

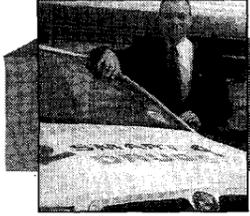
The Law



The newspaper of Essex Police

Issue 325

November 2000



New livery on display - P3



Heroic act rewarded - P5



Old Comrades' lunch - P10

Officers battle to rescue flood victims:

Clearer identity sought for Crime Division

THE new Head of Crime, Det Supt Steve Reynolds, wants Crime Division to have a clearer identity, to enable it to give more help to other divisions in reducing volume crime.

His new role has two distinct sides to it. He is Divisional Commander of Crime Division, but is also head of his profession within Essex Police.

Cohesive

He said: "In the first role, I want to continue the development of Crime Division and bring together all its different parts into a cohesive unit, to create more of a divisional identity.

"Having done that, I think it will enable Crime Division to play an important role - also linking in with my corporate role - in supporting territorial divisions, to tackle volume crime."

Of his new appointment, Mr Reynolds said: "Whilst I was a cadet at Southend, I asked to do an attachment to Southend CID. From that moment on I decided I wanted to be a detective.

Proud

"Now, 26 years later, to be the Head of Crime, following in the footsteps of many highly regarded police officers, has provided me with a real challenge and I am very proud."

He replaces Det Chief Supt Lee Weavers, who, as reported last month, has retired on medical grounds.

● See also page 10.

THE work of Essex police officers and others, who battled against the elements during the recent flooding, has been praised by Prime Minister Tony Blair.

In a statement issued to the President of ACPO, Mr Tony Burden, the Prime Minister expressed his thanks to all forces for the way in

which they were coping with the severe weather conditions, which had caused the most widespread flooding since 1947. Mr Burden said: "He is particularly conscious of the difficulties being faced by officers on the ground and has asked me to pass on his sincere thanks."

In Essex the town of Waltham Abbey was the

by Kim Perks

worst hit as the banks of the River Lea burst its banks leaving residents with no way in or out.

Local sergeant Piers Quinnell certainly had his hands full as he helped co-ordinate a rescue operation for six residents and give help and advice to others stranded on the top floor of their homes.

A 92-year-old woman with heart problems and an eight months pregnant woman were among those who got

into difficulties.

Members of the Marine Unit, the Underwater Search Team and the local RNLI all took to the flooded roads in boats to assist with the operation which, at one point, was hampered by a group of local youths.

As an officer from the Marine Unit helped a gas company employee to repair a gas leak, youths armed with beach balls stole their rigid inflatable and promptly re-enacted Hawaii Five-0, closely pursued by other members of the Marine Unit.

The youths eventually jumped ship and swam out of reach of the officers and the boat was recovered.

Sgt Quinnell said: "The day was certainly eventful but I'm pleased with the way it went. Apart from rescuing six residents we made a decision not to evacuate.

"We did, however, help the council to deliver hot meals to

residents and carried out hourly checks to make sure they were okay. It wasn't until later that evening that electricity was restored and the gas supply was still off the following day."

Assistant Chief Constable (Operations) Joe Edwards also expressed his praise, saying: "It is at times like this that public safety is our priority.

"All the staff involved were brilliant and fully deserve the Prime Minister's praise."

Died

In other incidents one man died from serious head injuries sustained when a large tree branch fell on the taxi in which he was a passenger, trapping him, at Pilgrim's Hatch and a motorcyclist was left paralysed from the waist down after riding into a fallen tree at Stanford Rivers.

Jailbreak no 'lark'



THE Essex Police team, "The Mudlarks", pictured before they 'broke out of jail' for the annual fundraiser for the Essex

Association of Boys Clubs. The plucky trio - Sgt Terry Slater, Gary Smith and Patrick Jolley - achieved a 1,153 round

trip to Edinburgh, raising £650, to be split between the Boys Clubs and the Essex Police 4x4 Fun Day. ● Full report on page 5.

Two-tier pay proposal

THE Police Negotiating Board met on Oct 19 and has made a formal offer to introduce a two-tier outer London allowance for police officers who joined on or after September 1, 1994.

The allowance would be effective from September 1, 2000. If approved, officers permanently posted to Harlow, Basildon and Thurrock would receive a £2,000 allowance per annum; officers permanently posted to Southend, Rayleigh, Chelmsford, Braintree and Stansted Airport would

receive £1,000 per annum.

Officers permanently posted to Colchester or Tendring would receive no allowance under the proposals.

Officers who are posted permanently to a division which receives an allowance but are temporarily seconded to a division which doesn't attract the same allowance would be protected for two years on a cash freeze basis.

The two-tier proposal has been formally offered to Essex, Herts, Kent, Surrey, Thames Valley and Beds.

● Continued on page 2

Why we oppose two-tier pay deal

AT a meeting of the Police Negotiating Board held on October 19, 2000, a proposal was put forward for an additional payment for police officers appointed on or after September 1, 1994 (and not in receipt of housing allowance).

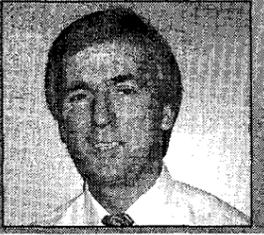
This proposal was for an additional payment of £2,000 per annum to officers who are based in Basic Command Units where 50 per cent of the unit area falls within 30 miles of Charing Cross and a £1,000 payment per annum to officers who are based in Basic Command Units where 50 per cent of the unit falls within 40 miles of Charing Cross.

In layman's terms, this would, effectively, mean £2,000 for officers permanently posted within Harlow, Basildon and Thurrock Divisions and £1,000 for officers permanently posted within Southend, Rayleigh, Chelmsford, Braintree and Stansted Airport Divisions.

I wrote last month that

Federation Newslines

by Terry Spelman



we had concerns that this proposal was possibly being considered. I also wrote that we were supporting the Chief Constable for a regional allowance for all post 94 recruits.

What I reiterate is the fact that we cannot support the proposal being put forward. I believed the Chief Constable was of the same mind. If I am wrong, then I apologise for linking his name with my comments last month.

Divisive

I believe the proposal to be even more divisive than the present system of have and have nots.

We already have a three-tier system of officers receiving rent allowance, officers receiving housing allowance and officers who receive nothing.

Now it is proposed to implement another three-tier system for post-1994 recruits. The haves, the sort of haves

and the have nots, depending on where you are stationed.

What about the problem of postings - Oh yes, I forgot, if you are posted out of the division you keep the allowance for two years, another tier system. Then, after two years, you receive nothing.

Are new recruits going to be able to pick a division before joining and, if it doesn't suit, they won't join.

I believe one of the other forces' chief officers has withdrawn from the proposed scheme because he was dissatisfied with the effect this proposal would have on his force, preferring a direct approach to Government.

The staff side advised the official side that these proposals were a recipe for chaos. It was seen as a quick fix reaction to representation and pressures brought by certain chief officers in the South East, rather than a measured sensible approach to the wider problem.

No attempt had been made to justify the level of allowances which appeared to be totally arbitrary amounts plucked out of thin air.

As you know, the National Federation has been simultaneously undertaking three research studies in order to address the post-1994 problems on a national, rather than a partial, basis.

These research studies are: a national survey of forces' recruitment and retention performance, in which Joint Branch Boards have participated; an independent national survey of pay rates; and a survey of standards of recruits at Police Training Schools.

Research

The research, although not complete, was sufficiently advanced to enable the National Federation Representatives to persuade the staff side, in the face of the official side's chaotic proposals, to make a statement of its intention to submit a claim for the introduction of a regional/force allowance for post-1994 recruits nationwide in order to achieve an overall solution to the current problems.

In making its statement, the staff side asked the official

side to set aside its proposals in favour of a time-limited joint Police Negotiating Board subcommittee to deal urgently with the matter and to reach a joint agreement.

The official side were advised that the claim would be based on research similar to that which underpinned the staff side's claim on London pay and would, likewise, be designed to attune the level of police pay and allowances to labour markets.

In response to this statement and proposal, the official side requested an adjournment, following which it confirmed that it remained committed to its proposals as outlined.

I can advise you that, at its statutory meeting this month, the National Federation will be carefully scrutinising the results of its researches on the subject with a view to submitting further evidence for the consideration of the staff side as soon as possible.

You will, of course, be kept advised of future developments.

Chief: 'This is a good offer'

Continued from page 1

Commenting on the proposals, Essex Chief Constable David Stevens said: "I am pleased that after several months of negotiation we have now reached a stage where there is an offer on the table.

"Although the offer may not meet everyone's expectation it's a good offer under the circumstances and I would hope that the Police Federation will view it in that light.

"I should emphasise that any agreement reached by the Police Negotiating Board is subject to ratification by the Home Secretary."

Whether the above actually comes into being depends on the position adopted by the Federation and if agreement is reached in PNB it is the subject to Home Secretary ratification.

For full Federation response, see Federation Newslines, left.

New tax relief for parents

PARENTS with children under 15 are entitled to obtain a new income tax relief which will reduce the amount of income tax paid up to £442 a year.

The children's tax credit begins on April 6, 2001 and can be claimed by married unmarried couples and single parents.

You have to have at least one child under the age of 16 at the start of the tax year and who lives with you for at least part of the tax year.

Claim form

If you pay tax under PAYE and you previously received either the married couple's allowance or the additional personal allowance in your tax code, you should have already received a claim form.

If you have qualifying children all you have to do is complete the claim form that you should have received.

If you have not received a claim form, or require further information regarding the new tax relief, then you need to contact our Inland Revenue office at Newcas on 0191 201 5050 to request one.

Barry Falch Exchequer Accounts

Secure car park reduces crime

CLACTON Shopping Village has secured a prestigious award for the second year running for the safe design of its car park.

