



D&CC COMPASSIONATE FUND

REPORT AND FINANCIAL STATEMENTS

YEAR ENDING 31 December 2019

OBJECTIVES & ACTIVITIES

The Fund was created in 1968 by the amalgamation of the Welfare Funds of the three former Constabularies, namely Devon & Exeter, Cornwall and Plymouth City. The Fund assets were accrued from regular monthly donations made by Serving and Retired Police Officers from their own wages or pensions. This combined with several generous legacies and prudent investment, has afforded this charity the long-standing ability to meet its key objectives.

- To assist Serving and Retired Officers of the Fund, on Compassionate Grounds who are in need of support and assistance.
- To assist the surviving spouse or partner of a member of the Fund, on Compassionate Grounds who are in need of support and assistance.
- To assist and support the dependent children of a deceased member of the Fund.
- To provide social and educational grants to dependent children of the Fund. We identify a 'dependent child' as being a child of a member or their partner, where one or more parent or guardian has died. We consider applications for these children, up until they reach the age of 21 years and are still in full time education.
- To provide grants to help children of our members who have health, welfare or educational needs. This would be awarded on compassionate grounds where there is need of additional support and assistance, which is not funded via statutory agencies and cannot be easily met by the parents or guardians.
- We consider grants to help in cases where a member or a family member has physical or mental health challenges, in end of life care, bereavement, family breakdowns, regular hospital visiting costs and specialist equipment and modifications which are not funded via a statutory agency.
- To work closely with the Chief Constable, the Force Chaplaincy, NARPO [National Association of Retired Police Officers], the wellness team, the Police Federation and the Superintendents Association. Working to provide a network of support for all serving and retired Officers, and family members who are in need.
- Working with departments to educate them on the positive work undertaken by the charity and encourage membership of the Fund.
- Act as the single point of contact for the National Gurney Fund. The Administrator works with families, ensuring that any child of a serving or retired Officer or Special Constable residing within the Devon & Cornwall area, who has lost a parent, or has a parent who has been retired due to ill health is supported in making an application to the national fund for financial support.

The aims for the Charity

The charity is committed to reform and we are working towards opening membership to a wider cross section of the Police Family.

We have identified that Police staff, PCSO's and volunteers, such as Special Constables and Force Chaplains, do not have a similar Charity to turn to in times of need.

We want to be there for them, in the same way we have supported our existing members for the last 52 years.

- The Trustees are working hard to reform and widen the scope of the work undertaken by this long-standing Charity. They are already working towards expanding the scope and work of the Fund so that we meet the changing dynamics of the wider Policing family within Devon and Cornwall.
- To that aim, during 2019 we have been working on forward thinking changes to the Fund structure and existing rules. The Trustees are committed to widening the membership opportunities for Police Staff and Police Community Service Officers.
- We also recognize the support given freely by volunteers such as the Special Constables and the Force Chaplains, and this is another section of the wider Policing community we are hoping to include within our membership catchment.
- We will also be looking to welcome Officers affected by any proposed merger of Constabularies in the South West region in the future.

ACHIEVEMENTS & PERFORMANCE

The Trustees are pleased to report that grants awarded to our members or their families on compassionate grounds total **£241,678** (note 7 to the accounts). This is the core business of the Charity and the Trustees and Administrator have worked hard to identify potential members who are in need of assistance but have not approached the Fund for help.

By providing positive support and encouragement, Members and their families have felt enabled to seek support, instead of struggling to cope in challenging circumstances. This is reflected in the upturn in the number and type of applications we now receive. We will continue to work in partnership to identify those Officers and families in need of support.

Most of our members are not entitled to any support via the statutory agencies. The assistance from the Fund has made life changing differences to our members. This support has made real improvements to home life, and in turn helped them feel enabled to cope with the day to day challenges of serving the Communities of Devon and Cornwall.

LUMP SUM GRANTS

If a member of the Fund dies, their partner or spouse is eligible to apply for a Lump Sum Grant of up to £6000 dependent on financial need. The Administrator writes to each family, extending the condolences of the Trustees and advises them that the Fund is there to support them during their lifetime, should they need assistance in accordance with our Fund rules on grant awards.

During 2019 we awarded a total of **£54,000** in this category to 9 bereaved partners. Several people declined to apply for the grant on the basis there was no financial need.

