC colleagues, who as well as offering support to their Regions, have managed to continue with our quarterly NEC meetings. Nothing has been missed.

Here's to our health and a speedy recovery from COVID, however you may have been affected, and I hope that in the coming year we can continue with our vital work in a face-to-face and much more 'normal' capacity.

Brian Burdus, President.



Review of the Year

It is a pleasure to present this review of the year, covering the period from 1st July 2020 to 30th June 2021.

The last 12 months have been very difficult with Covid restrictions impacting greatly on all our lives and limiting our movements and ability to see friends and families.

Some Branches and Regions have managed to hold virtual meetings via Teams or Zoom and these have in the main proved very worthwhile and I applaud those Branches that have embraced the new technology provided by the NEC and have kept their Committees and members involved in the work of the Branch, branches have also continued to implement some excellent initiatives to assist those who may be vulnerable or isolated during this difficult time.

Again, I must put on record a huge vote of thanks and my appreciation to all those volunteers within Branches who give up their own time to improve the lives of our members and to assist others particularly during this very difficult period.

Our team of staff based at NARPO HQ have worked extremely hard during the last year and have adapted well to the enforced 'norm' of predominantly home working. Whilst the staff have been working from home, I am extremely proud to say that the level of service they have continued to provide for our members, branches, NEC, and any others who contact NARPO for whatever reason, has been fantastic.

Angela Calvert has been the driving force behind the delivery of our new member database and has also delivered training for all users - which has been very well received, as well as carrying out extensive testing to make sure that the system 'does what it says on the tin' and delivers what branches want. I am also grateful to the members of the 'user group,' who have made sensible suggestions during the development stage, to make sure the system does what branches want it to do in the best way possible. I am sure that branches will soon see the many benefits that the new database brings, with increased functionality, increased storage facilities and security features and a much-improved bulk emailing playform. Like any new system it will take time to bed in, and there will be teething problems along the way, but I am absolutely positive that this new system will make the lives of us all that little bit easier and the storage of member data more secure.

Carly Scott after joining us last year has continued to develop our communications package and has used her knowledge and expertise to improve the NARPO website and improve the look and feel of NARPO News. Carly has worked hard to improve the image of NARPO by redesigning our literature and making it more appealing. Carly will continue to look at improving our 'image and recruitment' throughout the coming year, to ensure we do our utmost to appeal to those leaving the service and those who have left the service but for whatever reason have not joined NARPO. New members are the lifeblood of the Association and we need to look at new and innovative ways of getting our message across to potential new members particularly those still serving.

As reported to you last year Jan joined Julia and Clare in the front office, albeit virtually for last year, and all three continue to provide an extremely professional service. They work very well together as a team to make sure that all queries are answered and dealt with promptly and efficiently. As the country now looks to move out of 'lockdown' and we look to return to the office I am sure that the level of service offered by our HQ staff will continue.

All the NARPO HQ staff are to be congratulated for their work and their dedication during this period and during the pandemic in particular in making sure that all our members queries and issues are resolved, and that the Association continues to deliver.

Both Alan Lees and I continued to provide expert advice and information to both members and Branches, particularly on the wide-ranging subject of Police Pensions. We have both been extremely busy during the last year working on our Widows Pension for Life campaign, The Police Covenant and mental health and wellbeing support for retired police officers. Alan has also ensured that our Covid risk assessment has been regularly monitored and has done a great deal of work in making sure that NARPO are GDPR compliant and that Branch Officials, NEC Members and HQ staff have been provided with the necessary GDPR training. I am grateful to Alan for all the valuable support he has given to me over the last year without that support my job would be nigh on impossible, so thank you Alan.

Helen Morgan our Financial Controller over the last year has continued to develop our financial systems, policies, and procedures to such an extent that the bulk of our financial records and transactions are now carried out electronically. Helen continues to be the 'financial watchdog' for the organisation and continues to ensure that any expenditure is done in accordance with the rules and policies we have in place. I congratulate Helen for improving and simplifying our financial systems and procedures which has made our control measures more robust and our processes quicker and simpler. Rachel Stairmand our Accounts Administrator continues to give Helen invaluable support and ensures that all claims are processed quickly and efficiently and that any queries are brought to the attention of those concerned at the earliest opportunity. Helen and Rachel make a great partnership and are an integral part of the wider NARPO HQ team.

Steve Edwards

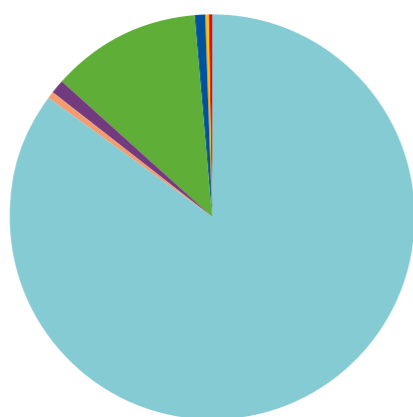
NARPO in Numbers

A snapshot of our membership



Membership Breakdown

Full	79303
Life	557
Associate	926
Widow/er	11076
Honorary	33
Affiliate	702
Direct Affiliates	253
Other	260



Annual
Subscription

£21.60
2021



A year in NARPO

June
2020

NARPO Continues its fight for better mental health and wellbeing provision for retired officers

July 2020 saw member of the Home Affairs Select Committee and Bishop Auckland MP Dehenna Davison table a series of questions in Parliament on mental health and wellbeing on NARPO's behalf.

This was following a meeting in May of last year with NARPO CEO Steve Edwards where he and Dehenna discussed NARPO's campaign for the Police Covenant to be extended to retired police officers as well as wider issues affecting the mental health and wellbeing of retired officers. We also shared results of a survey De Montfort University conducted of NARPO members, which found some concerning results, including that half of retired police officers feel that their careers had affected their mental health.

Aug
2020

Bereavement Support Launched

Following research by our National Executive Committee and them seeing first-hand the difficulties members had in dealing with both the emotional and practical aspects of a bereavement during the COVID-19 Pandemic, the organisation published its first 'Bereavement Booklet'

As it is often the case that just one person in a household deals with the bills, banks, pension providers and other such authorities, should that person be the one who dies and unless there are clear instructions, a family can be at a loss as to who to inform or what those who are left may need to do. The booklet aims to make life a little easier for those left behind and contains information needed to help should a bereavement take place.



Sept
2020

2020 Police Covenant

NARPO welcomes the news on the decision to enshrine the Police Covenant in law to enhance support and protection for the entire police family, including retired Police Officers.

The Covenant applies to serving and former police personnel. It creates a statutory duty for forces to support police officers and places a requirement on the Home Secretary to report annually to Parliament. It will focus on protection, health and wellbeing, and support for families.

Nov
2020

NARPO Launches Partnership with charity Marie Curie

One of the cornerstones of our organisation is supporting the wellbeing of our members, and in November 2020 we partnered with Marie Curie to further enhance our wellbeing provision.

The partnership will give members access to support on all aspects of life with terminal illness, end of life care and bereavement through dedicated telephone support services.



Feb
2021

NARPO National Photography Competition Launches

In February this year we launched our first ever member photography competition. The competition was open to all members and the idea was born out of wanting to do something which would inspire members and also spread some positivity during the difficult lockdown 2.0.

We were delighted with the number of entries, which was well into the hundreds, and the wonderful quality of the entries, so much so that we hope this will become an annual competition.

Apr
2021

Mental Health & Wellbeing Survey Results

Back in February '21 we launched our largest mental health and wellbeing survey to date to help inform our campaign better mental health and wellbeing support for retired police officers and to assist in writing a briefing document for parliamentarians to illustrate why improved support is needed.

The responses came in throughout the course of the spring and were a stark example of why our campaigning is so necessary.

May
2021

Widows Pensions for Life Campaign

On 7th May at the Manchester District Registry, a High Court Judge considered and determined the Defendant's (Secretary of State for the Home Department) application to strike out our claim in respect of our legal proceedings.

This is an extremely complex procedural case and the Judge heard submissions from both parties and concluded not to strike out our claim. The proceedings will now continue by way of Judicial Review Applications on behalf of three Claimants.

The claims will be determined and adjudicated upon by the Court on their merits and without any regard to technical procedural or associated time issues.

The Secretary of State and Metropolitan Police Commissioner now have 21 days to respond to our application, setting out the Grounds for Resistance in the documentation that will be filed at Court. Once the Court have the Acknowledgments from both The Secretary of State and The Metropolitan Police Commissioner, the papers will be given to a High Court Judge to determine whether leave can or should be given for the Applications to proceed to a full Hearing. If leave is granted on the papers, directions will be made for the listing of the full substantive Hearing.

