



South Wales

**POLICE**  
*Federation*

## Fed reps know your rights

- know the job and the pressure you face
- are fully trained to represent your needs when it comes to:

- equality
- discipline and performance
- health and safety
- legislation
- operational policing
- regulations



Find out more and get involved

Contact your local branch board for more information

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# ‘Dewsiais fod yn Gynrychiolydd Ffederasiwn achos gwelais ferched yn cael eu trin yn annheg’

Cynrychiolydd Cenedlaethol: **Sam Roberts, Gogledd Cymru**

**M**ae etholiadau Ffederasiwn ar y ffordd a rydym angen mwy o ferched i sefyll fel cynrychiolwyr i sicrhau bod eu lleisiau yn cael gwrandawriad.

Dywed Sam Roberts, aelod o'r Bwrdd Cenedlaethol a chadeirydd Women's Reserve: "Dw i wedi bod yn gynrychiolydd ers 20 mlynedd. Dewisais gynrychioli merched, nid achos fy mod yn wrth-ddynion neu'n meddwl y byddai'n opsiwn haws, ond oherwydd gallwn weld nad oedd merched yn cael eu trin yn deg. Dydw i erioed wedi dyfaru'r penderfyniad am eiliad. "

Mae tua 28% o swyddogion yn fenywaidd ond dim ond 11% o gynrychiolwyr Ffederasiwn sy'n ferched. Dim ond tri chadeirydd cangen y Ffederasiwn allan o 40 sy'n ferched. Mae Sam yn ychwanegu: "Dw i ddim yn awgrymu am funud nad ydy dynion yn cynrychioli barn merched, ond dw i o'r farn bod gan ferched faterion y byddai'n haws eu trafod gyda chynrychiolydd benywaidd: menopos, gwahaniaethu ar sail rhyw, iselder ôl-enedigol, i enwi ond ychydig. Mae swyddogion benywaidd ardderchog allan yna, 38,000 i fod yn fanwl gywir, sydd angen

gwrandawriad i'w lleisiau. "Mae angen i PFEW fod yn gynrychiadol ar lefel lleol a chenedlaethol. "Rydym i gyd eisiau'r gorau i swyddogion yn y sefydliad, iddynt gael eu trin yn deg a bod rhywun yna iddynt pan fo'r angen yn codi. "Felly ferched (a dynion), helpwch ni i annog swyddogion benywaidd i sefyll yn etholiad cynrychiolwyr ffederasiwn. Dw i eisiau gweld PFEW ar ei newydd wedd yn edrych fel y rhai y maent yn eu cynrychioli. "Ac os oes unrhyw ferched allan yna yn meddwl am ymuno gyda PFEW – gwnewch safiad drwy sefyll."

Allech chi fod yn gynrychiolydd Ffederasiwn? Am wybodaeth ar sut i fod yn gysylltiedig ewch i [www.polfed.org/repnetwork](http://www.polfed.org/repnetwork)

# ‘As a Federation and police service we need more BME officers’

## Case Study: **Essi Ahari**

**E**ssi Ahari came to the UK to study and escape from war in his native Iran, before joining the police force and becoming a Fed Rep.

He earned a PhD in Biology, got married and settled in Wales – where the mountains remind him of home. While looking for work, Essi got talking to a police officer who suggested he think about joining the force. He took the advice and 20 years later he is an inspector and a Federation Rep and has been a member of the National Black Police Federation.

He would like to see more people from black and ethnic backgrounds joining the police service so that it can better reflect society.

He said: “As a police officer I’m obviously darker skinned than most of my colleagues. The reaction on the street is not too bad but when people get drunk then colour comes up. It then becomes personal and that is why hate crime is so pernicious.

Essi says reforms are needed when it comes to equality for black and ethnic officers and staff. “I feel that significant progress is being made for women and

gay officers and staff but BME colleagues lag behind. They still encounter glass ceilings and sticky floors when it comes to progression. “Retention among BMEs is rather low nationally too.

“As a Federation and as a police service we need officers with those backgrounds and characteristics. I am not naïve to claim institutional racism is dead and buried, but there are robust mechanisms and processes which enables us to challenge such behaviours in the police service.”

Could you be a Fed Rep? Find out how you can get involved at [www.polfed.org/repstwork](http://www.polfed.org/repstwork)