In 2018 we awarded **£108,000** in this category therefore in 2019 there has been a decrease in this award category of **50%**.

The drop in this category may relate to lack of reporting to the Charity, which was identified as a problematic issue, due to the award of Free membership to members reaching the age of 70 years [now abolished].

The ongoing work to track and trace members in the 'over 70's' Free Membership group has as anticipated, has identified a number of widows who are potentially eligible for this grant. Work will continue during 2020 to identify these members and ensure they are given opportunity to apply for the Grant where need is identified. We anticipate a significant increase in this grant making category in 2020.

EMERGENCY SPECIAL GRANTS

A member of the Fund is eligible to apply for a Special Emergency Grant of up to £3000 dependent on need. The Administrator works with the applicant or a family member to establish the facts of the situation and identify what practical solutions can help them.

We ensure that that the Grant application complies with the Fund rules and meets the financial need and Compassionate grounds to be eligible for submission to the Executive Team for an early decision. On completion of the application this process is normally completed within 1 to 4 days.

The Administrator provides positive support in helping a Member to engage in the Grant application process, whilst ensuring other avenues of statutory and non-statutory support have been considered or explored. With permission, the Administrator will contact other

agencies on behalf of the Family and start the process of building a network of support for them.

During 2019 we awarded a total of **£40,367** in this category.

In 2018 we awarded **£13,574** in this category therefore in 2019 this has been an increase of **197.4%** in this category.

SPECIAL GRANTS

A member of the Fund is eligible to apply for a Special Grant or a series of Grants dependent on need. The Administrator works with the applicant or a family member to establish the facts of the situation and identify what practical solutions can help them.

We ensure that that the Grant application complies with the Fund rules and meets the financial need and Compassionate grounds to be eligible for submission to the Management Committee who meet quarterly.

If the Executive Officers and the Administrator feel the case does not meet the Emergency procedures, but that the case needs to be heard before the next scheduled meeting, an extra ordinary Trustees Management meeting will be called to hear the application.

The Administrator provides positive support in helping a Member to engage in the Grant application process, whilst ensuring other avenues of statutory and non-statutory support have been considered or explored. With permission, the Administrator will contact other agencies on behalf of the Family and start the process of building a network of support for them.

During 2019 we awarded a total of **£78,510** in this category to our members.

In 2018 we awarded **£9,102** in this category therefore in 2019 this has increased by **762.5%**.

DEPENDENT CHILD GRANTS

This is a Grant awarded on an annual basis to a child [or young person] who is under 21 years of age, and still in full time Education. The child will have lost one or both parents, or a legal guardian. Only Children where one or both parents or legal guardians were or are members of the Fund may apply.

In 2019 the Charity awarded Dependent Child grants of £2,150 to each eligible child or young person.

The award of the Dependent Child grant would not preclude further grant assistance from the Fund, where it is demonstrated that additional support is required. This would be achieved via the Special Grant and Emergency Special Grant procedures.

When the Fund receive information that a member or their partner has died, we make enquiries to establish if there are any dependent children. In these situations, the Administrator will support the bereaved partner in making an application to the Fund for assistance. With permission, the Administrator will obtain the necessary information and refer the family to the National Gurney Fund.

During 2019 we awarded a total of **£68,800** in this category to **32** of our dependent children.

THE NATIONAL GURNEY FUND & THE COMPASSIONATE FUND- WORKING TOGETHER TO HELP CHILDREN IN DEVON & CORNWALL

We are committed to building positive working relationships with like-minded Charities and Organizations' in order to help everyone in the Policing family in times of need.

The Compassionate Fund is pleased to work in collaboration with the Gurney Fund, who provide assistance to Police Officers children who are bereaved, or where an Officer has been medically retired. The Charity provides regular financial grants for children where there is a proven financial need.

In addition, the Charity runs Activity holidays for these children each year.

In 2019 the Compassionate Fund awarded a grant of £250 to the Gurney fund to provide Pocket money for each and every child who attended these activity holidays.

The Compassionate Fund Administrator acts as the Point of Contact for the Chief Constable, so that families in the Devon and Cornwall region, who may be eligible for assistance from the National Gurney Fund, are supported in applying for regular financial assistance. This assistance will be in addition to the Compassionate Fund annual Dependent Child grants.