Members of the National Executive Committee and Sub Committee Appointments

2021/2022

Chairman of the NEC and President of NARPO

Brian Burdus

Vice Chairman of the NEC and Vice President of NARPO

Richard Critchley

Chief Executive

Steve Edwards *(Appointed)*

Deputy Chief Executive

Alan Lees *(Appointed)*

Financial Controller

Helen Morgan *(Appointed)*

Conference Arrangements

Kate Rowley – Conference Co-ordinator

Age UK: Representative

Brian Burdus

Pensioners Forum Wales

Sandra Evans Bsc (Hons) & Richard Jones

Training Sub-Committee

Keith Bowman, Richard Critchley, Richard Jones, Bob Watson, Sandie Wilde MA & Brian Haley *(Training Co-ordinator)*

Secretariat Sub-Committee

Richard Critchley, Mark Judson, Bob Mabbutt & Ahmed Ramiz

Public Service Pensioners Council

(External Appointment)

Treasurer

Steve Edwards

Council Members

Brian Burdus & Steve Edwards

NEC Members

Post Conference 2020



Office Expires

No 1 Region - North West

Sandie Wilde MA - Manchester	2021
Kate Rowley QPM - Cumbria	2022

No 2 Region - North East

Richard Critchley - Wakefield	2021
Bob Watson - Northumbria	2022

No 3 Region - Midlands

Mark Judson - Staffordshire	2021
David Jeans - Birmingham	2022

No 4 Region - Eastern

Bob Mabbutt - Northamptonshire	2021
Brian Burdus - Nottinghamshire	2022

Office Expires

No 5 Region - South East

Keith Bowman - Eastbourne	2021
Ahmed Ramiz - North Sussex	2022

No 6 Region - South West

Brian Haley - Wiltshire	2021
Allen Orchard - Dorset	2022

No 7 Region - Wales

Richard Jones - Denbigh	2021
Sandra Evans BSc (Hons) - Gwent	2022

No 8 Region - London

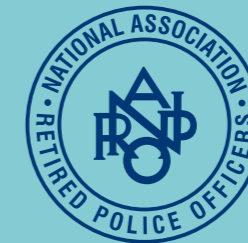
Nick Burrows - London	2021
Phil Van Tromp - London	2022

The Chairman, Chief Executive and Deputy Chief Executive are ex-officio members of all sub-committees and working parties

Life Memberships

July 2020 to June 2021

Branch	Name
TVP Berkshire	Mr Anthony Hunt
Bradford	Mr Joseph Raynor Broadley
Brighton & District	Mr David J. Medhurst
City of London	Mr Ron Friend
Cumbria	Mr Roy Hetherington
Doncaster	Ms Susan Lesley Punton
Eastbourne	Mr Keith James Bowman
Eastbourne	Mr Raymond Woolston
Gloucestershire	Mrs Lorraine C Cooke
Hampshire (Isle of Wight)	Mr Phil Horn
Merseyside	Mr Malcolm W. Parry LL.B.Hons
Merseyside	Mr Frank H. Kite
TVP Oxfordshire	Mr Jeff Isaac
Rotherham & District	Mr Bruce Cable
South Devon	Mr David Bradbeer
Dudley & District	Mr Brian John Henry



Financial Statements

For the year ended 31st December 2020

14	Financial Review
15	Statement of National Executive Committee Responsibilities
16	Auditor's Report
17	Balance Sheet as at 31st December 2020
18	Income and Expenditure for the year ended 31st December 2020
19	Notes to the Financial Statements
20	Budget Variance for year ended 31st December 2020
21	Proposed Budgets for the year ended 31st December 2022

Financial Review

The Financial Statements for the year ended 31st December 2020 are found later in the following pages of this report and give full detail of the financial position of the organisation at the Balance Sheet date. The financial statements were audited by our accountants, Paylings. We recorded a surplus of £206,110 for the financial year (2019: deficit of £191,812).

Both 2020 and 2019 have been unusual years for the finances of the Association. The 2019 financial results show an expected deficit due to the expenditure and branch subsidy (via precept reduction) of the Centenary Celebrations. In 2020 we have had the impact of the COVID-19 pandemic, which has shown a variance in some of the categories both income and expenditure.

The overall income for the year was £1,143,606 (2019: £1,234,004) showing a decrease of £90,398.

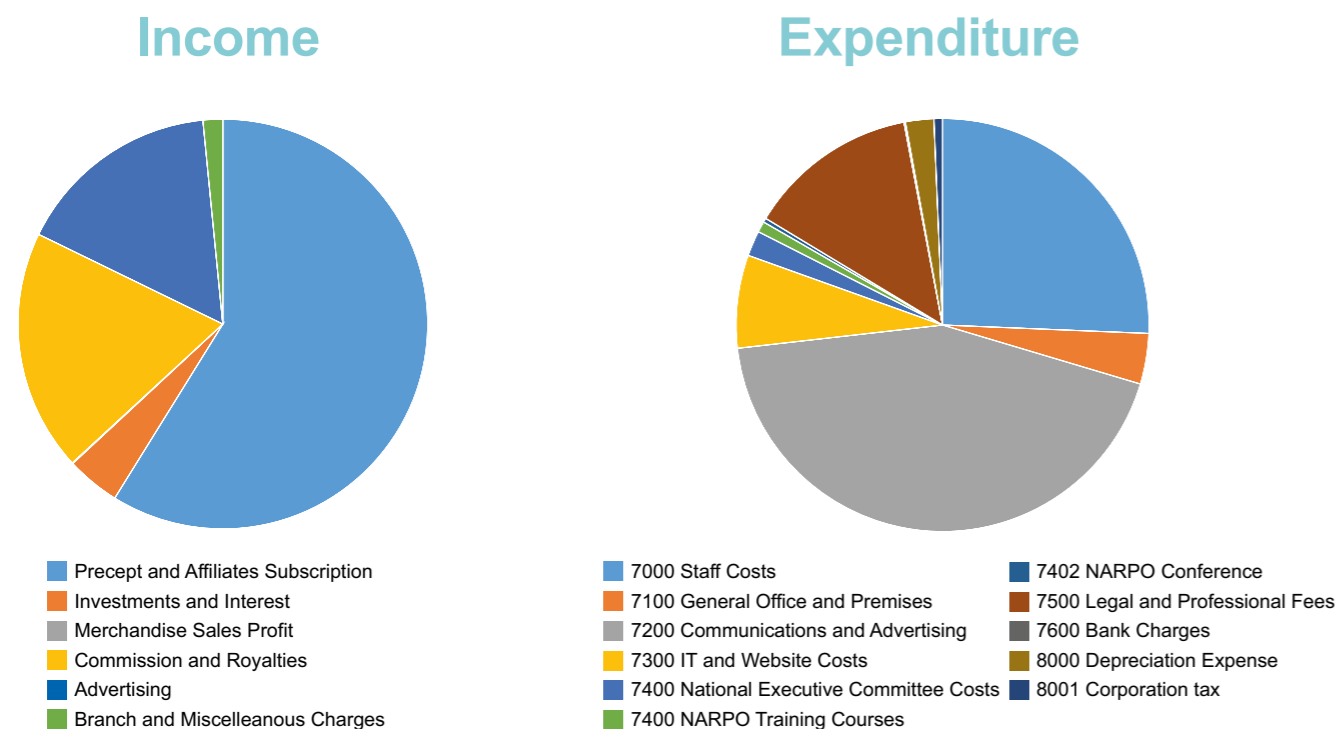
Total expenditure decreased to £937,496 (2019: £1,425,816) a total decrease of £488,320. The reduction is partly attributable to the higher than usual expenditure in 2019, but also due to a decrease in the budgeted costs due to the cancellation and postponement of many events in 2020 due to the pandemic.

The value of our investments at the year-end 31st December 2020 amounted to £1,404,969 (2019: £1,400,264). Our total accumulated fund at the 31st December 2020 was £3,360,538 (2019: £3,154,428).

The Financial Controller has prepared budgets for the period ending 31st December 2022, based on the expected financial impact of decisions and strategic plans. These budgets were reviewed and endorsed by the NEC at their meeting in May 2021 and in turn circulated to Branches and are contained in the Financial Statements later in the report.

Finally, the total net asset value of Branch balance sheets as at the 31st December 2020, amounted to circa £2.58m (2019: 2.27m).

Helen Morgan *Financial Controller*



Statement of National Executive Committee Responsibilities

We are required under the constitution of the Association to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the Association and of the excess of income over expenditure for that year. In preparing those financial statements we are required to:

- select suitable accounting policies and then apply them consistently making judgements and estimates that are prudent and reasonable;
- state whether applicable accounting standards have been followed, subject to any material departures disclosed and explained in the financial statements;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the Association will continue in business.

We are also responsible for:

- keeping proper accounting records which disclose with reasonable accuracy at any time the financial position of the Association;
- safeguarding the Association's assets;
- taking reasonable steps for the prevention and detection of fraud and other irregularities.