The Secured Car Park award is a joint initiative run by the AA on behalf of ACPO which aims to increase the safety of local communities through the design of public buildings and car parks.

Benefits

Superintendent Patrick Rice, Divisional Commander, Tendring said: "There is clear evidence that building in safety features into a design has major benefits. "Badly designed buildings

and car parks aid the criminal but good design has been shown to reduce crime.

"Only two per cent of autocrime was committed in the car park at Clacton Shopping Village over the last year, compared to non-secured car parks in the town, where autocrime has accounted for 42.5 per cent in one instance and 15 per cent in another.

"Given the volume of people that use Clacton Shopping Village this is a significant achievement."

About 20 other car parks across the county have also received the Secured Car Park award.



Pictured left to right: Chief Inspector Craig Robertson, Ian Booth, Centre Manager, Pc Jane Goldsbrough and Superintendent Patrick Rice.

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Shift change views sought

THE 11-hour shift system trial running in three divisions concludes at the end of November when officers will be asked to share their comments and views on the eight-month project.

Officers from Basildon, Chelmsford and Southend were asked at the end of last month to complete a questionnaire, to assist the decision-making process, as to whether to change the current eight-hour shifts or roll out the extended-hour shifts across the force.

However, the trial divisions will continue to work the proposed extended-hour shifts through to the end of March 2001, as the analysis of the information gathered may not be completed until January.

Consultation

A decision will then have to be made which may require consultation and/or explanation to the force. Whatever the decision, there will be a need to change either the current eight-hour shifts for the extended-hour shifts, subject to 28 days' notice.

All divisions are currently collecting data relating to overtime, staffing levels and sickness for the purposes of comparison, while additional information is also being provided by the 360 officers from the three trial divisions.

Deputy Chief Constable Charles Clark believes the importance of the data-gathering cannot be overstated.

"The decisions to be made in relation to the shift-system review will be critical for Essex Police and it will be a

small price to pay to ensure we know whether extended shifts are workable or not," said Mr Clark.

The system trial was introduced in April following a review of shift-working arrangements in 1998 which sought to identify a shift pattern that was beneficial operationally and minimised the adverse effects on the health and well-being of staff.

Pubwatch link to cut crime

PUBS and clubs are forging a countywide intelligence link to combat crime and disorder.

Under an Essex Police initiative, the Pubwatch network has brought together 11 local licensees' groups to form a countywide warning and information exchange.

Groups exist in Colchester, Dunmow, Chelmsford town centre, Clacton, Wickford, Billericay, Basildon town centre, the Benfleet area, Rochford, Southend town centre and Harlow.

A second group for Chelmsford is in the pipeline for December.

The flow of information on topics such as crime trends, drug misuse, rowdies and banned customers was previously restricted to within each group.

Under the Essex Pubwatch initiative, the information can be shared by all the county's member licensees.

At a local level, it is passed by either telephone, pager or radio among district members.

Each group can now pass information from their district to a county co-ordinator, who will then share it among all the other group co-ordinators by telephone and also advise the local licensing officer.

Pubwatch county co-ordinator is Pc Paul Bird, of Basildon Divisional Licensing Unit. Retired inspector Martin Reed, now licensing officer in Chelmsford, is his deputy.

Pc Bird said: "Each Pubwatch is in itself a wonderful tool for making

licensed premises safer. The forging of the county network takes it to a wider dimension, by combating professional criminals and others who commit offences in different parts of the county and warning licensees of incidents and trends in other areas.

"We are hoping it will develop and I would like to see every pub in the county in the scheme."

The number of Pubwatch members now totals more than 100.

Community gains from BPA launch

by Nishan Wijeratne

THE Essex Black Police Association (Essex BPA) was launched earlier this month as the Force continues to enhance its relationship with the minority ethnic communities in Essex.

More than 100 people attended the launch which set out the Essex BPA's aims to improve the working environment for all black and Asian staff employed by Essex Police, in line with on-going com-

munity and race relations developments.

Chair of the Essex BPA Alison Newcomb hopes that the minority ethnic community of Essex will benefit as a result of the formation of an association which will aim to foster good relationships between organisations within Essex Police.

"Over 30 officers and support staff have already joined the Essex BPA and, with the full support of the Chief Constable and all senior staff within the force, we hope to assist the established repre-

sentative bodies in understanding and resolving issues which concern the Essex community and black staff."

The Essex BPA constitution was approved in April this year with an executive committee of eight being elected on to the board.

Origin

Full membership of Essex BPA is open to all police staff from African, African-Caribbean, Middle-Eastern and Asian origin; with associate membership open to all other staff.

Chief Constable David Stevens believes the Essex BPA launch is a tribute to the hard work of the committee and has the unequivocal support of the chief officers and senior staff.

"I give my wholehearted support to the Essex Black Police Association and congratulate those who have been involved in its formation, and recognise the amount of work this has required," said Mr Stevens.

"As we move forward and improve the community and race relations of Essex Police, the views and experiences of our own black staff will be essential.

"Collectively, they have many years' experience of policing Essex and I look forward to working with them."

Other speakers included Assistant HMIC Mike Franklin, Acting Chief Superintendent Dr Ali Dizaei from the Metropolitan Police Service and the chairman of Essex Police Authority, Mr Anthony Peel.

Move to improve liaison with travellers

LIAISON officers to deal with travellers are to be appointed within Essex Police territorial divisions.

Each division will identify an officer to work part-time as a contact with councils, the community and travellers in this sensitive area.

Until last year, Essex Police had a full-time, forcewide gypsy and travellers liaison officer, but the post was abolished on his retirement.

New livery for sponsored cars

TENDRING Division has benefited from the generosity of a local dealership when they took delivery of two Skoda Fabia cars.

They will be used by the community teams at Harwich and Clacton for an initial period of six months, on loan from Hayes Garage in Little Clacton.

The two cars are decked out in an eye-catching livery which sets them apart from other police response cars.

These two cars are the first to sport the corporate identity for sponsored vehicles, with the police crest and diagonal stripes across the bodywork.

Mark Ellis, Business Partnership Co-ordinator said: "In the past sponsored vehicles have sometimes been confused with response cars as the dealers try to make them look too similar.

"We have now drawn up a sponsorship policy which lays down a few rules for

donated cars; there will be no blue lights, fluorescent stripes or battenburg colouring.

"We will now have a consis-

tency in the marking up and livery of sponsored vehicles."

He added: "Ideally the car should be sufficiently different to turn heads so that peo-

ple look at the make and model of the car and not say there goes another police car. That way we and the sponsor benefit."



● The new cars are handed over outside Clacton Police Station.

House calls: new rules

REVISED procedures for handling house-to-house inquiries have been approved by Operational Policing Policy Group.

Management of inquiries will be the responsibility of Major Investigation Teams. Trained officers from across the force will be called in to make house-to-house inquiries, with Mobile Support Division providing the first line of support.

FIR to manage Chigwell

MANAGEMENT of the Police Motorway Control Post at Chigwell is being transferred from Mobile Support Division to Force Information Room.

The transfer is expected to make better use of staff and equipment at the control post, which came under

Essex with the absorption of Metropolitan Police territory last April.

The control post also provides a contracted service to the Metropolitan and Hertfordshire forces for stretches of major roads close to Essex.

Law letters

Send your letters to:
The Law, Press Office,
Police Headquarters,
PO Box 2, Chelmsford,
Essex CM2 6DA

Canals, boats and real ale!

DO you know what a 'winding hole' is? Does the expression 'the cut' make you think of lazy days and friendly pubs?

If you recognise these expressions, the chances are you will have enjoyed time on some parts of our canal system. I am aware that there are many people in Essex Police who enjoy sailing but just recently I have heard of one or two who spend time on the inland waterways.

Speaking to one such person, the idea was hatched to see if there is any interest in like minded people getting together to discuss inland waterway stories and perhaps, just perhaps, meet in a pub that might sell a pint of real ale or two!

If you own a boat, hire boats or just have an interest in them and would like to meet up one evening, please get in touch and I'll arrange a suitable time and place.

Peter Hesketh
Ext 28120 (01279
625438)

PS: A winding hole is a wider section of canal where boats can turn round and the cut is another name for the canal

Thank-you

I WOULD like to thank everyone who attended the funeral service of my husband John Stanton, and for the lovely floral tributes, messages of sympathy and kindness at this sad time. It was greatly appreciated.

Pat Stanton and family,
Wickford.

The long arm of coincidence

NO doubt all of us at some time have remarked "what a coincidence" when relating a story and accept that such things do happen.

I have experienced this on the odd occasion, but within the last couple of months it has been brought home to me.

I think I have mentioned this before, when I wrote to you under my other hat - secretary of the Chelmsford branch of NARPO (National Association of Retired Police Officers).

In the early seventies, as a uniformed police officer, I was

posted to Thaxted to join up with another Cooper. Nothing special about that until I discovered we had the same birthday!

About a month ago I attended the annual conference of NARPO at Southsea and one lunch time, sitting around a table, I spoke to the stranger sitting next to me and he mentioned Tottenham, in north London.

I asked what his link was with this part of London and he said that he was born there. Further questioning revealed that he was born in

the same road as me.

When I attended an official function at Headquarters (I think it was the garden party) I met up with another retired police officer, Tony Chadd, who I knew from long ago, when serving in the old Romford division.

Tony was wearing a Royal Artillery tie and, when I said that I had served in the same branch as a National Serviceman, I asked him where he had been.

It transpired that he and his regiment had taken over from mine when we moved

out of Gun Club Barracks in Kowloon (Hong Kong).

My last story happened when I had the privilege of attending the funeral last month of the late Dave Summerfield, a retired police officer who I had met in the mid fifties, whilst serving in the old Romford division.