No costs are charged to the Gurney Fund or the Chief's Office for this support and we are pleased to continue this important work for children in or region.

The Gurney Fund provides regular financial assistance for children who have lost one or both parents, or where a Serving Officer has been subject of ill health retirement. Unfortunately, only children of Police Officers or Special Constables are covered by the Gurney Fund.

If you know of a child or young person who may be eligible, please contact our Fund Administrator for advice – details are included at the end of the report.

REAL LIVES, REAL HELP – OUR WORK DURING 2019



“When I enrolled as a young Police Officer, I started paying into the Widow Orphans and Compassionate Fund. You hope personally that you’ll never need it but realise the importance it can have to your colleagues and their families in times of crisis and hardship. When I retired in 2017, I continued to pay into the fund.

In September 2019 in an unprovoked assault linked to me being a retired Police Officer I was seriously injured. I had head injuries but worst still multiple ribs fractures. I was unable to continue working for a Local Charity and the Mental Stress of possibly losing my job and flat was immense. I felt absolute despair and very alone. The Federation contacted the Fund for me and shortly afterwards I was contacted by Sara Westcott. She visited me at my flat with the local Police Chaplain. Within a short period, financial support was offered not just to cover my food and bills but to also pay for items my flat was sadly lacking. My Children’s room was smartened up making their stays with me more pleasant.

The relief and support financially and mentally knowing the Fund cared for me was amazing. It meant I could start trying to recover from the physical injuries.

I cannot Thank everyone involved in the Fund enough. The difference it made to my children and myself was immeasurable and literally lifesaving.”

Retired Officer

A LETTER OF THANKS

“Having served a total of 43 years for the Constabulary as a regular officer and civilian investigator retiring in 2013 I found myself struck down by a life changing stroke which has left me partially disabled with limited mobility Sara of the compassionate fund heard about my plight and contacted me. I initially I was reluctant to come with a begging bowl to the Compassionate fund, but Sara put me at ease and told me that the Compassionate fund existed for people like me who had life changing medical problems.

Since then the Compassionate fund have provided me with a rise and recliner chair, stairlift and most recently a wet room which have significantly made things easier for me and my wife who is my full time carer and as we are both in our seventies these things which we could not have afforded have improved our quality of life significantly.

I decided when I was 70 to continue my subscription to the fund this was before the fund provided me with anything. Recently there has been a change in the rules whereby retirees over 70 are required to continue subscribing there was some disquiet over this on police websites.

I encouraged those with disquiet over the rule change to continue contributing pointing out the value of the fund. I received favorable response from those not happy with the rule change

and persuaded them to change their stance. I will never be able to repay the fund for what they have done for us and cannot thank the fund enough for their help. It has changed our lives.

Mr. Geoff Bates

Retired Officer

A LETTER OF THANKS

Following the breakdown of my marriage a year ago I found myself in what I thought was an impossible and hopeless situation to the point that I thought I may end up homeless. A colleague suggested that I should contact the Compassionate fund to see if there was any help, they could offer at all. I was a little reluctant and didn't think someone like me would meet the criteria for help, and if I'm absolutely honest pride was getting in the way of making the call, but fortunately my colleague pushed me to do it.

It was the best thing I could have done. I wasn't judged or made to feel bad, in fact the exact opposite was the case and the support and compassion shown to me was incredible. The support was way beyond what I could ever have hoped for and has allowed me to make a fresh start. I would encourage anyone that feels that there are no answers to their problems, to swallow that pride and contact the compassionate fund. I will be eternally grateful.

Kind Regards

Serving Officer

A LETTER OF THANKS

I retired from the Devon and Cornwall Force in 1993, having initially joined the Cornwall Constabulary. In 2011 I began to have serious back pains, following visits to a Consultant at Treリス Hospital, I was told there was a problem with my spine. I was further told there was no surgical method of overcoming this problem and could only be dealt with by pain relief medication. As the years went on the daily pain increased from serious to chronic and even with substantial pain relief each day, it became difficult to live with.

Within the last couple of years, the pain went on to affect my walking and stability. My stability problems resulted in several falls both inside and outside my home, thankfully resulting in no more than cuts and bruises.