By Order of the National Executive Committee

Brian Burdus *President*

Report of the Independent Auditors to the Association's Members

of The National Association of Retired Police Officers

We have audited the financial statements of the National Association of Retired Police Officers for the year ended 31st December 2020.

This report is made solely to the association's members, as a body, in accordance with rules of the association. Our audit work has been undertaken so that we might state to the association's members those matters we are required to state to them in a Report of the Auditors and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the association and the association's members as a body, for our audit work, for this report, or for the opinions we have formed.

Respective responsibilities of National Executive Committee and Auditors

The Association's National Executive Committee is responsible for the preparation of financial statements and for being satisfied that they give a true and fair view. Our responsibility is to audit and express an opinion on the financial statements in accordance with applicable law and International Standards on Auditing (UK and Ireland). Those standards require us to comply with the Auditing Practices Board's Ethical Standards for Auditors.

Scope of the audit of the financial statements

An audit involves obtaining evidence about the amounts and disclosures in the financial statements sufficient to give reasonable assurance that the financial statements are free from material misstatements, whether caused by fraud or error. This includes an assessment of whether the accounting policies are appropriate to the association's circumstances and have been consistently applied and adequately disclosed; the reasonableness of significant accounting estimates made by the National Executive Committee; and the overall presentation of the financial statements.

Opinion on the financial statements

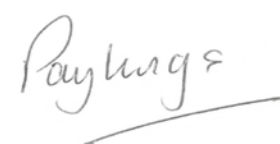
In our opinion the financial statements:

- give a true and fair view of the state of the association's affairs as at 31st December 2020 and of its excess of income over expenditure.
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the rules of the association.

Matters on which we are required to report by exception

We have nothing to report in respect of the following matters where the rules of the association requires us to report to you if, in our opinion:

- adequate accounting records have not been kept, or returns adequate for our audit have not been received from branches not visited by us; or
- the financial statements are not in agreement with the accounting records and returns; or
- we have not received all the information explanations we require for our audit.



David Harrison (Senior Statutory Auditor)

For and on behalf of Paylings

Registered Auditors

7 The Office Campus, Paragon Business Village,
Red Hall Court, Wakefield, West Yorkshire, WF1 2UY

Balance Sheet

As at 31st December 2020

	2020		2019	
Fixed Assets				
NARPO House		128,474		128,474
Building Adds B/fwd	215		502	
Additions	0		0	
Less: Depreciation	-215	0	-287	215
Furniture, IT and Equipment B/fwd	22,779		51,181	
Additions	0		0	
Less : Depreciation	-20,405	2,374	-28,402	22,779
Coat of Arms		7,200		7,200
Ceremonial Chains of Office		5,877		5,877
Investment at Cost				
Hawkridge House (Property)	287,176		287,176	
Aviva Investment	29,963		28,763	
Brewin Dolphin	262,834		261,493	
Tilney Bestinvest	824,996	1,404,969	822,832	1,400,264
Current Assets				
Stocks for Resale	15,170		14,652	
Sundry Debtors and prepayments	119,918		111,540	
Current and Deposit Accounts	658,570		476,704	
NARPO Paypal	10,070		5,001	
Close Bros Fixed Term Investments	1,063,281		1,048,046	
Cash in Hand	146		811	
	1,867,155		1,656,754	
Current Liabilities				
Sundry Creditors and accruals	49,301		59,307	
VAT	0		0	
Corporation Tax	6,210		7,828	
	55,511		67,135	
Net Current Assets		1,811,644		1,589,619
		3,360,538		3,154,428
Accumulated Fund				
Balance as at 1 January		3,154,428		3,346,240
Surplus for the year		206,110		-191,812
		3,360,538		3,154,428

Income and Expenditure

For the year ended 31st December 2020

	2020	2019
Income		
Precept (40%)	658,802	626,023
Affiliates Subscription	10,266	11,043
Hawkridge House Net Rent	15,045	14,885
Sale of Supplies	428	24,092
Less: Cost of Sales	-66	-22,164
Sale of Diaries	295	5,511
Commissions/Royalties	141,846	183,018
Advertising	184,603	231,503
Taxed Dividends (Gross)	22,107	31,576
Aviva Interest	1,200	1,339
Bank & Close Bros Interest	16,440	16,187
THIG Schemes	39,747	49,102
Tilney (Sale of Investments)	75,000	75,000
Tilney (Sale of Investments)	0	16,945
Legacies and Other Income	800	937
Branch Income	16,840	18,109
NARPO Donation	0	0
	1,143,606	1,234,004
Expenditure		
NARPO News Printing	388,354	388,983
Advertising and Promotion	6,652	54,833
2019 Centenary Costs	0	329,633
Printing and Stationery	10,713	14,555
Postage and Telephone	10,258	16,664
Office Expense	17,427	25,910
Training - Officers and Access to Support	8,910	35,066
General & Water Rates	7,109	6,972
Insurance	10,644	8,071
Salary Costs (Gross)	207,001	195,066
N.I. Contributions	13,052	14,362
Pension Contributions	17,750	16,970
Staff Recruit/Consultancy/Train	0	720
Computer Expenses	67,715	32,325
NEC Expenditure/Regional Meetings	18,502	92,044
Conference Expenses (net of income)	3,007	60,979
Audit	6,000	6,000
Parliamentary	36,430	38,824
Professional Expenses	73,478	49,003
Corporation Tax	6,210	7,828
Depreciation	20,620	28,688
Tilney (Loss on Sale of Investments)	6,613	0
Bank Fees	1,051	2,319
Bad Debt	0	0
Donation	0	0
	937,496	1,425,816
Excess of income over expenditure	206,110	-191,812

Notes to the Financial Statements

For the year ended 31st December 2020

Accounting Policies

Basis of Accounting

The financial statements have been prepared under the requirements of the Association Rules and Regulations. The Association has not adopted the 'Financial Reporting Standard 102' "The Financial Reporting Standard applicable in the UK and Republic of Ireland" (FRS102).

Adoption of FRS102 would require the Association to state all investments at market value and the Executive Committee believe the costs out way the benefits at this stage.

Accounting Convention

The financial statements have been prepared under historic cost convention.

Depreciation

Assets costing £500 or more are capitalised as tangible fixed assets, items costing less than £500 are charged against income and expenditure in the year the cost was incurred.

Depreciation of fixed assets is calculated to write off their cost or valuation less any residual value of their estimated useful lives as follows:

Office furniture, IT assets and equipment 33.3% straight line.

Buildings are not depreciated, as in the opinion of the National Executive Committee, the residual value of the property will exceed its cost.

Investment Income

Dividends and interest on investments are recognised on a receivable basis and are shown gross of any related tax credit. Tax suffered on investment income is shown as part of the corporation tax charge. Rental income is credited net of related expenditure.

Income

Income represents the amount derived from subscriptions precepted from branches, income from investments and services provided which fall within the Association's ordinary activities, entirely within the United Kingdom. The income and excess of income over expenditure comprise the continuing activities of the Association.

Taxation

Corporation tax charged on taxable income and capital gains

2020	2019
£6,210	£7,828

APB Ethical Standards - Provisions Available for Small Entities

In common with many other associations of our size and nature we use our auditors to prepare and submit returns to the tax authorities and assist with the preparation of the financial statements.

Budget Variance

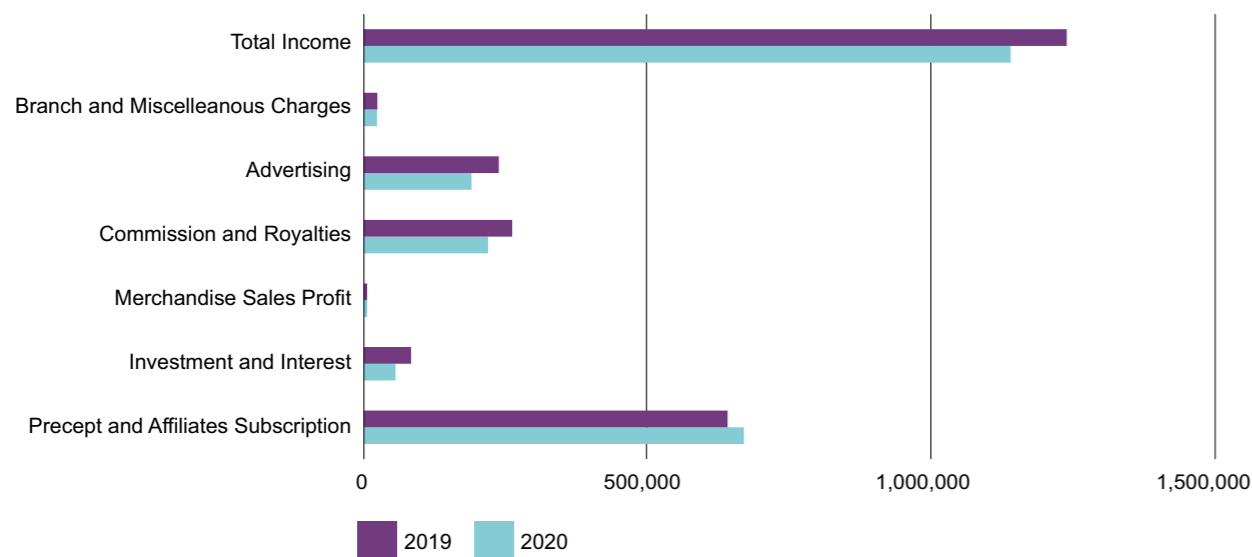
For the year ended 31st December 2020

	Actual 2020	Budget 2020	Variance 2020
Income			
4000 Advertising Income	184,603	150,000	34,603
4002 Commissions	216,846	225,000	-8,154
4003 Precept and Subscriptions	669,068	653,400	15,668
4004 Merchandise Sales Profit	657	4,400	-3,743
4007 Investments and Interest	48,179	34,200	13,979
4001 Other Income	800	0	800
4010 Branch Charges	16,840	0	16,840
Total Income	1,136,993	1,067,000	69,993