The funeral service was held at Chelmsford Crematorium. I have attended numerous services at the Crematorium and have never seen so many people there.

The chapel was full, with people standing at the back

and the foyer was full also.

While waiting for the cortege to arrive it was raining and continued to do so until during the service.

When it came to the point in the service where the priest started to say: "We commit Dave Summerfield..." the rain had stopped and the sun shone through the roof windows, as well as those in the walls.

I thought at the time what a wonderful way of saying goodbye to a comrade.

Tony Cooper, Braintree

A world away from '50s

I FIND it very interesting when ex police officers from our force write to *The Law* about how it was in the "good old days".

I am well aware that policing this country 40 or 50 years ago was very different to how it is now for many reasons.

However, I have read letters in recent times from several retired officers about how they "never got stressed" in their day and how they "never see an officer on foot these days" and how we have "lost touch with the streets" etc.

It is my view that in their day stress simply wasn't allowed - that's why it didn't exist.

I don't blame them for feeling like that. Look at how we dealt with the poor blighters in the army during the First World War, who were so stressed that they would run away from the front line.

Classed as deserters they never had the benefit of a disciplinary hearing - they were simply shot dead.

I feel that this barbaric treatment of our own country men did much to lay the ground rules for the years that followed where police training was achieved the military way, after many soldiers and officers joined the ranks over the years.

Training

When I was appointed some 20 years ago, I can remember dear old Sgt Peter Knight at training school standing in front of my 6 feet 5 inch frame, bawling into my face about how I had two left feet when I tried to march, before sending me running around the training school in my uncomfortable "bulled up" hobnailed boots as punishment.

I was absolutely petrified of him! There was a certain fear instilled into us from day one. At the end of this "wonderful" induction we had to see the Chief.

Inspector Law (I suspect this is the same Ray Law who wrote about his first day in 1954 in last month's issue) who delighted in telling us all that we were wasting our time in attending the District

Training Centre, because we had no hope of making it as police officers!

It wasn't his fault - it was the "military style" of the day but to my mind it was out and out bullying!

A few years later, police training suddenly took a strange turn and much to the chagrin of many officers (initially myself included) we saw new recruits "mollycoddled" through their training, being treated like human beings and actually being spoken to instead of being shouted at by trainers.

Applauded

Although I had only been used to the military way in the police, my initial derision slowly changed until I eventually applauded the way that our training had turned on its heels.

It gradually changed the whole way that we went about things.

Nowadays, if officers get a stressful situation, they are encouraged to let their feelings out using trained counsellors and this contributes greatly to their mental recovery and general well being.

Perhaps this new way of training was the turning point on how we are judged by our peers today?

These days I can now talk, face to face, with any officer in this force, up to and including my Chief Constable, and feel both confident and comfortable doing so without having to salute and stand rigid as a board before them.

It doesn't mean that I have any less respect for them.

Heritage

So - can't we all agree that the old days were obviously great days for those of you who lived through them?

Today, it is our turn to enjoy/endure the daily rigours of policing.

Remember - ex-officers who make up our heritage have the benefit of hindsight and perhaps all too often, take pot shots at how we police today without really understanding the changes we have gone through.

I think that our peers must be mindful of the constraints

we now work under and how we are dealing with a huge increase in crime, ever-modernising technology and monetary accountability.

I recently showed a group of retired police officers around FIR where I work, and was told by many of them: "Couldn't do your job these days son!"

That sort of sums it all up for me.

We have had to change with the times - but it doesn't mean that we don't enjoy those stories of what it was like years ago.

After all, retired and otherwise ex police officers both living and now sadly passed

away are our history and we are proud of them - just remember that it's our job now and it's a world apart from the policing of Essex of 40 or 50 years ago.

Pc Alan White,

Force Information Room

Pc William 'Nick' Nicoll, on patrol in Westcliff in 1924



Memories of 'Nick'

I AM enclosing a photograph of my father, PC 106 William E Nicoll (known to his colleagues as "Nick"), taken in 1924, outside the cafes at Palmeira Arches, Westcliff-on-Sea.

My father was born in London in 1898 and died in Cornwall in 1978, aged 80.

In 1914, at the age of 16, he joined the Royal Fusiliers (already over 6ft tall, he passed for 18!) and served throughout the 1914-18 war in France.

Following the war, he joined the Port of London Police, subsequently transferring to Southend Police.

Initially he served at the Westcliff station and for a time was in the charge room.

During the early days he made quite a name for himself in a number of ways.

He was the compere and comedian of the police entertainment group (was it called the Glee Club?) and my mother played the piano at the concerts.

He did the annual walk

from London to Southend and won many prizes in local walking races.

My father passed his sergeant's examination at a very early stage in his career, but promotion was not to be his!

He pursued a prosecution against a very high official in Essex, against the wishes of the Chief Constable. This prosecution was successful and my father was commended on his evidence by the magistrates, but it made him a marked man.

Youngest

He was the youngest officer to pass the weights and measures examination and proudly wore the St John's first aid badge, serving for a time with the police ambulance.

Because my father was a superb shorthand typist, he became the Chief Constable's secretary (Henry Kerslake).

Later on, when a woman secretary was appointed, he

was given the task of wages and administrative clerk and this he continued throughout the 1939-45 war and until his retirement.

Some of our older retired officers still remember him, in particular Sergeants Wilson and Pewsey.

During the war years my mother and myself were evacuated and father spent much of his time at the Southend Police Station, in Alexandra Road.

The overtime was unpaid, but it was stated that time off in lieu would be given.

Not a single hour was ever granted! My father reckoned that he was due about two years' paid leave.

"Nick" was respected and liked by his colleagues because he was a dedicated police officer, a great sportsman, always good for a laugh, full of funny stories and, although he never obtained promotion, he was a truly great man.

Denis C Nicoll,
Thorpe Bay.

Training planned to cut office conflict

NOVEMBER sees the start of new management training organised by the equal opportunities adviser to help managers and supervisors deal with conflict resolution.

The course deals with emotional intelligence and how to deal with people in a more sensitive and caring way.

It is hoped this training will enable managers to deal more sympathetically with grievances from officers and support staff.

The last annual grievance review, April 1999/March 2000, showed an increase in cases over the previous year, 62 cases against 42 the year before, but at a similar level to 1997/8.

No one reason can be identified for the increase although Jan Woodhouse, the Equal Opportunities Adviser believes that people are now confident that if they have a problem there is a system in place to help resolve the issue.

Advisers

There was an increase in the number of applicants who contacted the voluntary grievance advisers and the majority of people using them were very happy with their involvement.

There was sickness absence of 420 working days related to four of last year's grievances or the issues resulting in the grievances.

Jan Woodhouse said: "Behaviour and attitude are still key areas for management to be aware of and they must be proactive in identifying appropriate attitudes.

"Communication can be improved further and a manager's ability to handle workplace issues quickly and efficiently will maximise staff motivation and performance."

Convoy set to bring aid to Romanian orphans

FOLLOWING on from a recently undertaken research programme, volunteers from the Metropolitan Police, Essex Police, the Probation Service and Rotary are to carry out work at children's homes, care centres and hospitals located in and around Bucharest in June next year.

The work will include extensive building improvements at a home for mentally disabled children, the building of a workshop at a children's orphanage, the refurbishment of a disused

building to provide accommodation for street children and further work to be carried out for a hospice for terminally ill children.

In company with colleagues from the Metropolitan Police, Essex volunteers will focus their support on two locations working at an orphanage in Breaza which is located about 100 km from Bucharest and also at the Arora Centre in Bucharest which provides support for children who suffer from Motor Neurone disease.

The work to be carried out at Breaza is a long-term project to be completed over several years. The orphanage, which provides accommodation for 200 children, is in a poor state of repair with very limited toilet and washing facilities. For example a single overhead iron pipe with holes drilled in it is used as a shower. The bedrooms are cold and damp with insufficient beds and mattresses for the children.

It is intended to repair all broken windows and provide suitable plumbing facil-

ities as well as supplying as many new beds and mattresses as possible, whilst further hopefully decorating a number of the 20 dormitories in the building dependent on the time available.

Work at the Arora home will consist in the main of redecorating the interior of the centre with further assistance being afforded by the provision of a 15-seater minibus equipped with wheelchair hoist facilities for use by the children who currently are prisoners in their own home.

At the time of writing 12 articulated lorries have already been acquired to convey materials and goods to Romania.

Volunteers from Essex Police personnel interested in taking part in the convoy should contact Angela Smith on Headquarters extension 52004. For those unable to support the assistance programme by travelling to Romania, other ways of helping the children in need is by way of donating items re a shoe box appeal.

Conference to focus on youth

ESSEX Police is to host the first annual ACPO Youth Justice Conference.

Since the implementation of the Crime and Disorder Act 1998 and the Youth Justice and Criminal Evidence Act 1999, Essex Police and its partner agencies have experienced many changes to roles and working practices, particularly in relation to youth justice reforms.

Essex Deputy Chief Constable, Charles Clark, is Secretary of the Association of Chief Police Officers' Youth Justice Issues Working Group and as a result of this Essex Police will be hosting the conference on November 9 and 10, 2000 at Five Lakes Hotel, Golf and Country Club near Maldon.

Delegates from all over the UK and from all areas of youth justice will be attending.

The purpose of the conference will be to seek to influence policies and strategies in relation to youth justice and to establish and disseminate good practice nationally.

Delegates will hear from a senior politician, the chairman and other members of the Youth Justice Board, senior police officers, a clerk to the magistrates, university researchers, and representatives from the many other organisations involved in the area of youth justice.

National

The Essex Police Community Safety Department has led the way in relation to youth matters within the force.

