

## Care of Police Survivors

### Chairman's and Chief Executive's Updates form Annual Meeting 2016

Drayton Manor Hotel, 30 July 2016

#### Chairman's update

They say a week is a long time in politics, at the moment, a minute seems to be a long time in politics! But a year has been a long time in the life of COPS, a great deal has changed but some things remain the same - police officers continue to put their lives at risk and our membership is destined to increase and COPS remains at its core a peer support group.

COPS has changed, today we are more financially secure than ever before thanks to all our wonderful donors. Last year more people attended our Memorial Service than ever before, we recognised the changing needs of survivors, we understood one size does not fit all and we appointed Richard to review the charity to make sure COPS continued to provide survivors with the support they need at the time they needed it.

Richard listened to all views and developed a 3 year plan which was agreed by the Trustees and reported to survivors earlier this year. He will report on progress later so I will not steal his thunder. But I want to take this opportunity to thank him for the approach he took at a difficult time for the charity and to be clear that we committed to ensuring we provide survivors with better information, more opportunities to meet together and more support.

Governance - Charity trustees have a legal responsibility for ensuring a charity is run properly and for the purpose it was established. Our Trustees give their time and experience to support COPS and are committed to ensuring survivors receive the support they need. My thanks to them for their time and consideration.

We decided 12 Trustees would be the right number for COPS Board and agreed to follow Charity Commission guidance with one third beneficiaries, one third with police experience and one third independent. Angela Ham has been one of our independent trustees since the beginning, more recently, following an external recruiting campaign we have appointed two further independent trustees and a further survivor trustee. I look forward to working with Don Speakman, Stuart Turner and Annabelle Poate-Joyner in the weeks and months to come. We have also decided to introduce a 3 year term of office for trustees, with a maximum of two terms of office before standing down to allow new trustees to join. We have agreed with current trustees a programme for them to stand down to ensure we do not lose too much experience at any one time.

Alongside the Trustees we have also increased the support structure in the COPS office. Sarah continues to ensure our finances are in order, more recently we have been joined by Alison to co-ordinate fundraising and Cara to draw together how COPS operates - all our systems and practices so that everyone better understands what we provide and how they are provided etc. Recently we said goodbye to our events & survivor co-ordinator Claire Stewart. We will be recruiting Claire's replacement soon.

In addition to providing peer support to survivors our charitable purposes allow us to campaign on issues which adversely impact on beneficiaries of the charity. It is sometimes difficult to find an issue where it would be appropriate, but the campaign ably led by Kate Hall to change police pension rules and allow spouses to remarry and keep their police pension is a good example. Not all survivors support the campaign and whilst we took this into consideration, the Trustees took the decision to support the campaign by assisting with printing flyers and promoting the Camino more widely.

For some time COPS have supported a National Police Memorial being built at the National Arboretum. More recently the UK Police Memorial Trust was formed to make this a reality. Considerable consultation took place and in February a launch was held in London to show the type of memorial which was being planned. (Model here) It became clear the names of officers killed on duty would not be included on the memorial although some form of digital register was planned. Feedback from survivors was very clear, the Police Trustees were made aware of this and have listened. Names will now be included and consideration is now being given to which time period & which names. Both Denis and I have been invited to sit on a committee which has been formed under the chairmanship of David Wilbraham (Police Chaplain) to advise the Memorial Trustees on this.

We will continue to support the changes to police pension rules and ensure names are included on the Police Memorial when it is built.

Jan Berry, Chairman

### **Chief Executive's Update**

This time last year, I talked about the many challenges ahead of the charity. Not least among these was learning to understand families' needs. Today, I would like to highlight some achievements and set out some of our challenges for the next 12 months.

We are very fortunate that many very committed people repeatedly make a huge effort to fundraise for us. People like the Run Doonhame Team, Zac Jones and many others run or cycle great distances to help raise money for COPS. For some years now, we have been well funded and 2015 was no exception. As a result of these efforts we now have the security of the 6 – 12 months of operational costs in reserves as recommended by the Charity Commission.

This security means that we can openly ask how we spend the money to benefit families. Last summer, we launched a wide ranging consultation. I am particularly pleased that we received many responses. Among the feedback we received, and the changes we have made as a result are the following:

**Counselling:** we have agreed partnerships with Red Arc and Winston's Wish to provide counselling support to adults and children respectively. The Red Arc partnership also opens opportunities for other professional support for each survivor. We have also updated our rules regarding funding of sessions with independent counsellors to align with guidelines from the National Institute for Clinical Excellence – we will fund up to 8 such sessions.

**Information:** working in partnership with the Police Federation of England and Wales and other charities, we have contributed to a booklet containing information about the charities and organisations most likely to be of benefit to survivors. We have also invited several organisations to this weekend to provide the information about their services, giving survivors the chance to ask questions and access support and advice.

**Cost of Travel:** we have developed a partnership with Forces Travel with an aim at reducing the cost of travel for survivors, not just to the COPS weekends but to anywhere. The partnership is not guarantee of lowest prices at all time (Forces Travel operates within the travel market), but does provide an "industry insider" source of travel packages.

Behind the scenes we are well on the way to incorporating the charity as a CIO – thus becoming better placed to enter contracts and buy in expertise to support families. We have recruited and appointed new trustees and

new staff. We will be recruiting again in the autumn (staff) and early 2017 (trustees). We have also made some important (though perhaps not riveting) changes in our IT, finances and governance, such as complying with new laws on workplace pensions.

We have faced some challenges: the incorporation process is more complex and taking longer than originally planned due to Charity Commission changes, and we have faced staff changes which have diverted resources from other areas into ensuring that the core essentials of COPS are delivered.

In the next 12 months, we want to introduce a programme of training for families, starting with helping people improve their skills in supporting other survivors. We want to formalise the volunteer and committee structure we have, and add more people to these. We will continue developing our events, including developing new events based on shared experience rather than relationship groups, making peer support more comprehensive and wider reaching. We want to begin to build regional networks allowing people to support each other within their own geographic communities. In January we will publish an updated plan identifying all the work areas for 2017.

Richard Kotulecki, Chief Executive

#### **List of attendees**

Angela Bryan	Tom Goodman	Enid Taylor	Angela Morgan
Tom Morton	Brian Goodman	Geoff Taylor	Christine Fulton
Enid Morton	Ann Ling	Georgette Fulton	Stu McAllister
Helen Walker	Robert Ling	Catherine McVicar	Gill Scott-Moore
Diane Summerbell	Jackie Brown	Derek Sykes	Jan Berry
Sarah Everitt	Peter Brown	Rita Sykes	Richard Kotulecki
Tracy Walker	David Parker	Paul Bone	Sarah Williams
Jean Connolly	Sylvia Parker	Kirsty Eastwood-Smith	Mick Foster
Bill Connolly	Carol Gunn	Eileen Eastwood-Smith	Denis Gunn
Suzette Mitchell	Vikki Stephenson		
Glenda Bennel	Tony Heathcote	Wendy Stevenson	