	Actual 2020	Budget 2020	Variance 2020
Expenditures			
7000 Staff Costs	238,803	237,500	-1,303
7100 General Office and Premises	36,904	125,500	88,596
7200 Communications and Advertising	405,718	344,000	-61,718
7300 IT and Website Costs	67,715	114,000	46,285
7400 National Executive Committee Costs	18,502	92,250	73,748
7400 NARPO Training Courses	7,910	44,000	36,090
7402 NARPO Conference	3,007	110,500	107,493
7500 Legal and Professional fees	124,443	60,000	-64,443
7600 Bank Charges	1,051	3,300	2,249
8000 Depreciation Expense	20,620	40,000	19,380
8001 Corporation Tax	6,210	8,000	1,790
Total Expenditures	930,883	1,179,050	248,167
Net Surplus/Deficit	206,110	-112,050	318,160

Proposed Budgets for 2022

	Actual 2020	Budget 2020	Published Budget 2021	Proposed Budget 2022
Income				
4000 Advertising Income	184,603	150,000	239,800	181,200
4002 Commissions	216,846	225,000	235,000	175,000
4003 Precept and Subscriptions	669,068	653,400	662,422	656,600
4004 Merchandise Sales Profit	657	4,400	1,400	1,750
4007 Investments and Interest	48,179	34,200	32,500	32,500
4001 Other Income	800	0	0	0
4010 Branch Charges	16,840	0	19,100	12,000
Total Income	1,136,993	1,067,000	1,190,222	1,059,050
Expenditures				
7000 Staff Costs	238,803	237,500	249,720	242,720
7100 General Office and Premises	36,904	125,500	77,990	59,190
7200 Communications and Advertising	405,718	344,000	478,000	477,500
7300 IT and Website Costs	67,715	114,000	60,000	75,546
7400 National Executive Committee Costs	18,502	92,250	91,200	95,200
7400 NARPO Training Courses	7,910	44,000	45,000	40,000
7402 NARPO Conference	3,007	110,500	86,000	83,000
7500 Legal and Professional fees	124,443	60,000	118,300	113,300
7600 Bank Charges	1,051	3,300	2,432	3,040
8000 Depreciation Expense	20,620	40,000	64,800	40,000
8001 Corporation Tax	6,210	8,000	7,500	7,500
Total Expenditure	930,883	1,179,050	1,280,942	1,236,996
Net Surplus/Deficit	206,110	-112,050	-90,720	-177,946



Campaigning

Police Pensions

Police Pensions

Following the judgement in the McCloud/Sargeant Case the Government announced a remedy to address age discrimination contained in the 2015 Public Service Pension Schemes transitional arrangements.

We were very disappointed to learn that despite promises that those already retired would be dealt with as a priority, we now learn that they may well have to wait until 2023 to have their pensions resolved. In response to the announcement, I wrote to Her Majesty's Treasury outlining our concerns.

The matter has been raised at the Scheme Advisory Board and interestingly the FBU have now issued Legal proceedings in the High Court in order to force Fire and Rescue Authorities to pay retired members the pension that they are entitled to. This approach by the employers will leave the immediate detriment cases suffering daily financial hardship until potentially October 2023. We have been clear throughout the consultation process that the employers must do things in the right order, starting first with settling the immediate detriment cases which includes those already retired.

The RT HON Steve Barclay MP responded to our letter which is included below:

As your letter sets out, the calculation of pension entitlement in itself will not necessarily be significantly more complex for members who have already retired. However, it is likely there will be more instances where changes need to be made to existing rules. In some cases, this will be through the new legislation the Government is putting in place to enact the McCloud remedy, but changes to the tax system through the Finance Bill could also be required to prevent problematic outcomes for individuals that are inconsistent with government policy, and/or to mitigate the administrative burden involved.

Therefore, at present, it is not clear that cases where a member has already retired can consistently be processed under current legislation without the member experiencing adverse impacts. As you would expect, the Government is also keen to ensure that individuals whose cases are processed under section 61 receive the same, or as close as possible, treatment as those being processed once new legislation is in place. The Government is continuing to work through all of the issues above with the aim of providing clarity on the position as soon as possible.

Government Consultation on the 12-month rule in regulation 12 of the police (injury benefit) regulations 2006

Regulation 12 governs the provision of disablement gratuities for police officers totally and permanently disabled by an injury suffered on duty. The 12-month rule in regulation 12 of the Police (Injury Benefit) Regulations 2006 limits the granting of the higher police injury gratuity to only those individuals for whom total and permanent disability manifests within 12 months of suffering an injury on duty. The Government committed to undertake a review of Regulation 12 following the Brotton litigation which argued that this rule may result in a difference in treatment between police officers who suffer physical conditions and those who suffer mental health conditions.

NARPO responded to the consultation that the Regulation is clearly unfair and should be redressed particularly in relation to those who suffer from PTSD and other mental health injuries caused as a result of duty related events which can manifest themselves much later than 12 months after retirement.

Physical injuries are much easier to identify at an early stage and it is much easier to show a causal link to a duty related incident at an early stage, whereas many mental health injuries only manifest themselves much later and consequently the 'hidden' mental health injuries are treated much less favourably than physical injuries.

In our view there should be no time limit, the only deciding factor should be that someone becomes totally and permanently disabled because of a duty 'injury' and therefore should be entitled to the disablement gratuity. This can be determined with the relevant medical evidence which shows the necessary causal link.

If any time limit were to be set it would be problematical, as inevitably someone could become totally and permanently disabled the day, month or year after the timescale expires. The only required qualification for payment of a Regulation 12 award should be the causal link.

Wellbeing Survey

Earlier this year we sent out a wellbeing survey to all members and we received 2,549 responses which is brilliant, and I would like to say a huge thank you to those members who took the time to respond to this important survey.

The key points that emerged from the survey are:

- **94%** of respondents agreed that the police service, nationally and locally, should have a duty to provide mental health and wellbeing support for retired police officers as well as those serving.
- **32%** of respondents said they were concerned about their mental health and wellbeing.
- **46%** of respondents said they had sought mental health and wellbeing support since retiring from the police.
- **95%** of respondents said they were not aware of any mental health and wellbeing support available which is specifically targeted at retired members of the police.
- **37%** of respondents said they had experienced PTSD or a mental health condition, such as depression or anxiety.
- **53%** of respondents said being a member of the police had negatively affected their mental health and wellbeing.
- **75%** of respondents said that they had not received any training to help support their own and/or their colleagues' mental health and wellbeing when they were serving in the police. Of those that were offered mental health and wellbeing training, 64% of respondents said attendance was voluntary.
- **56%** of respondents said their local force never encouraged staff to talk openly about their mental health.

These results are a stark example of the lack of health and wellbeing support available for those who have retired and only go to reinforce the belief that once you retire from the police you are totally forgotten by the Force you served loyally in a lot of cases for 30 years. In most instances whilst serving there is support for those who may need specialist intervention for a physical or mental health issue, after all it is in the Chief Constables interest to try and get someone back into the workplace as quickly as possible, as any absenteeism naturally affects the forces resilience and operational effectiveness and let us not forget the adverse effect absenteeism has on the force's attendance statistics. If a force cannot get the officer back to work with their support, invariably they look to retire them on an ill health pension and then once out of the job they become forgotten and alone with no support, even though in many cases they retire as a result of duty related incidents. This is no way to treat retired police officers in this modern world, and we will be using these results amongst other things to try and influence the debate around the Police Covenant and make sure that retired officers have access to the support they need and deserve.

NARPO And The Police Covenant

We welcome the Government's proposed Police Covenant and are pleased to learn that this will be extended to include retired police officers and their families.