Acting Chief Inspector Tina Noble, the youth section co-ordinator, together with Sergeant Ian Carter have both been heavily involved in formulating national and local youth justice guidance and establishing Youth Offending Teams (YOTs) within the county.

Also being discussed at the conference will be the nation-

al initiatives On Track and Connexions.

On Track is a long-term initiative aimed at children aged 4 to 12 years who are believed to be at risk of becoming involved in crime.

It is a central element of the Government's Crime Reduction agenda to tackle the causes of crime and offers support to children and families.

Connexions provides a radical new approach to supporting all young people aged 13 to 19 through their teenage years and in their transition to adulthood and working life.

The new service will be delivered primarily through a network of personal advisers who will have access to specialist services.

Other important areas of youth justice that the conference will be considering include restorative justice and reparation schemes; young offenders are required to face the consequences of their crimes and given the chance to restore the damage they have caused to society and individuals.



● Southend rescuers Daniel, Jason, Vicky and Becci with Pc Thorp meet DCC Charles Clark.

Rescue reward

A DAY out with Essex Police was the reward for four Southend youngsters involved in the rescue of a 96-year-old swimmer at Westcliff.

It was July when the man, a regular swimmer, was spotted, floating face down in the sea, after injuring himself on a concrete breakwater.

The boys immediately raised the alarm and the two girls helped an off duty Metropolitan Police officer and his father bring the man safely to shore. He received

emergency aid, was taken to hospital and made a full recovery.

The four, Daniel Chalkley, Jason Richards, Vicky Sayer and Becci McLean Brown visited the Sandon Dog Section, the Air Support Unit and the skid pan at HQ, where they also visited the Scenes of Crime lab and met Deputy Chief Constable Charles Clark.

They also received letters of congratulation from the Divisional Commander at Southend.

'Mudlarks' make it to Edinburgh in jail break

THREE Essex Police 'jailbirds' escaped from Chelmsford Prison last month, but it was all in a good cause.

They were among 20 local teams taking part in the annual Essex Association of Boys' Clubs jailbreak and were set the challenge of getting as far from Chelmsford as possible within 15 hours.

The Essex Police team, representing the 4x4 Fun Day, were known as the "Mudlarks" and consisted of Sgt. Terry Slater from South Woodham Ferrers, Gary

Smith from Uniform Stores, HQ and Patrick Jolley - brought in as sub by Terry.

Their aim was to reach Edinburgh in the 15 hours calling at as many Forces en route as possible to collect a helmet and, more importantly, money.

Sponsored

Half the money they raised was kindly donated to the Essex Association of Boys' Clubs and the rest to the 4x4 Fun Day.

Having escaped in a vehicle

sponsored by Fords the team proceeded to invade FIR before setting off for their first port of call Suffolk Constabulary.

Their route then took them to stations in Cambridgeshire, Bedfordshire, Thames Valley, Northampton, Leicester, Nottingham, Ripley, Wakefield and Newcastle upon Tyne, then finally Edinburgh.

At the witching hour of midnight our team had reached Grants house junc-

tion on the A1. They finally reached Edinburgh Castle at 1.20 am to be met by the Royal Military Police, who gave them a tour of the castle and provided accommodation for our weary travellers, before they turned tail and drove home again.

The round trip was 1,153 miles and took 38 hours to complete - the lengths some people go to for a night away from home!

On route the bucket was shaken in each station and this netted £250 for the charities, bringing the grand total

raised to £650.

Kathryn Solman, of the 4x4 Fun Day committee, said: "We should like to thanks all those who sponsored this event: Fords, Asda's, Patrick Jolley for his generous contribution, Mackeys (Rayleigh) for the shirts and the Royal Military Police.

Success

"The International Police Association also supported the team.

"A big thank-you to all those involved in making this event a success and to the

'Mudlarks' for all their efforts in raising the money and especially for giving up their time to take up this challenge."

The next event to raise money for the fun day will be a charity disco. Come and party the night away to the sounds of "Join the Line" disco.

The event will take place on Friday, November 24 2000, 8-11 pm in the social club, ticket price £3.50.

For further information and tickets contact Kathryn Solman in Uniform Stores.

Top awards mark pair's work with young people

TWO members of the Basildon Community Safety Partnership have received national awards, in recognition of their outstanding contribution of community service on behalf of the district's young people.

Pc Ray Williams, of Basildon Police and Ken Venables, Basildon District Council Community Safety Manager, have received Ross McWhirter Memorial Awards at a ceremony at Middle Temple Hall, London.

The awards were presented by a member of the McWhirter family, in the presence of The Baroness Thatcher.

Each received a commemorative plaque and a cheque for £400.

Each year, the Ross McWhirter Foundation makes awards to selected people for their selfless

acts of bravery, or for their substantial contribution to the good of others.

Mr Venables and Pc Williams have worked together in partnership on a number of community-based projects over the past five years and have been the focus for assisting other agencies aimed at helping young people in the development of their self-esteem and confidence, in order to direct them from involvement in crime.

For the past two years both men were involved in the success of Exercise Stafford Terrier, an operation run by Essex Army Cadet Force and Basildon District Council, to transport around 30 school age teenagers who would benefit most from the Leek Training Camp in Staffordshire, for activity-based camps designed to

bring out the best in those taking part.

Both men worked enthusiastically to encourage the youngsters at the three-day camps and at follow-up sessions, also acting as mentors and leading by example in all the various activities.

Among the other projects they have been involved with are Crucial Crew, a national community safety/crime prevention initiative aimed at young people aged 9-10 years; The Essex Experience — Basildon Challenge, involving young people in three-day adventure-style camps, managed by Essex Scouts and staffed by volunteers, to raise their self-esteem and confidence; Five Links Environmental Project, involving a summer activity on a housing estate in Basildon, aimed at providing extra facilities for young people;

Hoops for Health, promoting a healthy lifestyle for young people, with a particular emphasis on sport and with a strong anti-drugs message.

Mr Venables and Pc Williams were accompanied by Mr John Robb, Chief Executive of Basildon District Council and by Mr David Stevens, Chief Constable of Essex at last month's ceremony.

Both recipients have decided to donate the money given to them to local charities.

They went to London in the same month as they helped with the successful Basildon Police Station Open Day, reported on in the October issue.

The photographs published this month were too good to miss!



● Caught in the act - part of the street scenario performed during Basildon Police Open Day last month.



The Northern Racing College horse-riding simulator proved a popular attraction at the Basildon Police Station Open Day last month. The college also used the occasion for a recruitment drive for the racing industry.



Basildon Police Station custody suite was popular with youngsters, during last month's Open Day. As well as getting a taste of what it's like to be behind bars visitors also gained an insight into the work of drugs referral worker Ian Swift.

German approach to police

EVERY year in Hanover, Germany the huge EXPO world fair is held with nearly two hundred countries advertising their uniqueness, history and culture.

It obviously requires a large police presence to police the huge site (46 times larger than Earls Court).

Using the German legislation of the Danger Aversion Law that allows colleagues from other police departments to be sworn in and have police powers in another state, the idea arose to invite police officers from other countries to participate.

I was one of 32 officers selected from Britain to attend the project and during the three and a half

weeks I was there, I was accompanied by ten Britons, six Dutch, two Danes, two Americans, three Canadians, three Italians and three Hungarians. All ranks were represented; all were from a uniform patrol section, although a handful were from CID or equivalent.

State

The first three days were spent at the police academy learning about the Danger Aversion Law.

This law is the basis for all police powers and refers to any crime that can be considered a danger to the state.

This law and its powers are quite overbearing and give pow-

ers to search anyone in an area where a crime occurred and officers can demand a person's identity.

If they refuse they can be arrested, even though no crime has been, or suspected of being committed. Interviews are not tape recorded, evidence of admissions would be accepted without proof and it is very rare that an officer attends court to give evi-

dence. Their statement is usually accepted.

I was then seconded to the Lower Saxony MEK7, which is an armed surveillance group.

German police do not need authority as we do to conduct surveillance operations, this is catered for in their legislation and so do suffer from the complications and extra work that we have found ourselves with the

implication of Human Rights legislation.

All German police officers are issued with a handgun and MP5, although the MP5 is secured away and rarely carried.

I was taken on a firearms training day and was impressed by their training practises.

Refresher training involves three different training days, firstly on an outdoor range to test

DC ANDY HILL, of Leigh-on-Sea has recently returned from a secondment to the Lower Saxony Police Department, in Germany, as part of the Joint European Policing Project. Here, he highlights some of different police practices he found while he was over there.

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POLICE DOG TRIALS BACK AFTER FIVE-YEAR GAP

by Heather Watts

THE first in force dog trials to be held since 1995 saw three days of good natured competition, with 12 teams competing, each comprising of dog and handler.

Four teams will be selected, three competing and one reserve, for the Eastern Region Police Dog Trials to be held at Cambridge in 2001.

Pc Neale Gleeson and Bronson, Rochford turned out a consistent performance scoring well in all the elements of the competition making them overall winners and recipients of the Kate Cup.

Criminals had better watch out for Pc Colin Elsegood and Ronnie, Laindon who took second place and the Paddy Trophy for their strong criminal work.

Tracking

Constable Tim Slade and Alfie, Harlow nosed well ahead of the field dropping only one point in the tracking element to win the Sergeants Shield and third place overall.

Placed fourth Pc Mark Hall and Bruce, Rochford won the Murray Shield for the highest marks in the obedience section.

Pc David Frost deserves a special mention, winning the Jeff Lawrence Shield for



● Winner of the Kate Cup, Pc Neale Gleeson and his dog Bronson, flanked by Pc Colin Elsegood and Ronnie and Pc Tim Slade with Alfie.

searching, with Jack, the youngest dog to compete in the trials.

Dog Unit Head of Profession, Sgt Dan Elford said: "Bearing in mind that we haven't competed in trials for five years the handlers and dogs have exceeded my expectations.