However, my biggest problem came in the simple daily event of taking a shower. My bathroom at that time was an over bath shower and my stability problems made it difficult in getting over the side of the bath even with the aid of two fitted grab rails.

Then the obvious problems in getting out over the bath sides when finished. I did in fact have one of my falls doing this sometime previously. All this resulted in my getting anxiety in my mind to ensure that I was safe to take a shower with a fear of a fall.

A friend and ex colleague knew of this and asked whether I was a member of the Compassionate fund when I served. Well to be honest I couldn't remember, I retired in 1993 and now 83 years of age. He made an enquiry and found out I was a member and told me to make a grant application for my bathroom to be changed for easier and safer access. This I did and was eventually informed that a grant of 50% of the quote I had obtained was granted, this was very generous and authorised very quickly.

I would like to express my thanks to all those people who assisted me on this journey. All my previous anxiety and fears formed in my mind have now gone totally. To finish and this is not overstated – a life changer for me.

Roger



VOLUNTEER TRUSTEES



The Fund has a long history of receiving support from a diverse group of Volunteer trustees, elected from Serving and Retired Officers of all ranks and representatives from the National Association of Retired Police Officers and the Force Chaplain. Our ethos is to provide our members with the best standard of support and care, whilst ensuring we keep operational costs to a minimum. Without the support of our Volunteer Trustees and Executive Officers, this would not be possible.

On behalf of the President and Chair of the Compassionate Fund we extend our sincere thanks for the commitment and dedication given to the Fund by all our Trustees, and particularly those who have retired from the Board during 2019.

EVENTS AND PRESENTATIONS

During 2019, several Police Officers and Staff gave up time to give presentations to community groups and businesses. This led to several unexpected but most welcome donations. We personally thank each person who gave their time to conduct these events, and for nominating our Charity as the beneficiary.

DONATIONS, LEGACIES & COLLECTIONS

The Charity has always relied on the month by month donations given by each Officer from their salaries. This ongoing commitment continues into their retirement with donations from their respective pensions. Without this loyal support from our members and the generous legacies and gifts made to us, the charity would not be able to fulfil its core function to support those in need of help at the most challenging times in their lives.

Unfortunately, some of our loyal Members passed away. In recognition of the help they had received from the Fund, the families kindly donated a contribution to the charity, from the retiring collections made.

We would like to extend our condolences to all the families of Officers, Pensioners, Police Staff and volunteers who passed away in 2019.

The Charity is fortunate to be in receipt of some wonderful Legacies.

In 2019, we received a total of **£6,502** in legacies.

Legacy gifts continue to underpin our healthy financial situation, affording the Charity to explore widening our remit.

THE YOUTH OFFENDING TEAM & THE COMPASSIONATE FUND – WORKING IN PARTNERSHIP

The Charity has recently worked in partnership with the Youth Offending Team and welcomed a donation from one of their client's. This formed part of the reparation process. The Chief Constable kindly prepared a letter of thanks for the young person, who visited the Office with her Youth worker. She had raised nearly £60 which was donated to the Fund.



“I am a young person working with the Devon Youth Offending Service and part of my Referral Order Contract was to complete some reparation hours supporting a project in the local community. My reparation officer spoke to me about the fund and the work they do to support police officers and their families across Devon and Cornwall, and I wanted to do something and help out.

I understand that lots of people assault police officers when they are on duty and some of them are badly affected by that, so I decided to fundraise and donate the money to this charity.

I made wooden Christmas decorations and other young people from the YOS made birdboxes. I sold these at the Christmas training event that they had at the Devon YOS for Panel members and staff. They were all very kind and bought what I made to support this good cause. We have managed to raise £58.15 and we made our donation to the fund.

I am glad we did that because they will be used to help people who need support.”

MEMBERSHIP

In recent years, membership numbers declined, despite new recruits being offered two years free membership. This may in part be due to the changing demographics of the Service, for example fewer Officers remain in service for 30 years, and only view the Police Service as a short-term career. Officers have also faced unprecedented reductions in salaries and pension contracts in recent years.

The charity needed to commit to raising the awareness of the Fund and promote new interest in membership.

The Trustees and Administrator have undertaken to raise the profile of the Charity by preparing and releasing a promotional video which has been circulated force wide. A live link to this video is available on our website.