As part of the Government's ambitions to improve support for the entire policing family, NARPO is calling for better mental health and wellbeing support for retired officers. We believe the Covenant should be enshrined in law, as is currently being planned for the Armed Forces, to ensure that the support received is substantive.

Police officers dedicate their lives to keeping the public safe, but often their duty has a detrimental impact on their personal mental health and wellbeing.

Whilst mental health and wellbeing support for serving police officers has rightly improved in recent years, particularly with the introduction of the Oscar Kilo programme, provision for retired police officers is woefully insufficient and almost entirely reliant on police charities.

As part of the Government's commitment to bring forward a Police Covenant, as outlined in the Police, Crime, Sentencing and Courts (PCSC) Bill, NARPO is calling for a structured, centralised system of mental health and wellbeing support.

The proposed support would be similar to that provided in the Armed Forces' Covenant. This would include:

- A dedicated strategy to support the mental health and wellbeing of police officers in retirement.
- A centralised system where retired police officers could be referred for further support. If their condition were found to be operationally related, they would be able to access specialised support and treatment locally. This would ensure consistency in the provision of services.
- This should be supported by local champions for each police force, to provide retired officers with a contact point locally, which should feed into the centralised system to obtain treatment and support.
- An accreditation system so that local GPs are aware of a patient who has been a member of the police force and therefore may be suffering mental ill health due to their experiences of service. This will help to ensure that the NHS is better able to meet the needs of retired police officers as part of the Police Covenant.
- Transitional support for officers who are approaching retirement, which would recognise any early signs of mental

health problems, provide access to early support and access to therapeutic treatment for complex mental health difficulties and psychological trauma. Where appropriate, help should also be provided with other needs such as transitioning into a new job.

- For complex mental health needs which have not improved with earlier care and treatment, we are calling for a Complex Treatment Service which would provide intensive care and treatment, including trauma focused therapies and wider support around transitioning out of the police.
- Guidance for police officers who are retiring from the police force or transitioning to a new role outside of the police. This guidance should focus on the emotional and psychological challenges that may occur as members leave the police and offer guidance on the stages of change and support available to them.

Currently, the PCSC Bill only enshrines a duty on the Home Secretary to prepare an annual Police Covenant report and the Government has said that the Police Covenant will *“take the form of a declaration and will not be set out in legislation.”* This was previously the case for the Armed Forces Covenant which is now being enshrined through the Armed Forces Bill. It is vital that the Police Covenant also be enshrined in law to ensure consistent and appropriate support.

As part of our campaigning on the Police Covenant, we are calling for better employment opportunities for police officers after retirement. Many officers continue to work after they leave the police. Police officers are highly skilled and have highly transferable skills which can be applied to a variety of sectors. In addition, we know that continuing to work can be beneficial for some retired police officers’ mental health and wellbeing.

The Armed Forces’ Covenant provides for a Career Transition Partnership which supports veterans to find a new career or job by translating their skills and qualifications. A similar scheme would greatly benefit retired police officers who wish to continue working. Their in-depth knowledge and experience of working with local communities is an asset which should be harnessed for the wider public good.

However, we know that some police officers may struggle adjusting to a different role as transition can bring uncertainty and anxiety. This is why NARPO is calling for dedicated guidance and welfare support for police officers who are approaching retirement and those already in retirement to ensure they are supported as they transition into a life outside the police.

NARPO Widows Pension for Life Campaign

We continued to progress our legal claim throughout the year and on the advice of our Counsel Professor Conor Gearty QC and Peter Edwards and our Instructing Solicitor Mark McGee we selected five Claimants that best represented our case.

A claim was made via the Part 7/8 Civil Procedure Rules in the Queen’s Bench Division on the 7th of May with the Home Secretary as the named Defendant. That claim was resisted by the Home Secretary’s Counsel who applied to have the claim struck out on the basis that it was an abuse of process and/or disclosed no reasonable grounds for being brought. It became clear that the Home Secretary did not like the CARTER judgement which allowed a claim like this to be brought via a Part 7/8 claim rather than bringing a claim via the Judicial Review route and made it abundantly clear that if we continued down that route, they would appeal the judge’s decision to allow the claim right up to the Supreme Court. At the strike out hearing the judge did not agree to the strike out, but was concerned about the procedural issues and indicated that he wished our legal team to consider which legal route we wanted to continue along, either remain in the QBD or request to transfer it to the Administrative Court via JR.

During the year one of our named Claimants decided that he could no longer continue living apart from his partner and he decided to co-habit. Obviously, this meant that his widower pension was duly withdrawn by the Commissioner of the Metropolis in accordance with the Regulation we are seeking to challenge. This change in circumstance together with the Home Secretary’s insistence that she would appeal a Part 7/8 claim caused our legal team to reconsider our approach and consequently we issued our Claim Form seeking leave to commence Judicial Review Proceedings on the 26th of May. After that we effected service of the proceedings on both the Secretary of State and the Commissioner of Police of the Metropolis. The Secretary of State and the Commissioner of the Metropolis now must respond to our application. Almost certainly the Secretary of State will resist our application, setting out her Grounds for Resistance in the documentation that will be filed at Court and at the same time, served on us. Once the Court have the Acknowledgments from both the Secretary of State and the Commissioner, the papers will be given to a High Court Judge to determine whether leave can or should be given for the Applications to proceed to a full Hearing “on the papers”.

Later Life Ambitions

Later Life Ambitions brings together the collective voices of over a quarter of a million pensioners through the National

Federation of Occupational Pensioners, the Civil Service Pensioners’ Alliance, and the National Association of Retired Police Officers Association. Our members have ambitious aspirations for the next generation of pensioners. From fair pensions to safe and sustainable care services, and from accessible housing to regular bus services to promote independence, we require bold and forward-looking action from our political leaders. We want to change the terms of the debate – to focus on the ambitions of pensioners rather than the perceived ‘costs’ to the rest of society.

LLA has campaigned on a wide range of issues over the last year, including social care, TV licences, digital inclusion, fraud, and older people’s housing. We have been raising members’ concerns with influential decision makers and campaigning to ensure a fulfilling later life for everyone.

Housing

In December 2020, LLA worked with the Associated Retirement Community Operators (ARCO) to launch a report calling for better housing options for older people. As part of the report, we conducted a survey of our members and found that nearly 90% of people think the Government should widen housing options for older people. We also found that more than half of older people are interested in moving but that a lack of good local downsizing options prevented them from doing so.

We launched the report at a high-profile launch event, which was reported on by sector news outlets, amplifying our members’ voices and our arguments. We had influential parliamentarians attend the launch event providing expertise and insight into this important issue, including the Chair of the APPG on Housing and Care for Older People, Lord Best; the Chair of the APPG on Longevity, Rt Hon Damian Green MP and a Member of the Health and Social Care Select Committee, Barbara Keeley MP. We had a detailed discussion and there was cross-party consensus and strong support from the sector that widening housing options for older people was an issue that needed immediate attention.

Following the successful launch event, we collaborated with retirement housing provider, McCarthy and Stone to call on the Government to extend the stamp duty exemption for older people (and others) moving to housing more suited to their needs. This would free up larger properties for young families and help reduce the pressures being caused by the housing crisis. As part of this work, we signed a letter to the Chancellor of the Exchequer, Rishi Sunak, highlighting that stamp duty has prevented people from downsizing in the past, and extending the tax holiday would *“unblock the housing chain”*, boosting transactions and Treasury revenues.

Digital Inclusion and Fraud

We met with BT in August 2020 to learn more about their plan to switch its system from analogue to digital and the impact this will have on older people who do not have internet access or those who rely on the current system for telecare services. We explained to BT the need for there to be an understanding of areas that have poor internet connection and how the switch will impact them. BT assured us that no one will be left stranded without communication, and the switch will take place very gradually. They were aware of the issue but were grateful to us for raising the concerns of older people, some of whom could be adversely affected. Thankfully, BT have continued to engage with us and other key stakeholders about the changes that will need to take place between now and 2025, and what they are doing to reduce any negative impacts.

The coronavirus pandemic has pushed many people and services online, and whilst that has allowed many of our members to connect with family and friends through the multiple lockdowns, for some the experience has not been wholly positive. Unfortunately, the move to digital has led to an increase in online scams as opportunity scammers have been targeting a wide range of people including older persons and defrauding them huge sums of money. We have been working with parliamentarians to highlight the issue and urge the Government to provide better protections. Most notably, we have formed a strong relationship with the Chair of the Work and Pensions Select Committee, Stephen Timms and we are planning to work with him amending the forthcoming Online Safety Bill. We are calling for the inclusion of financial harms and fraud within the scope, to ensure websites and search engines have accountability and provide stronger legal protections for victims.