"It has produced debate and competitiveness and the team building aspect alone has been of value. The trials have been very worthwhile."

In memory of Strachan

RETIRED Essex Police Dog Strachan has passed to higher service, aged 14 years.

Together with his handler, ex-Pc Colin Ball, Strachan retired in 1994, aged eight and has spent the past six years with Colin and his family at their home in Colchester.

Colin recalls: "My wife,

Frances, gave Strachan to the police in 1988 and within his first year as an operational police dog he had won the force trials.

"He went on to represent Essex Police in the Regional Police Dog Trials twice, winning the tracking trophy at one, but unfortunately the lit-

tle nips and nudges he couldn't resist on the standoff prevented further qualifications.

"Former colleagues will remember him fondly as 'Bone Cruncher' and for his tracking ability.

"On the street he was a superb police dog and we were also twice awarded the annual

force trophy for the handler and dog showing the best initiative throughout the year.

"He was never happier than when tracking or searching for a criminal, frequently with great success.

"His unwillingness to give up was his forte. In Strachan I had a true 'working partner'.

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bullets away with them.

The explanation given to me was that every police firearm has recorded the striation marks that it leaves on the discharged bullet.

Should any shooting occur then they could identify the match to whichever police firearm was used.

Handgun

My German partner stored his loaded handgun in his desk, with 'one in the chamber'. They are permitted to carry their firearms home if they wish, although most did not.

It was quite common to see officers in the Barracks pub drinking alcohol with their handguns on their belt.

Whilst on the subject of firearms, I found myself proud to claim that the British Bobby is not routinely armed. Most foreign officers did not realise that this was the case and thought it was just a myth.

At the EXPO site I visited the site control room. The room is under the overall command of a senior police officer but is staffed by members of the utilities, army, fire brigade, ambulance and police, including CID for serious crimes.

The room itself is set into groups but all work together. The idea is that with representatives of all emergency workers together any situation will have the best expert advice on hand.

I feel we could learn from this system and understand that Cleveland Police have recently combined their force information room with the ambulance service with positive results.

The Hanover Police control room is similar but one excellent addition is that their computer holds information on particular sites to allow for an effective containment and control of situations.

For example when an armed robbery occurred at a bank and the staff activated their attack alarm, their internal CCTV was fed live directly to the police control room.

The computer incident will flash up information on the

attacked building, it will detail all entrances and exits and give locations for officers to stop at, to allow the area to be contained.

Another area I found particularly impressive was that when a crime is committed the officer conducts the investigation and arrests the suspect.

File

If the suspect cannot be found the file is passed to the Marshall's office in the State CID, their job is to track down the suspect and arrest him.

They are then passed back to the investigator. I feel that this is an aspect that we in Essex could introduce; by posting police officers to the warrant section to

actively seek wanted people this would free up our investigators to investigate and collect evidence. This would fit hand in glove with the fast track Narey system and send out a message of immediate justice to the victims of crime as well as the offenders.

Overall I found the whole experience an amazing opportunity to further links and practices with other police forces.

I feel that as an organisation we could learn from the Germans control rooms systems and their Marshall's office, but they could learn from our intelligence systems and most importantly our accountability and public co-operation.



● A/Insp Terry Slater, with some of the students.

Arresting day out

A-LEVEL Law students from St Peter's School, Burnham, put the law into practice last month with a visit to the custody suite at South Woodham Ferrers police station.

Twelve students spent over two hours learning about the role of the custody officer, understanding what PACE really means and acting

out the different roles.

They were shown the booking-in procedures, what happens at an interview and two students were charged and bailed for offences.

The day was hosted by A/Inspector Terry Slater and the students had an enjoyable and educational time putting theory into practice.

Officers commended for their actions

SEVEN police officers received commendations from Chief Constable David Stevens for excellent work, bravery, professionalism and commitment.

DCI Alan Hurley, Southend and other officers were commended for their conduct and professional manner during a murder investigation.

Due to their diligence and high standard of case papers the defendant was sentenced to life imprisonment.

Pc Steven Taylor, Tilbury and another officer were com-

mended for their prompt actions at the scene of a violent domestic in Tilbury last year, in which Pc Taylor managed to disarm a man who had forcibly entered a property and threatened officers with a rifle.

Pc Lynda Fenn, Southend was commended for her outstanding work in developing the relationship between Police, Southend Borough Council and other partners in the Southend Community Safety Partnership.

Skill

In particular, she displayed a high degree of skill in obtaining Government funding for the division with no reference or best practice guides to draw upon.

Pc Steven Chandler, Tilbury was commended for his actions in March when he chased two female juvenile offenders into an unlit alleyway having previously been advised that they were responsible for a robbery where a large bladed hunting knife had been used.

One of the offenders threatened Pc Chandler with the knife whilst being encouraged by her accomplice to cut and stab him.

As other officers arrived he disarmed the juvenile using his asp baton and both suspects were arrested and charged.

Pc Alan Morris, Southend was commended for his consistent professionalism and commitment since October 1999. As a result of his dedication he has made in excess of 50 self-initiated arrests for a variety of offences and, with another officer, was also involved with rescuing a woman from the sea. He also provided valuable information as to the identity of a murder suspect.

Pc Paul Gale and Pc Robert Coan, Colchester were commended for their prompt and brave actions in February in Colchester, when they disarmed a mentally disturbed man in possession of a kitchen knife.

The man was trying to cut his throat, suffering minor wounds. The actions of the officers undoubtedly prevented the man inflicting further harm on himself and others.

Earlier in the month 24 police officers and three support staff received long service awards for 22 years' service to the organisation.

At the ceremony the Lord

Lieutenant of Essex also presented Royal Humane Society awards to three men for their actions at a road accident, in which they freed two trapped people.

The road crash was on the A12 at Margaretting in March when a van caught fire and two other vehicles collided.

Matthew Paveley from Chadwell St Mary received a Bronze Medal and Neil Denton from Wiltshire and David Downie from Oxfordshire received certificates.

On trail of bike thieves

SPECIAL Constables in Braintree Division are spearheading an offensive against cycle thieves, following the theft of almost £50,000 worth of bicycles in the division this year alone.

The offensive includes post coding of cycles, crime prevention advice to owners and increased stop checks, as well as the issuing of registration cards to owners, to complete and keep safe in the event their cycle is stolen.

Lorry thieves sentenced

AN investigation into thefts of lorry loads came to a successful conclusion, when three men and a woman were sentenced to between 18 and 30 months imprisonment, at Basildon Crown Court.

"Operation Bridgehead" began in April 1998, when a lorry load of clothing worth £200,000 was stolen from Lawford.

Detectives from Tendring

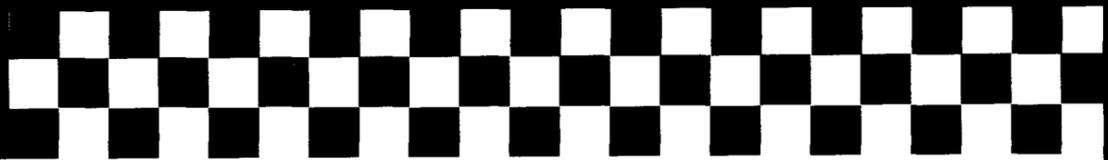
Division, led by DCI Mark Shields, worked closely with colleagues from Surrey Police and investigated a series of high value thefts.

Four men were convicted of theft and handling of the clothing at Chelmsford Crown Court in November of last year, and at Basildon the men and woman were convicted of the fake hi-jacking of a lorry loaded with £350,000

of Estee Lauder cosmetics, on charges of conspiracy to steal and handling.

DCI Shields said: "The significance of this case was its complexity, the commitment and professionalism of the officers involved, and the fact that it was conducted predominantly by divisional CID officers at a time when resources at Tendring were sparse."

rates



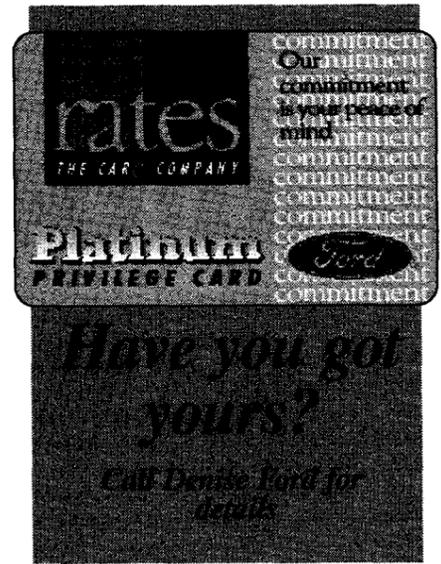
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OSPRE survey results

AS part of a larger debate on Ospre (the promotion examination) a questionnaire was drawn up and sent to more than 1500 constables and sergeants, with over 50 per cent responding.

The results of this questionnaire supported the view that Essex Police must consider enhancing the support provided for officers who wish to seek promotion.

All other forces in England and Wales were also contacted to ascertain their particular level of support currently offered.

This information will be included in a paper which will be presented at the Human Resources Policy Group, with a view to forming part of a recommendation to chief officers.

Sgt Ingrid Jamieson, of Staff Development, commented: "I would like to take the opportunity in thanking all those officers who have taken the time to respond to what I know is an emotive subject.

"I hope to be in a position to update them with progress in the New Year. Watch this space."

Advanced drivers needed

THE South East Essex group of the RoSPA Advanced Drivers' Association is based in Southend and meets on the last Wednesday, monthly at the Education Centre at Southend General Hospital.

Through a system of assigned observers, the group provides advice to those motorists wishing to improve their driving, with a view to taking the RoSPA Advanced Test.