The Administrator now attends all sessions with New Recruits, she presents the video and explains the purpose and potential benefits of joining the charity. The improvement in take up of membership in new recruits is marked due to this change of approach.

Historically only a small percentage joined [1 – 2%.] After presentations were started, the take up rate now consistently exceeds 95% This practice will now extend to other intake groups such as Transferees. The financial benefit to the fund will not be realized until the increased numbers start paying subscriptions after two years, but the increase and longevity of membership is now viewed very positively.

The Administrator works in partnership with the Force Chaplains and is building positive networking opportunities with the Force Wellness Team and other groups such as NARPO. We seek to raise the profile of the charity within these teams, and in turn this may generate further applications to join or rejoin the charity.

In view of the fact that the Fund is working to improve membership numbers and ensure the 'traceability' of our retired members, the Management Committee voted at the 2018 Annual General Meeting, to abolish the practice of offering free membership to Members who reached their 70th Birthday. This decision was not taken lightly, but after careful consideration, it was identified that due to the new GDPR legislation, we could not obtain updated address details for members, unless this was via the monthly donations' lists.

The Fund are working towards building a fully interactive Membership database, which will ensure that all member records and donations are kept up to date, via the Monthly donations from salary or pension.

Existing members who fell within the 'Free membership' category, are still classed as members and will be invited to update their personal details and re start donations in due course.

The Fund Trustees are still able to award 'Free Membership' where there is need on 'Compassionate grounds and proven financial need'.

There is still opportunity for Serving and Retired Officers to join or re-join the Fund without the requirement to repay donations dating back to the date they joined the Constabulary. A 12-month moratorium on making a grant application is applied to any new members in this category.

As at the 31st of December 2019 we had the following number of members in each category:

Member records on our database, aged over 70 years, [not appearing on regular monthly payroll] = 772* **Note that some of these members may have passed away, but will have**

surviving partners still eligible to apply for assistance. These records are now under review, after the decision was taken to abolish free membership for over 70's.

During the latter part of 2019, the Fund *wrote to all Pensioner members [*to their last known address]. If you are a member affected by this change and have NOT returned [or received] this questionnaire, then we would ask you to send in your correct address and contact information to the office as a matter of urgency. We can then ensure your records are updated, and the questionnaire can be sent to you for completion. This will ensure your Membership is up to date.

For those members who have completed the process, we thank you for your co-operation in this matter.

	2018	2019	% +/-
Retired Officers making regular monthly donations =	628	644	+2.5%
Serving Officers making regular monthly donations =	947	928	-2.00%
	2018	2019	% +/-
New recruits in receipt of two years of free membership	142	162	+14.08%
Free membership awarded on compassionate grounds	1		
Total number of members* as at 31 st December 2019	2490	2506	+0.64%
Dependent Children, eligible for the Educational Grant = 32			

Although there is not a significant change in membership numbers, it is heartening to see that we have reversed the long-term decline in membership numbers and achieved a dramatic improvement in new recruits joining the fund. In real terms this has improved by +62.22% since 2018 and a further +14.08% in 2019. This demonstrates that the new approach of the Administrator meeting the trainee Officers has proven effective as predicted in the 2017 Annual report.

We will continue to seek opportunities to meet with Transferee Officers and officers leaving the organization at the point of retirement, an area where we are still losing existing membership.

We are working towards a new interactive Membership database, and it is planned to be in operation by the summer of 2020. [Delayed due to Covid-19 Pandemic].

We will then be able to provide further statistical information on our membership and any family member who may be eligible to apply for assistance.

STRUCTURE, GOVERNANCE AND COSTS

The Chief Constable is patron and a Trustee of the Fund. We have a further 22 Trustees who consist of Serving and Retired Police Officers, who are also members of the Fund. The Force Chaplain is also a Trustee.

All of our Trustees are volunteers and give their time and commitment to the Charity, the members and their respective families.

The Fund employs a Part Time Fund Administrator and Treasurer. This is the only paid employee.

All the Financial reports and reviews were carried out by Kirk Hills Accountants.