Social Care

The invaluable role of social care has been made clear during the pandemic and yet we are still waiting on the Government to produce a long-term plan to sustainably fund adult social care. We responded along these lines to the influential House of Commons’ Housing, Communities and Local Government Committee’s inquiry into the long-term funding of adult social care. We highlighted the need for a national care system that is free for all at the point of use, funded through a mechanism that pools financial risk. The Committee will use our evidence alongside others to form a report, which will make recommendations to Government and hold them to account on this incredibly important issue.

TV Licences

LLA publicly objected against the decision to end the provision of free TV licences for over-75s. Once it became clear that unfortunately, over-75s were going to have to pay the licence fee, we switched our campaigning focus to encourage uptake of pension credit as well as highlight to the Government the need to raise awareness about the benefit as nearly 1 million of eligible people had not claimed it.

PSPC

The PSPC continued to campaign on issues within their - Manifesto for Public Service Pensioners which identified the below key issues:

- Retain the triple-lock of prices, earnings, or 2.5% for uprating all elements of the State Pension including S2P/SERPS
- Ensure that assumptions on State Pension age are based on adults spending one-third of adult life over state pension age as recommended by the Turner Commission, and not reduce that assumption to justify further increases in the State Pension age
- Ensure that any future changes in the State Pension age are made with a minimum of 15 years notice
- Secure widows/widowers' pensions for life in all legacy public sector schemes
- Entitlement to state pension increases for all pensioners living outside the UK, irrespective of the country in which they live
- Compensate through a transitional payment the women affected by changes in the State Pension Age under the 2011 Pensions Act
- Return responsibility from the BBC to the Government for funding the free TV licence for all over-75 pensioners
- Improve the value of all universal pensioner benefits, including the winter fuel allowance and Christmas bonus

The PSPC have pursued these agreed policy priorities throughout the year, whilst at the same time responding to other issues that impact on all public service pensioners.

Inflation Indexation -Treasury Consultation

In August 2020, PSPC submitted evidence to the Treasury and UK Statistics Authority Consultation on the future use the Retail Prices Index. Our submission highlighted the continuing disparity between the CPI used for uprating public service pensions, and the RPI used for increasing regulated prices such as rail fares and energy costs.

The deliberate Government policy of applying the higher RPI to regulated price increases, but to use the lower CPI for public sector pension increases undermines the credibility of the measurement of inflation, and public trust, especially when the RPI continues to be used despite its status as a National Statistic being removed by the UKSA in 2013. Our evidence argued that there should be agreement on a single, accurate, transparent, and consistently applied measure of inflation, and that the Government should cease 'cherry-picking' between CPI and RPI depending on the application of the inflation measure.

In February 2021, the Treasury published the Government response to the consultation on the future use of RPI. As expected, the Government has rejected any moves to cease publication or withdraw the RPI earlier than 2030 (when the requirement for the Chancellor's consent expires) primarily because of its continued use for the long-term gilts and bonds market. However, the UK Statistics Authority recommendations for changes to the methodology in line with the CPI(H) will proceed "After considering consultation responses and advice from its Technical Advisory Panel for Consumer Price Statistics (APCP-T), the Authority has concluded that its preferred statistical method for bringing the methods and data sources of CPIH into the RPI remains that as set out in the original consultation document. After the implementation of CPIH methods and data sources into the RPI, the RPI and CPIH will continue to be calculated separately in the manner set out in the consultation document on an ongoing basis and will be published as separate indices and growth rates in the UK Statistical Bulletin.

The narrow scope of the consultation resulted in no change to the Government's tendency to 'cherry-pick' different inflation indices for regulated price increase (RPI) and pension and benefits uprating (CPI). However, the methodology for calculating CPI(H) is expected to lead to greater convergence of the separate indices over time.

State Pension Triple-Lock

The basic State Pension increased by the 2.5% triple-lock threshold from April 2021, with CPI at 0.5% and average earnings continuing to flat-line due to the furloughing of many employees during the pandemic. In September 2020 there was speculation that the triple-lock was under threat due to the anticipated temporary rise in earnings after the pandemic, but in the Spring Budget on 3rd March there was no reference to the triple-lock. The Executive Committee continue to monitor developments and will respond to any proposals for changes to the uprating mechanism, which is an important safeguard for many public service pensioners.



Annual Conference 2021

10th September 2021

28 Conference Notes

29 Elected Members of the NEC

30 Elected Reserves of the NEC

31 Letter to H.M. The Queen

32 Conference Speakers

34 Agenda and Timetable

36 Conference Motions

38 Standing Orders

Conference Notes

Delegates will exchange a Regional Identity badge for an electronic palmlet or voting card. The Regional Identity badge should be completed in advance of registration to enable the Stewards to issue the electronic palmlet or voting card

The Regions are identified as: -

Yellow	North West
Lilac	Midlands
Orange	North East
Red	Eastern
Light Blue	South West
Pink	Wales
Dark Blue	South East
Green	London

Any changes in Delegates or Branch Representatives must be notified to the Chief Executive or Stewards at Conference unless previous notification has been given.

PLEASE NOTE DELEGATE SEATING IS NOW IN REGIONS.

Other Events

Thursday 9th September 2021

A pre-conference Dinner for delegates and observers will be held at the Venue Cymru, commencing at 7.30pm. The dinner will be preceded at 6.45pm with a drinks reception.

Friday 10th September 2021

The NARPO stall for the sale of NARPO goods will be open outside the Conference Hall during the hours of Conference. Other Membership Services Stalls will also be displaying items of interest. A break for coffee will be provided around 11.00am.

It should be noted that on Friday the 10th September there will be a distribution of previously ordered packed lunches - otherwise members are asked to make their own lunch arrangements.

A post conference supper will be provided for those with previously purchased tickets. Followed by a social evening including entertainment to be held in the Venue Cymru.

PLEASE NOTE THERE WILL BE NO SEATING PLAN FOR THIS EVENING.

Doors open 7pm – supper from 7.30pm.

Future Conference

9th September 2022 - Riviera Centre, Torquay

Conference Timetable and Agenda

We recommend that:

- The conference timetable and agenda are combined.
- A letter is sent to H.M. The Queen, conveying the Loyal Greetings of the Association (this can be viewed on page 31) in order that a reply could be conveyed to Conference at its opening.

Scrutineers/Stewards

We recommend that:

- The Scrutineers will be introduced at 9.05am before any matter for decision is taken.
- The Chairman will note those elected from each region.
- The Scrutineers should appoint a Chief Scrutineer from amongst their number and Mr Nicholas Burrows is appointed as NEC Liaison Officer.
- When a vote is to be taken The Chairman will announce that the doors to Conference will be closed. The Scrutineers will ensure that the Stewards cover the doors.
- Mr Ahmed Ramiz is the appointed NEC liaison officer for the Stewards.

Name	Branch
1 NW Julian Dearden	Merseyside
2 NE Alan Woodhouse	Cleveland
3 Mids Gordon Meredith	Coventry
4 Eastern Sean Murphy	Derbyshire
5 SE Les Stilwell	Worthing
6 SW Cavan Moroney	Wiltshire
7 Wales Peter Davies	Dyfed Powys
8 London David Pearce	London

Elected Members of the NEC

Post Conference 2021 to Conference 2023 inclusive

Region	Branch	Office Expires
No 1 North West	Kate Rowley QPM	Cumbria 2022
	Robin Michaelides	Wigan & Leigh 2023
No 2 North East	Bob Watson	Northumbria 2022
	Richard Critchley	Wakefield 2023
No 3 Midlands	David Jeans	Birmingham 2022
	Mark Judson	Staffordshire 2023
No 4 Eastern	Brian Burdus	Nottinghamshire 2022
	Bob Mabbutt	Northamptonshire 2023
No 5 South East	Ahmed Ramiz	North Sussex 2022
	Dickie Bird	Essex Colchester & NE 2023
No 6 South West	Allen Orchard	Dorset 2022
	Brian Haley	Wiltshire 2023
No 7 Wales	Sandra Evans BSc (Hons)	Gwent 2022
	Richard Jones	Denbigh 2023
No 8 London	Phil Van Tromp	London 2022
	Nick Burrows	London 2023

Elected Reserves of the NEC

Post Conference 2021 to Conference 2023 inclusive



NARPO HOUSE
38 Bond St,
Wakefield,
West Yorkshire,
WF1 2QP
Tel: 01924 362166
Email: hq@narpo.org

Region	Branch	Office Expires
No 1 North West	Peter Sloane	Bolton 2022
	Steve Lloyd	Salford 2023
No 2 North East	Grant Thorburn	Cleveland 2022
	Graham Cassidy	Doncaster 2023
No 3 Midlands	Tony Gooch	Warwickshire 2022
	Steve Groves	Walsall 2023
No 4 Eastern	Chris Morgan	Lincolnshire 2022
	Martin Gregory	Cambridgeshire 2023
No 5 South East	Vacant	2022
	Chris Freeman	Hampshire Southampton 2023
No 6 South West	Vacant	2022
	Vacant	2023
No 7 Wales	Jeff Mapps	Gwent 2022
	Helen Lloyd-Jones	Flint 2023
No 8 London	Eric Smith	London 2022
	Jackie Cole	London 2023

H.M. The Queen,
Buckingham Palace,
London,
SW1A 1AA

22nd June 2021

Your Majesty,

The President, National Executive Committee and members of the National Association of Retired Police Officers (NARPO) send you their loyal greetings on the occasion of their Annual Conference.