The only initial cost is membership of the local group as an associate, currently £10 a year and observed runs are conducted using the member's own car or motorcycle.

Training is an introduction to the police way of driving for those hoping to take police training in the future.

Group chairman Mervyn Whitney, said: "We shall be pleased to hear from any serving police officers or civilian support staff who feel they may benefit from group membership.

"We shall also be pleased to welcome Class 1 Advanced Trained Drivers who may be able to assist as group observers or give talks on driving related subjects at the monthly meetings."

Mervyn can be contacted on 01702 528067.

Crime schemes funding boost

ESSEX Police's Community Safety Department is aiming to help the divisions introduce local initiatives to reduce crime and disorder - by adding financial support to the specialist

by Kim Perks

knowledge and expertise it currently offers.

In a move that mirrors Home Office funding Essex Police's Community Safety Department has introduced

a grant programme - with more modest resources than the Government - to help support the development of local initiatives designed to reduce crime and disorder.

The Home Office currently provides additional funding to Police forces and local Crime and Disorder Partnerships by way of a series of funds designed to address specific crime reduction or community safety problems and issues, and Essex Police aims to do the same.

Home Office funding is restricted, so that only the best and most innovative initiatives are likely to secure the grant. Recent Home Office funding programmes have offered grants towards CCTV, Domestic Violence and Burglary Reduction schemes, and Essex Police has succeeded in obtaining funds from these as divisions get more familiar with this form of funding allocation, and the bidding process that goes with it.

Business Partnership co-

ordinator, Mark Ellis explains that the community safety department has designed its own bidding process to be "as flexible and user-friendly as possible, to encourage a broad range of applications covering varied activities and interventions - at a variety of funding levels."

The fund is intended to support any crime reduction or community safety schemes - such as those to influence any local crime 'hotspots', where perhaps youth or drugs related problems are identified as a root cause.

Considered

But equally specific initiatives addressing vehicle crime, vandalism or general domestic or commercial burglary and other crimes will be considered.

He promises that the allocation process will be "performed speedily, particularly where bids relate to requests for matched funding or partnership agreements".

The fund is being released

mid-way through the financial year now that the other corporate crime reduction demands and priorities have been fully determined and have left a "tidy residue" for the divisions.

The budget for next financial year, starting in April 2001, is expected to be £100,000, giving even greater scope for funding.

"Hopefully, starting now and into next year, Community Safety will have greater scope and opportunity to set running a number of worthy initiatives that otherwise may not get out of the starting blocks," said Mark.

Bids should demonstrate a problem-solving approach to a genuine crime reduction/concern or objective and will be judged on merit, with no pre-determined divisional bias or allocation.

Essex Police divisions and departments can get more information about the funding opportunities from Mark Ellis at Headquarters.

'Genes' day success



THIS year's Jeans for Genes Day was well supported by Essex Police, raising a total of £802.13, which was more than last year.

Again FIR raised the most

at £124 with EPTC second with £89.

Staff and new recruits at the Training School are pictured getting into the spirit of the day.

Technical Support moves location

THE technical support unit has moved offices after many years of being sited at various locations within the Headquarters complex.

Anyone who has visited TSU within recent years will know the somewhat chaotic conditions under which the unit has had to operate.

This has not been ideal for a unit based on evidential retrieval and high-tech equipment and the move has been welcomed by all of the personnel within the team.

It should now be possible to operate in a better, more professional working environment, which will enable a superior service to be provided to the whole force.

The unit's new offices are based at Feering (next to the police station) which is near to Kelvedon.

Being sited near to the A12 the office is only 10-15 minutes from Chelmsford and has ample parking for people bringing or collecting items.

This will be welcome news to officers who have had to suffer the nightmare of parking near to the main Headquarters building!

The TSU provides a variety of technical equipment to assist in the detection of crime and the gathering of intelligence and/or evidence.

It still offers advice for free (apart from a small donation of chocolate biscuits!) and staff are all willing to discuss the feasibility of equipment with officers.

Directions

The worst that can happen is that they will say: "Sorry, can't help on this occasion."

The official address is now The Technical Support Unit, 3, The Police Houses, London Road, Feering, (Kelvedon) CO5 9AE.

For further information, or for directions to the new loca-

tion, contact Ds Andy Richardson at the unit, on ext 63764, Margaret Marples (reception, ext 63763); or Dan Mead (video tapes, ext 63767), or e-mail any of the above.

Suffolk airborne

SUFFOLK Police have formed their own Air Support Unit which will operate within the consortium currently running between Essex Police and Cambridgeshire Constabulary.

Suffolk Police's new helicopter was launched in October at a cost of £2.2 million, with half the money covered by a Home Office grant.

Each member of the consortium provides mutual aid for the other two.

Limited edition print marks ten years of ASU

THE Air Support Unit is marking ten years of service to the force with a commemorative print.

Produced by local artist and ASU pilot Dean Regan, it features the force helicopter G-EPOL together with a brief history of the unit.

Each print measures approximately 12in x 16in and can be purchased for £5 each.

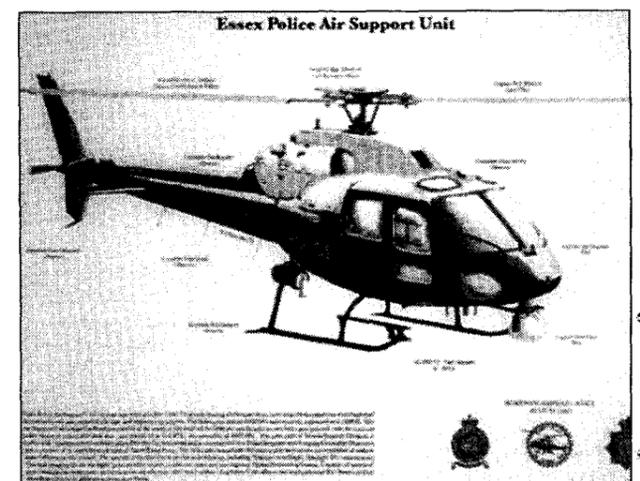
There are a small num-

ber of limited edition prints also available on first come first served basis.

These prints, costing £10, are signed by the artist and the current crew.

The prints can be mounted and framed at additional cost, if required.

Please contact the Air Support Unit to place an order on 01245 451564.



For display advertising in The Law contact United Press on 01282 459533

NARPO

Quiz night

COLCHESTER branch is holding a quiz night on Friday, December 8, 2000 at 7.30 pm in Colchester Police Station, in aid of The Macmillan Nurses.

Teams of four are needed to raise much-needed funds for this very worthy charity.

The cost is £8 per team. All budding contestants for "Who wants to be a Millionaire" are invited to attend and practice for the big day and spend some money for a good cause. Interested? Contact branch secretary Reg Shelley, 01206 547739.

The Southend branch White Helmet Christmas Do offers the chance to start off Christmas by joining your old mates and colleagues at Southend Police bar from midday onwards on Thursday, December 21, 2000.

Southend Police Club is providing a buffet. There will also be the usual magnificent tombola.

Essex branches' joint meeting will be at Police HQ Sports Pavilion at 8pm on Wednesday, January 10, 2001 to discuss common interests and experiences.

We all want to ensure that our members are getting the most out of NARPO.

If you have any ideas or comments on how we can improve the quality of membership then please do not hesitate to contact your local branch secretary: Chelmsford - Tony Cooper, 01376 329563; Southend - Bob Craven, tel/fax 01702 582750, e-mail: lsg@tinyworld.co.uk; Colchester - Reg Shelley, 01206 547739.

New Head of Crime rose through ranks

THE new Head of Crime is Det Supt Steve Reynolds.

He replaces Det Chief Supt Lee Weavers, who, as reported last month, has taken medical retirement.

Mr Reynolds has risen through the ranks since joining Essex Police as a cadet in 1971 and has been Acting Divisional Commander in Crime Division since Mr Weavers became ill last year.

Married with two children aged 19 and 17, Mr Reynolds, 46, is a keen sportsman and enjoys playing golf, when he has the time. He was captain of his golf club last year.

Paying tribute to his predecessor, Mr Reynolds said: "I have known Lee since before I joined the police service - our parents were friends. I feel I am following in the footsteps of some very highly regarded police officers."

Colchester **Chief Inspector Roy Fenning** became the new head of CPU at headquarters last month.

Former head of CPU **Superintendent Simon Coxall** is now head of

Names in the news



Det Supt Steve Reynolds, new Head of Crime.

Criminal Justice Department.

Sergeant John Andrews, headquarters, retires this month after serving 30 years.

Pc Joanne Keene, Thurrock, **Pc Tina Bailey**, Chelmsford and **Pc Mark Beaumont** all retired last month on medical grounds.

Pc Wendy Ralph retires this month after 10 years' service, due to ill health.

Obituary

FORMER Sergeant Ronald Goldsmith died recently aged 77. He retired in 1975.

Ex Pc **John Stanton** has also died, aged 69. He retired in 1984 having served at Romford, Epping, Braintree and Wickford.

Former constable **Peter Fox** has died aged 76. He served at Grays, retiring in 1977.

Last month saw the death of former constable **George Bungay** aged 98. He retired in 1951 having served at Clacton, Saffron Walden, Braintree and Grays.

Ex sergeant **David Summerfield** aged 63 died last month. He served at Romford, Colchester, Basildon and Chelmsford retiring in 1988. He leaves a widow Paula.

FOLLOWING the advertisement in *The Law* for the Essex Police Enquiry Agents Scheme, the committee would appreciate some feedback from members as to their experience with the scheme.

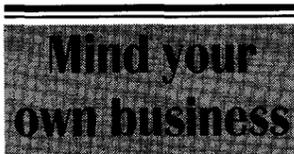
Please drop Roy Dennis a line with your comments

Christmas dinner: There is still plenty of room for more at the dinner, which promises to be a great night, with many partners attending, so get your cheques off to Bill Pirie as soon as possible

The cost will be £20 per person for a three-course meal and two glasses of wine.