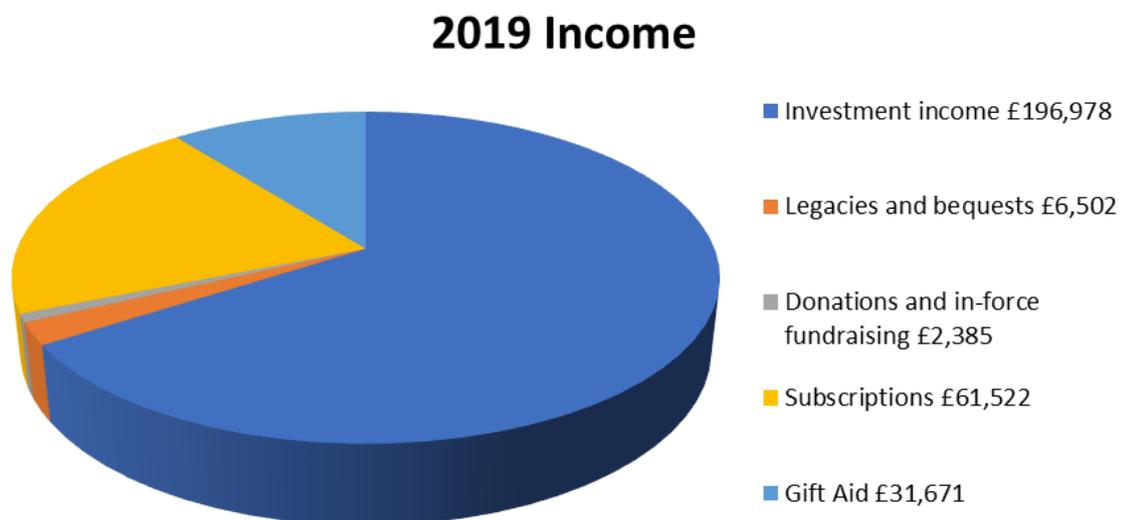
The 2019 voluntary Audit was due to be carried out by Kirk Hills. [Delayed due to Covid-19 Pandemic].

The list of Trustees and the Accountants are listed at the end of this report and are recorded on the Charity Commission website.

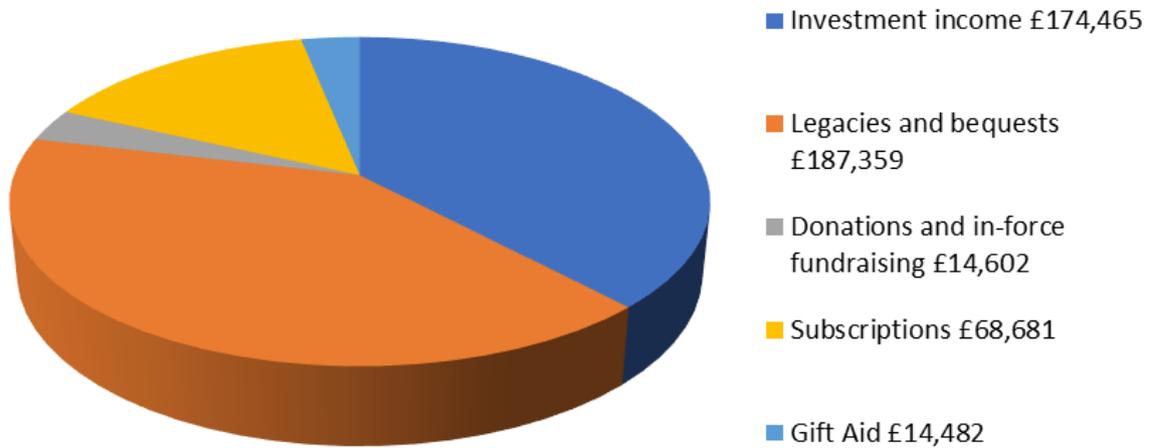
The Trustees are committed to provide the highest standard of support for our membership, whilst keeping administrative costs to a minimum.

The Trustees would like to thank the Chief Constable and his office, for the support received during 2019.