NARPO Conference will this year be held in Llandudno on Friday 10th September 2021. The Conference will be attended by around 350 delegates and observers and key amongst the topics for debate will be the future shape of our organisation in an ever changing society. NARPO was founded in 1919 and aims to safeguard the rights of its members and promote measures for their welfare, with particular regards to pensions. We continue to believe this is an aim which is as relevant today as it was in the past.

Our members spent their working lives as 'servants' of the Crown, serving your communities across England and Wales and our greetings are conveyed to you with genuine and continued pride in that fact.

I have the honour to be, Madam, Your Majesty's humble and obedient servant,

Steve Edwards
Chief Executive

Introducing our speakers for Conference 2021



Sir Hugh Orde
OBE QPM Chair

Sir Hugh Orde joined the Metropolitan Police Service in 1977 and served in central, south, and west London before taking command of the Territorial Support Group as a Superintendent. He was appointed Commander (Crime) for southwest London in June 1998. As Commander he developed Operation Trident, an operation set up to deal with serious drugs related crime in London.

He was promoted to Deputy Assistant Commissioner in October 1999 and in September 2002 Sir Hugh was appointed Chief Constable of the Police Service of Northern Ireland (PSNI), a position he held for seven years. During his time in Northern Ireland, he reformed the police force, increasing Catholic recruitment, established the HET- the Historical Enquiries Team, made significant inroads into peace with the end of the IRA threat and won the support of unprecedented numbers of nationalists and Catholics.

Sir Hugh was appointed vice-president of the Association of Chief Police Officers in 2006 and in 2009 he became its president entrusted by his chief officer colleagues to steer policing in England, Wales, and Northern Ireland into the 21st century.

Sir Hugh Orde was awarded an OBE in 2001 for services to policing, and in 2005 was knighted for his work. In 2008 he was awarded the annual Leadership Award from the Police Executive Research Forum recognising his work in changing policing in Northern Ireland following the Good Friday Agreement. In 2010 he was awarded a Queen's Police Medal for services to policing.

Sir Hugh is a graduate of the FBI National Executive Institute. He holds a Degree in Public Administration, an honorary Doctorate in Civil Law from the University of Kent, and an honorary doctorate in law from Ulster University, where he is a visiting professor.



John Apter, Chair of the Police Federation of England and Wales

John Apter is Chairman of the Police Federation of England and Wales, and formerly the Chairman of Hampshire and Isle of Wight Police Federation.

He joined the police in 1992 and prior to becoming Hampshire Police Federation Chairman, he held a variety of uniformed roles including response, neighbourhood, traffic, road death investigation and family liaison.

John Apter joined Hampshire Police Federation in 2001 because of the way he was treated over a misconduct allegation.

"I was thinking of resigning, but my Fed Rep said rather than getting angry and bitter, why not do something about it and become a rep? I laughed it off but as time went on, I took his advice and became a Fed Rep with Hampshire Police Federation. I never looked back.

"You experience many things as a Fed Rep. When you represent someone, who is unjustly accused of something and is in a job-threatening position and you save their career - that's big, you've changed somebody's life for the better."



Canon David Wilbraham
MBE, National Chaplain,
Police Chaplaincy UK

David, a former Police motorcyclist, was ordained in 1988. He has held parish ministries in the North West of England, was a Prison Chaplain at a Young Offenders Institute and was involved in a large scale Eastern European Aid project in Romania. In 1994 he moved to Surrey Police as their Welfare Manager specialising in the impact of trauma on police personnel.

In 2007 he was appointed as full time Force Chaplain with Thames Valley Police.

In 2009 he was elected to lead the National Association of Chaplains to the Police [NACP] – now named 'Police

Chaplaincy UK' as National Police Chaplain.

In July 2018, having secured funding from Police & Crime Commissioners, David relinquished his role as Lead Chaplain at Thames Valley Police to concentrate on the role of National Police Chaplain providing a resource for Police Forces, individual Force Chaplaincies, and all related organisations.

David coordinates the National Police Memorial Day held each September and is also a member of the National Police Chiefs Council 'wellbeing' group, is engaged with Police Charities UK; The Advisory Board of the Police Firearms Officers Association; the College of Policing Well Being Governance Board and is a trustee of the Police Roll of Honour Trust.



Lissie Harper

Lissie Harper's life changed forever in August 2019 when her Thames Valley Police Officer husband PC Andrew Harper was killed on duty. When his smirking killers were handed a sentence that in no way matched their crimes, Lissie decided to harness her anger and frustration at the Justice System and launch a campaign for #HarpersLaw.

The creation of this law would mean anyone found guilty of killing a police officer, firefighter, nurse, doctor, prison officer or

paramedic whilst committing a criminal act would be jailed for life, with a minimum term behind bars. Lissie and her team are progressing plans for this new law - in memory of Andrew - with the highest levels of Government.

Harper's Law has achieved cross party support and Lissie's campaign petition has achieved more than 750,000 signatures. She remains incredibly grateful for the support of the public and the Police Family.



Alice Campbell

Alice is an Account Manager at Connect, providing support to clients across pensions, housing, and transport sectors.

She works with NARPO to help achieve change in the areas that matter most to their members, focusing on parliamentary and stakeholder engagement. Alice also provides support to NARPO through their campaigning vehicle Later Life Ambitions.

Alice joined Connect after formerly working for a political

monitoring firm where she provided updates on policy development to organisations across a range of different sectors, becoming an expert on parliamentary procedure and the political process. Having studied politics, she has a particular passion for the effects of politics and enjoys supporting her clients in understanding how best they can achieve their goals in public affairs.

Agenda and Timetable

Friday 10th September 2021

- 9.00** Delegates take their place in the conference hall
Opening of Conference, housekeeping by The President of NARPO to note the elected scrutineers, adoption of the NEC report and timetable and housekeeping rules (30 min)
- 9.30** Video – National Arboretum (15 minutes)
- 9.45** Sir Hugh Orde – Presentation on the National Arboretum (35 min)
- 10.20** Video presentation from Lissie Harper
- 10.30** David Wilbraham – National Police Memorial Day and the book of remembrance (25 min)
- 10.55** Reflection led by David Wilbraham followed by a period of silent thought (5min)
- 11.00** Tea / coffee break
- 11.30** Photographic competition result and prize presentation (20 min)
- 11.50** Presentation by John Apter, Chair of the Police Federation of England and Wales
- 12.20** Questions to Sir Hugh Orde, David Wilbraham and John Apter (25min)
- 12.45** Lunchtime adjournment

Agenda and Timetable

Friday 10th September 2021

- 14.00** Motion in the name of the National Executive Committee – NARPO House (40 min)
- 14.40** Finance Report by Helen Morgan, Financial Controller (15 min)
Acceptance of the Financial Report
- 14.55** Tea / coffee break
- 15.15** Acceptance of the Annual Report – Alan Lees Deputy Chief Executive (10 min)
- 15.25** Report on the current work of our Parliamentary Advisors Connect – Alice Campbell (10 min)
- 15.35** National Honours presentation (15 min)
- 15.55** President of NARPO Mr Brian Burdus (10 min)
- 16.05** Announcement of elected reserves to the National Executive Committee (15 min)
Presentation to those leaving the National Executive
- 16.20** Any other urgent and non-controversial business (10 min)
Welcome to new members of the National Executive Committee
- 16.30** Closure of Conference

Timings may be subject to change at the direction of the Chair of Conference

Standing Orders

For the Regulation of Business of Annual Conference

S.O.1 Order of business

The roll for attendance of delegates at Annual Conference shall be conducted in accordance with the Rules for the Conduct of Annual Conference. The quorum for conducting business at Conference is 200 delegates.

S.O.2 Business before the Conference

After the adoption of Standing Orders, and subject as may be otherwise agreed to the contrary, the Conference will proceed in accordance with the Agenda.

S.O.3 Motions, Amendments, etc.

(a) Motions shall be passed, rejected, or remitted to the National Executive Committee for further consideration.

(b) The first proposition on any subject shall be known as the original motion, and all succeeding propositions on that subject shall be called amendments. Each motion and amendment will be proposed and seconded, but no delegate will be allowed to propose or second more than once on the same motion. When the motion and all its amendments have been so presented to Conference, discussion will follow as per the numbering of the amendments on the Conference Agenda and in accordance with S.O.5 (*Speeches*).

The printing of the motion and amendment on the Conference Agenda is formal presentation and does not need to be repeated when proposing or seconding.