Future meetings: Wednesday, April 4, 2001 and Wednesday, September 5, 2001 (AGM) both at 7.30 pm HQ Sports Pavilion.

Committee meeting: Wednesday, November 8, 2000, 7.30 pm HQ Sports



The column of the Essex Police Business Association

Pavilion

New members: Contact Membership Secretary Ken Luxford on 01206 395948 or e-mail: kenluxford@supanet.com

General inquiries: Contact Association Secretary Roy Dennis on 01206 504246 or email: roy.dennis@pop.ntlworld, or Assistant Secretary Bob Craven, tel 01702 582750, e-mail: lsg@tinyworld.co.uk

Time to save for holidays

THE Southend Police Club Holiday Fund for next year will commence on January 1, 2001.

Application forms will shortly be forwarded to all current members. New members are welcome and application forms will be forwarded on request.

When completed, they

should be forwarded to Mr L Seals, Sports Club Treasurer, Southend Police Station, Victoria Avenue, Southend-on-Sea, Essex, SS2 6ES by December 10.

This is not a loan club, but a means to save and assist with holiday expenses and open to police officers and civilian personnel. Subscriptions are deducted from salaries at source.

Threequarters of a member's yearly entitlement may be withdrawn between April 1 and September 30 on written application. The remainder will be paid early December without application.

At least ten days' notice should be given for withdrawals.

Members are also reminded that the treasurer should be notified of all changes of address.

Sixty-plus at annual Comrades' lunch

OVER 60 members of the Essex Police Comrades' Association gathered for the autumn luncheon held at Police HQ last month.

The Association was founded in 1924 and it is open to serving and retired police officers with ten years' service.

It now has some 400 members who are invited to the autumn luncheon and a spring buffet.

Chief Constable David Stevens,

President of the Association, is pictured chatting to Ralph Chapman an honorary and probably the oldest member of the Association at 93 years of age.

Anyone who would like information about joining the Association should contact Lucy Wheddon or David Jones, hon. secretary/treasurer at the Federation office on 01245 452797.



Market Place

BLOCK LETTERS PLEASE - ONE WORD PER BOX

Name and rank

Station Home Tel.....

Date Signed

Send to The Editor, The Law, Press Office, Essex Police Headquarters.

Only adverts from those directly connected to Essex Police (either serving or retired) will be accepted. Adverts should be restricted to a maximum of 24 words and repeat ads should be re-submitted on a monthly basis. The Law team reserves the right to edit or omit any advert which doesn't meet this criteria.

ARISTON dishwasher, v.g.c, about 18 months old, white, £100. Contact Bob Ward, Corporate Support extension, 54126.

BOWERS GIFFORD. Det house, cul de sac, non estate, 3/4 double bdrms. 18' lounge, 17' kitchen/brkfst room., sep dining room, gas c.h., 100' garden backing on to green belt. Convenient for M25, 10 mins to main line station, 40 minutes to London. £159,950. Contact Mr Rainey (ret'd), 01268 726687.

CYPRUS, Pissouri Bay, beautiful location. Two bed villa with own pool and air conditioning, sleeps six. Ten minutes from beach, early booking recommended. Contact R Reeves (ret'd) on 01379 854787.

FORD Mondeo 1.8Li Zetec, 1999 silver, alloy wheels, air conditioned, electric windows, traction control, ABS, cd/radio, excellent condition, 11,800 miles, £8,700. Contact Chief Inspector Steve Humbles at Grays or 01992 577446.

FREE pair budgies, one blue, one green, with cage. Need loving (noisy) home. Hate

peace and quiet. Contact Linda Kemetmuller on extension 60010 or 01245 212500.

GOOD homes wanted for cats and kittens. Contact Miss S Parsonson on 01206 864284.

HALESWORTH Suffolk, two bed holiday cottage for let. completely modernised but retaining beams and oak flooring. Near Southwold, Broads and beautiful countryside. Contact Pc Bob Taylor at Laindon or 01245 324651.

HONDA C90, very good condition, 1 year's MOT. Ideal second or commuter bike, new tyres. £375.

HONDA Civic 1.5 LSi auto, 1992, 56,000 miles, tax, MOT, £3,250 ono. Contact Louise, 01245 452881 (day), 01245 354228 (eve). Contact Richard Burgess on extension 40837 or 07811 803972.

LOSE weight for Christmas. New diet programme, lose 1lb a day. Get slim for Christmas. Contact Julie on 01245 262265 or 351075 or www.dietuk.net/7680.

NEW edition of Microsoft Works software package. Unwanted gift, so is still sealed in original packaging. Half price at £20. Contact Ps

Kalar on 07740 305977.

ORLANDO luxury villa. 4 bedrooms, 3 bathrooms, sleeps up to 10. Private screened pool near Disney and other central Florida attractions. For more details contact R Cook (ret'd) on 01376 573406.

RED Vauxhall Cavalier 1.6L saloon 1990. Sunroof, central locking, tinted windscreen, radio cassette, taxed, MOT July 2001. Full service history, reliable car for £950 ono.

Contact Pc Rob Cater at Corringham or 01375 644072.

SPENCER upright piano c1930, new set of tapes, recently tuned and regularly played. Good condition £350 ono. Contact Pc Mark Jones on extension 75398 or 01277 216214.

STUDIO flat for rent, part furnished, Highwoods, Colchester, two minutes from Tesco. Separate bath and kitchen, £290 per calendar month, own parking space, ground floor. Contact Linda Kemetmuller on extension 60010 or 01245 212500.

SUZUKI GSX600F, 2000 W-reg, red, less than 1,000 miles, fsh, taxed, delivery

miles only. Excellent first bike, £3,795 ono. Contact Catherine Hovell 0797 1052441.

THE original Florida experience. Why not take a break in our home in Florida? Many have and returned over again. 15 mins from Disney, 4 beds, secluded solar heater pool and deck overlooking wetland and wildfowl area. Excellent value. Contact Lee Weavers on 01245 362228.

TWO dark coloured 2 seater settees, good condition, £150 ono. Contact Sue Hickford or extension 52543 or 01245 496674.

WHITE Vauxhall Cavalier 1.6L, G reg, MOT, tax, full service history, 3 owners, good condition, £700 ono. Contact Melanie Watts on 0785 202087.

YAMAHA electric keyboard inc books, stand and adaptor £130. 3/4 size guitar (child size), £45, excellent condition. Contact Pc Daly, Stansted Airport or 01799 502900.

A heartening event

A CONCERT featuring the Essex Police Band and the Minden Band of the Queen's Division will warm the cockles of your heart.

Proceeds will go to the

Southend Mayor's charity Heartbeat 2000 to provide defibrillators throughout the town.

Cliffs Pavilion, Westcliff on Sea will be the venue for the show

on Thursday, February 8, 2001, starting at 7.30 pm.

Tickets cost £10 and can be purchased from the box office on 01702 351135 or from Fred Feather on 01702 522992.

Lottery result

THE result of the October 2000 lottery is as follows:-

£1,500 Ds Mark Merry, Colchester; £1,000 Pc M Diaz Rios, Thurrock; £500 Dc Michael Bennett, Saffron Walden; £300 Pc Tony Ashdown, HQ Community Safety; £200 Lydia Coen, MIT, HQ; £100 Ps Tim Enstone, FIR.

The following will receive £50 consolation prizes:

Ross McDonald, Harlow; June Saunders, Harlow; Michael Aitchison, Colchester; Tara Boutell, Chelmsford; Insp Andy Robertson, Chelmsford; Pc Charles Panting, MSD Chelmsford; Pc Trevor Hall, Camera Enforcement; Pc Robin Hance, Epping; Pc Michael Aldridge, Basildon; Ps Neil Davidson, Corringham.

Christmas party plan

ESSEX Police HQ Sports and Social Club is arranging a Christmas party for the children and grandchildren of all its members.

It will take place on the afternoon of Saturday, December 16, in the HQ Assembly Hall, starting at 2.30pm.

Well-known children's entertainer Michael J Fitch will provide party games, balloon modelling, a disco and magic show and the festivities will end at 5.15pm with a visit from Father Christmas.

Children attending the party will be given their own

festive party food box and a present from Santa. Further treats, cakes and drinks will also be available.

Vouchers will be given to all children unable to attend, provided they have not reached the age of 16 by December 31.

For further information, or to register your child/grandchild to attend, contact Chris Evans, in Firearms Licensing at HQ.

Please note, only those who are based and work at HQ complex and are a member of the HQ Sports and Social Club qualify.



Some of the revellers at the 60s night.

Shop 'til you drop

FOR those last minute Christmas gifts, join the HQ Sports Association's trip to London's Oxford Street, on Saturday, December 2. There are only a few seats left at £5 per person.

And for those new year bargains, a second trip to the capital has been arranged for Saturday, January 20, 2001, when the destination will be Harrods for its famous sale.

Again there are just a few seats remaining, at £5 per person. Coach leaves the Training School for each of these shopping trips.

A New Year's Eve disco is being organised at the H.Q. Sports Pavilion (starting at 8 pm). Come and celebrate the true millennium. Only £5 per person.

Anyone who is interested in any of the above contact

Shirley Turner by E-mail or Fax 01245 452157 (ext 50665).

A charity 60s dance at the pavilion, on Friday, October 13, turned out to be a very successful evening, with many people turning up in their authentic period gear.

Dancing was to 'Take the Biscuit' and £600 was raised for Farleigh Hospice in Chelmsford.

Cricketers' island tour success

THE Gentlemen of Essex CID Cricket team enjoyed a successful tour of the Channel Island of Guernsey, losing only once in three matches.