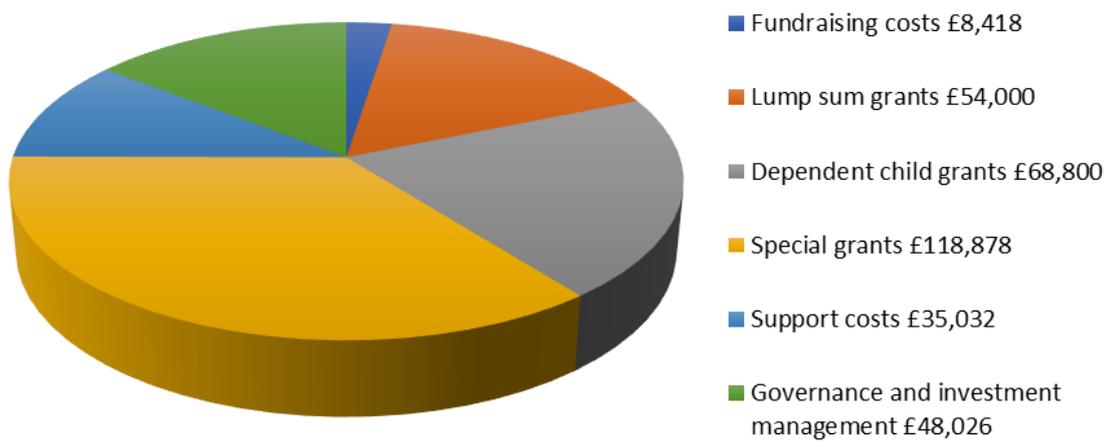
SUMMARY OF INCOME & EXPENDITURE FOR 2019 COMPARED TO 2018



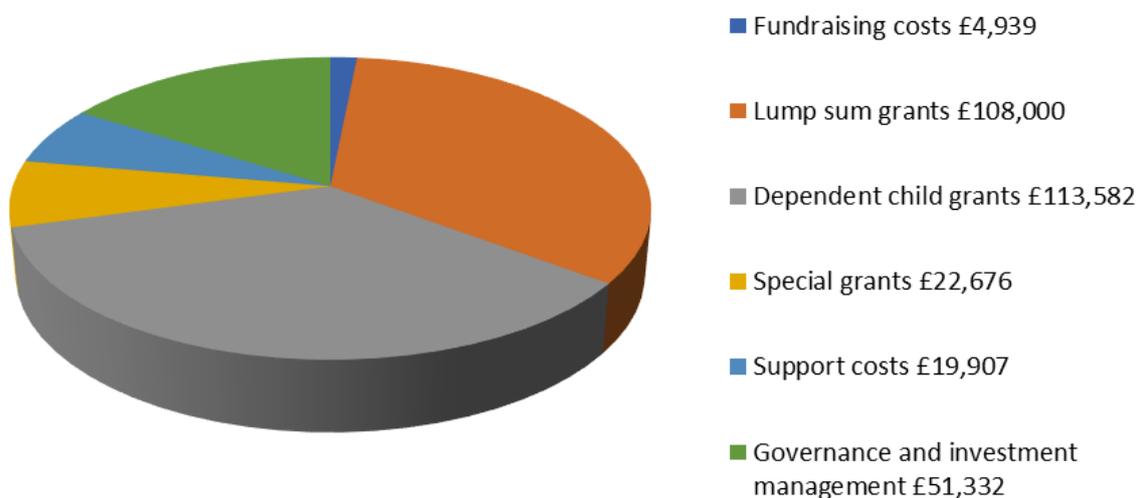
2018 Income



2019 Expenditure



2018 Expenditure



SUMMARY OF INCOME, EXPENDITURE AND GAINS/LOSSES

	2019	2018
Total income from normal activities	299,058	459,589
Total expenditure on normal activities	333,154	320,436
(Deficit)/surplus on normal activities	(34,096)	139,153
Gain/(loss) on investments	66,937	(424,027)
Net income/(expenditure) for the year	£ 32,841	£ (284,874)

This information is based on the draft income and expenditure account of the Fund for the period ended 31st December 2019. The final accounts, which will be audited when Covid-19 restrictions are lifted, will be obtainable from the Fund's office.

STRUCTURE GOVERNANCE AND MANAGEMENT

STATUS

The Fund is an unincorporated charity registered with the Charity Commission registration number 256931. It functions within rules approved by the membership and the Charity Commission.

Management

Management is undertaken by a Committee whose members are elected annually. They represent all ranks of the Force. In addition, three retired members are elected by the National Association of Retired Police Officers, each representing an area of one of the former

constituent Forces. Additional Committee members may be co-opted by the Management Committee.