(c) Voting shall take place with the highest numbered amendment being taken first, then second highest, and so on. Any amendment which is carried becomes the substantive motion, as do any subsequent amendments that are carried. The final substantive motion shall then be voted upon for acceptance or rejection by Conference.

If a remit is requested on a motion that has been proposed and seconded, then a vote on the remit will be taken first. If the remit is lost, then the substantive motion remains open for debate.

After the vote on each succeeding amendment has been taken, the surviving proposition shall be put to the vote as the main question, and if carried shall then become a resolution of the Conference.

(d) Voting shall take place in accordance with Conference Regulations.

S.O.4 Selection of Speakers

Every delegate shall stand when speaking and shall address the Chairman and give their name and Branch. When more than one delegate rises to speak, the first to rise shall be given precedence, the decision resting with the Chairman, but the delegate who rose immediately after the first one shall have the right to speak at the close of such delegate's address.

S.O.5 Speeches

(a) No delegate shall be allowed to speak more than once upon any subject before Conference, or on a point of order, except the mover of the original motion. Any delegate may formally second any motion or amendment and reserve his or her speech until a later period in the debate. Except by permission of the Chairman, no delegate shall speak for more than five minutes at one time, other than the mover of the original motion who may speak for ten minutes.

(b) Delegates wishing to raise points of order must first obtain the permission of the Chairman, and must rise immediately the alleged breach occurs.

S.O.6 Right of Reply

The mover of the original motion shall, if no amendment is moved, have the right to reply at the close of the debate on such motion. The mover of an amendment shall have the right to reply at the close of the debate on that amendment, but shall introduce no new matter. In each case, the question shall then be put to the vote immediately, and under no circumstances shall any further discussions be allowed once the question has been put to the vote.

Standing Orders

For the Regulation of Business of Annual Conference

S.O.7 Acceptance of motions and amendments

No motion or amendment appearing on the Conference agenda, or otherwise, shall be accepted for debate unless it is formally proposed and seconded. No motion or amendment which has been accepted by the Chairman shall be withdrawn unless Conference agrees by a two-thirds majority.

S.O.8 Closing the debate

Motions for the previous question, next business or the closure, may be moved and seconded only by delegates who have not spoken at any time during the debate. No speeches shall be allowed on such motions. In the event of the closure being carried, the mover of the original motion shall have the right to reply in accordance with Standing Order 6 before the question is put. Should any one of the motions mentioned in this Standing Order be defeated, fifteen minutes shall elapse before it can be accepted again by the Chairman, unless he or she is of the opinion the circumstances have materially altered in the meantime.

S.O.9 Moving the Adjournment

Any delegate who has not already spoken during the debate may move the adjournment of the question under discussion, or of the Conference, but must confine his or her remarks to that question, and must not discuss any other matter. The mover of the motion on which the adjournment has been moved shall be allowed to reply on the question of the adjournment, but such reply shall not prejudice his or her right of reply on his own motion. In the event of the adjournment motion being lost it shall not be moved again except in accordance with Standing Order No. 8.

S.O.10 Chairman's Ruling


If the Chairman rises to call a delegate to order, or for any other reason connected with the proceedings, the delegate speaking shall thereupon resume his or her seat, and no other delegate shall rise until the Chair is resumed. The ruling of the Chairman on any question under Standing Orders or on points of order shall be final, unless challenged by not less than four members and not less than two thirds of the delegates vote to the contrary.

S.O.11 Misconduct

If any delegate interrupts another while addressing the Conference, or uses abusive or profane language, or causes disturbance, and refuses to obey the Chairman when called to order, he or she shall be named by the Chairman, and shall thereupon be expelled from the room and shall not be allowed to enter again until an apology satisfactory to the Conference is given.

S.O.12 Suspension of Standing Orders

In the event of any matter of urgency the Chairman may accept a motion for the suspension of Standing Orders. The delegate moving such a suspension must clearly state the nature of the urgency of his business, the numbers of Standing Orders affected, and the length of time (not exceeding thirty minutes) he desires the suspension to last. At the option of Conference, a further extension may be allowed, but no suspension shall take place unless sanctioned by votes in favour of not less than two thirds of the delegates present and voting.


Fred. Olsen Cruise Lines

UP TO 10% DISCOUNT*
for NARPO members

For more information or to book, Call 0800 0355 122 and quote NARPO5
*T&C's apply, please call to find out more.

Police Mutual
ALL PART OF THE SERVICE

Exclusive Car and Home Insurance for NARPO Members
0151 242 7645
policemutual.co.uk/narpo

Car and home insurance is provided by Royal & Sun Alliance Insurance plc. PMGI Limited, trading as Police Mutual is authorised and regulated by the Financial Conduct Authority. The firm is on the Financial Services Register, registration number 114942. Registered in England & Wales No. 1073408. Registered office: 55 Gracechurch Street, London, EC3V 0RL. For your security, all telephone calls are records and may be monitored.
PMGI - NARPO AGM 21

 **The Police Treatment Centres**

Sign up now on our online direct debit for £2.81 per month


SCAN ME


Win each month with the PTC!

B&B Available now at Harrogate & Auchterarder

www.thepolicetreatmentcentres.org


AFFINITY RESOLUTIONS
legal resolutions, enabling
a membership experience

We are delighted to be working with NARPO providing Data Protection advice and DPO services Bernard and Suzanne

HARVEY HOWELL
SOLICITORS


GOLD PARTNER
SOLICITORS

Harvey Howell Solicitors
Email:
NARPO@harveyhowell.co.uk
www.harveyhowell.co.uk

PLEASED TO SUPPORT THE 2021 NARPO NATIONAL CONFERENCE AS TRUSTED SOLICITOR GOLD PARTNERS TO NARPO We provide free nationwide seminars and free individual advice consultations to NARPO members and their families - giving you valuable information and knowledge about how to look after your assets and welfare and deal properly with things if you, or a member of your family, become ill or pass away. We are experts in Wills, Powers of Attorney, Trusts and other ways to protect you and your loved ones – protect your future with us.




Unmissable, unbeatable, unimaginably good deals at Reward Mobile.

www.rewardmobile.co.uk



Police Roll of Honour Trust



The Police Roll of Honour Trust maintains, research and share The National Police Officers Roll of Honour and Remembrance as an ongoing historical record of all British Police Officers who have lost their lives in the line of duty since the very earliest days of professional law enforcement over three hundred years. For more information visit our website at <https://www.policememorial.org.uk>

Police Mutual
ALL PART OF THE SERVICE

For over 150 years, we've been helping Officers, Staff and their families with their finances. We offer a great range of products and services exclusively for our members and are continually developing them to ensure they meet our members' needs. And today, around 175,000 customers trust us with their finances.
Call **01543 441 630** or Visit policemutual.co.uk

Police Mutual is a trading style of The Royal London Mutual Insurance Society Limited. The Royal London Mutual Insurance Society Limited is authorised by the Prudential Regulation Authority and regulated by the Financial Conduct Authority and the Prudential Regulation Authority. The firm is on the Financial Services Register, registration number 117672. Registered in England and Wales number 99064. Registered office: 55 Gracechurch Street, London, EC3V 0RL. For your security, all calls are recorded and may be monitored.
PM - NARPO AGM 21

Preferential private medical and travel insurance rates for NARPO members



Phone: 0800 389 7724
Email: haps-narpoenquiries@towergate.co.uk
Lines are open 9am - 5pm Monday to Friday. Calls may be recorded and/or monitored.

NARPO is an Introducer Appointed Representative of Towergate Health & Protection. Towergate Health & Protection is a trading name of Health and Protection Solutions Limited, which is authorised and regulated by the Financial Conduct Authority (FCA). This can be checked on the FCA's website or by calling them on 0800 111 6768 (freephone).

Priority access to 9,000 accessible toilets

Genuine Radar keys from the originators of the scheme



Available from Disability Rights UK online shop
www.disabilityrightsuk.org/shop

£4.75 plus VAT
Includes delivery to anywhere in Europe

Police Care UK



Police Care UK is the national charity for all policing, providing free, dedicated, and confidential support for serving and veteran police officers and staff, volunteers, and their immediate families, who have been harmed as a result of policing.

Police Care UK does not replace any existing provisions, such as occupational health units, or human resources teams, but provides assistance to compliment these.

All members of the police family can access help and support from Police Care UK for themselves or a colleague (although they must have consent) by visiting the charity's website, emailing hello@policecare.org.uk or ringing **0300 012 0030** during weekday office hours.



Visit
metfriendly.org.uk

Call
01689 891454

Email
info@metfriendly.org.uk



Honouring the courage and sacrifice of those who have given their lives to policing

Thank you to all NARPO Members for your ongoing support

www.ukpolicememorial.org



CARE OF POLICE SURVIVORS
"Rebuilding Shattered Lives"