Each committee member is a Trustee with considerable responsibility and accountability under Charity Legislation. The day to day management of the Fund is delegated by the Charity's Trustees to the Fund Administrator Mrs. Sara Westcott a retired Police Officer of the Devon and Cornwall Constabulary.

Superintendents

Maximum of two Trustees

Inspectors

Maximum of three Trustees

Sergeants

Maximum of six Trustees of Sergeant rank.

Constables

The geographical boundaries of local authorities have changed.

Up to a maximum of 10 Constables can be elected to the board and we encourage that these Officers represent a wide geographical spread across the two counties of Devon and Cornwall.

Pensioners

One retired member from Cornwall

One retired member from Plymouth

One retired member from the remainder of Devon

As elected by the respective branches of the National Association of Retired Police Officers

All committee members must be Members of the Fund, except where specifically waived by resolution of the Committee.

The Committee shall have the power to co-opt to their number any member of the Fund. He/she shall have full voting rights and shall take part in any function of the Committee. Elections for Trustees shall take place in December/January each year.

It should be noted that due to the changing structure of the Devon and Cornwall Constabulary, and its merger with Dorset constabulary, the Fund is now in the process of reviewing its legal structure and existing Fund Rules. Any proposed changes will be subject of discussion with our members prior to a voting at the next AGM in July 2018. If recommendations are not ready at this time, an Extraordinary AGM will be called. It is planned that these changes will be made ready for implementation in January 2019.

It is an opportune moment to thank the resigning Trustees for their valued input and contribution to the Management Committee and the smooth running of this Fund. We wish them well in their retirement from the Fund/Constabulary.

Assistant Chief Constable. Paul Davies – retired.

Detective Chief Superintendent Ken Lamont – retired.

Detective Constable Paul Manifold – retired.

I will take this opportunity to thank the Fund’s accountants, the Investment Managers Paul Cattermull and James Hayley-Bell for their professional advice and input over the past twelve months and Mr Adrian Hills & Mrs Dianne Parramore from Kirk Hills for conducting the Audit. [postponed due to Covid-19].

Sara Westcott

Fund Administrator and Treasurer

On behalf of the Trustees

REFERENCE & ADMINISTRATIVE DETAILS

Charity Name: Devon and Cornwall Constabulary Widows’, Orphans’ and
Compassionate Fund

Charity Number: 256931

Principal Office: Pynes Hill Business Centre
Pynes Hill
Exeter
EX2 5JL

Accountants: Kirk Hills
5 Barnfield Crescent
Exeter
Devon
EX1 1QT

Auditors: Kirk Hills
5 Barnfield Crescent
Exeter
Devon
EX1 1QT

Bankers: HSBC
Stratus House
Exeter Business Park
Exeter
EX1 3QS

Investment Adviser: Brewin Dolphin Ltd
12 Smithfield Street
London
EC1A 9BD

MEMBERSHIP OF THE MANAGEMENT COMMITTEE AT JANUARY 2019

Officers President: The Chief Constable Shaun SAWYER Q.P.M.
Chairman: Mr. Nigel RABBITTS
Vice Chairman: Inspector Rachel MANIFIELD
Secretary: Mr. David JAMES
Treasurer & Administrator: Mrs. Sara WESTCOTT

ELECTED REPRESENTATIVES

Superintendents Det. Chief Superintendent Stephen Parker
Superintendent Ken LAMONT [retired 2019]

Inspectors Inspector David ROUTLEY

Sergeants Sergeant Pennie CHANNING
Sergeant Richard POOLE [Police Federation]

Constables

Cornwall	Constable Sam HILL Constable Jason HOWARD
Plymouth	Constable Guy JAMES
Devon	Constable Jenny TUCKER Constable Martin BECK Constable Joanne MAY Constable Natasha HILL Constable Anja JAMES

NARPO

Cornwall	Spencer PRITCHARD
Devon	Tony DARK
Plymouth	Vince BEDFORD

Co-opted Representatives

Force Lead Chaplain	Sarah JEFFREY
Pensioners	Pam GILES Michele WILSON Christine MARRIOTT

Contact details:

Email:	hello@swpcf.org.uk
Office:	01392 574332 [with voicemail facility]
Website:	thepolicecompassionatefund.co.uk
Fund Administrator & Treasurer:	Sara WESTCOTT