Situated just off the French coast in the Bay of St Malo, Guernsey, according to the local Tourist Board, receives between 1800 and 2000 hours of sunshine a year and 69 inches of rain. Known for its market garden and dairy produce, it is also renowned for producing International footballers, yachtsmen, athletes and Crown Green Bowlers.

However in the tourist information leaflets there is no mention of cricketers.

Leagues

The Island boasts two cricket pitches, 69 teams, who play in ten leagues, and the Guernsey Island Cricket Club, a representative side made up of the best of the Island's cricketers, who play the other Channel Islands and representative teams including an England eleven.

Three games were arranged, all being played at the King George V Cricket Ground, the home of the G.I.C.C. The only word that can be used to describe this ground is huge, with the boundary stretching for what seemed miles in all directions when you were fielding.

There was however a drawback in that the only playable wicket was an artificial strip. Tuesday dawned bright

with light cloud and a strengthening breeze, just what the visitors expected.

The team convoy, resembling the production line of Fords Dagenham plant, snaked its way across the Island for the first game against the Guernsey Police. With an establishment of only 140 officers it came as no surprise to find their Chief Constable keeping wicket.

As the Gentlemen opened the batting, and in true summer style, the rain began to fall, so much for the Tourist Board's facts and figures.

Guernsey Police soon made the vital breakthrough when Stuart Pinkerton was bowled with the score on 7 and Norman Bambridge with the score at 16.

Enter Errol Greene, with a borrowed bat and sporting long Johns under his whites, as protection against the cold. Errol never being one to hang around playing defensively, soon set about the Islanders' bowling, hitting a massive six back over the bowler's head, striking a tree on the very edge of the ground.

The Gentlemen batted valiantly amassing 148 off their 32 overs, with Dave Bloxham carrying his bat for a creditable 83.

During the tea interval the visitors were informed that due to a second game scheduled to start at 6pm the overs had been reduced to 25 and the number of runs required

by the local Police was now 115.

Despite some tight bowling by Mellon, Patrick, Greene, Miller and Bloxham, the local team picked off the runs in 23 overs to take first blood for the Islanders.

Day two and the dull weather had really settled in. Low cloud, a strong but warm breeze and the ever present threat of rain.

The tourists' second opponents, aptly named the Jazz Hats, had just won promotion to the Island's division two league having finished champions of division three.

Atrocious

The Gentlemen took to the field as the rain began to fall, making conditions atrocious. With the ball skidding around like a bar of soap, bowling became wayward and too many catches were dropped. The home team taking full advantage of these lapses scored freely and ended the innings 203 all out.

The Essex side set about trying to top this mammoth total and predictably the rain clouds rolled away and the sun quickly dried the wicket. With both time and overs running out the game finished in the inevitable draw, the Gents scoring 134-7.

The last, and potentially most difficult, game of the tour was against the Guernsey Island Cricket Club who rank amongst their numbers an England under

19 International fast bowler.

With the skies still grey and rain threatening yet again, GICC were put into bat. A number of the Gentlemen's team had not fully dried out from the previous day having visited a "Foam Club" in St Peter Port during the evening. The disastrous fielding of the previous day was soon put behind the team with catches going to hand and wickets falling steadily. Excellent bowling from Greene, Mellon, Miller and Bloxham reduced the home team score to 197-8, a good effort considering the home team's obvious ability.

With a good total to get,

disaster struck the opening of the Gentlemen's innings when Errol Greene trying to repeat his shot of the first match, was bowled early in the innings.

This brought to the crease Norman Bambridge who showed those watching his full repertoire of stroke play.

As wickets fell around him, Norman amassed a fine 92 runs before the home side bought on their International fast bowler, who bowled him with a ball that was not even seen by the spectators.

With the tail end rallying to their captain's instructions, a draw was earned, which taking all into account

was well deserved.

With the cricket finished the whole team were invited to attend a Civic Reception hosted by the Channel Islands Sports Council.

Here players from each of the three teams played during the tour, and other civic dignitaries presented the Gentlemen of Essex CID with a plaque to commemorate their visit and extended an open invitation to return to the Island for a future tour.

The whole team must extend their heartfelt thanks to Captain, Phil Mellon, for arranging the whole tour and look forward to next year's event, wherever it will be.



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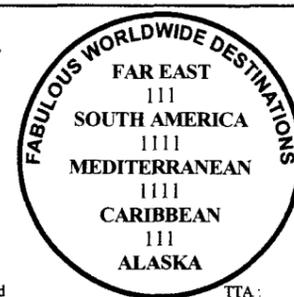
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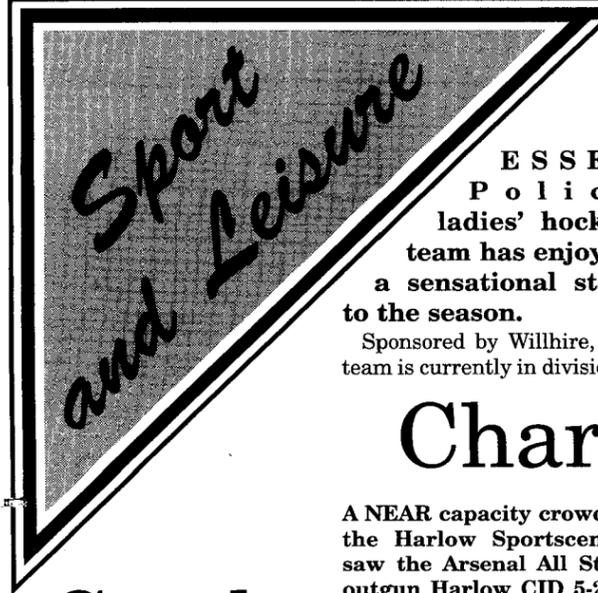
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Sensational start to season

ESSEX Police ladies' hockey team has enjoyed a sensational start to the season.

Sponsored by Willhire, the team is currently in division 3

of the Essex League, having been promoted last year.

The season began with a 9-1 victory against ECC on a grass pitch, even though only nine players were available.

This game saw the return of Kay Blackman and the debut of Sarah Bamfield.

The following game produced the same scoreline, with a 9-1 victory over Brentwood II, Toni Brockwell scoring a hat-trick.

The third game was at South Woodham, against Clacton II. Another excellent team performance produced

an 11-0 win, with a long-awaited goal from Sharn Taylor contributing to the scoreline.

With only three games played, Essex Police ladies are in second place in the division, with a game in

hand, showing 29 goals for and an unacceptable two goals against.

But, I suppose we have to make mistakes occasionally to keep the goalkeeper, Katie Mead, on her toes!

Sue Bakewell

Charity soccer raises £2,000

A NEAR capacity crowd at the Harlow Sportscentre saw the Arsenal All Stars outgun Harlow CID 5-2 to win the inaugural charity trophy and raise over £2,000 for the Cancer Research Fund and Victim Support.

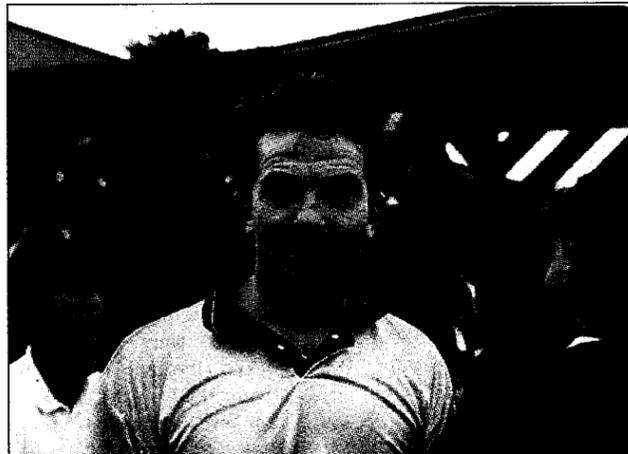
The men in suits, led by showbiz entertainer Bradley Walsh, performed admirably in the first half with Vernon Fleming making several acrobatic saves in the Harlow goal.

There were few shots raining in on the Arsenal

goal, but both teams went in at the interval all square at 1-1, with Thurrock's Mick Allen scoring CID's goal.

Entertainment levels increased in the second half as both teams looked for the winner, with both goalkeepers kept busy at either end.

However as fitness levels began to show, the celebrities finally shone through as three goals in the space of 20 minutes sealed the game.



● A slightly ruffled looking Bradley Walsh reflects on where it all went wrong!



● Deputy Chief Constable Charles Clark makes the trophy presentation.

Sports shop opens longer

THE Force Sports shop opening hours have been extended.

From November 1, the opening hours will be 10-2 on Tuesdays, Wednesdays and Thursdays.

It will also be open on the first and third Saturday of each month from 10-1.

For further information, contact the Force Sports Secretary, on extn 58888.

Essex lead way in mud

THE new cross country running season got under way with the first league race at Horsham, Sussex, with both individual and team wins for the Essex men and second place for the ladies.

While the majority of the competitors struggled just to remain upright, Derek Walker glided through the muddy, twisting course to record his first victory in a league race.

In sharp contrast, Mick Bond (5th) had to settle for his first veteran, despite leading at half way and was quickly followed across the finish by a stream of Essex vests, Vic Spain (8th), Russ Welch (9th), Don English (11th/3rd V40) and completing the winning A-team on his cross country debut Alex Webb (18th).

Still not finished, the B team also won their section, Chris Mathlin (22nd),

Graham Bloomfield (23rd), Steve King (31st) and Brian Murnaghan (32nd).

Moira Ainsley (7th/1st W40) led Essex in the ladies' race, followed by Paula Bradley (11th) and sister Lucy (13th/1st W35), with Janet Adcock (16th/3rd W35) again giving great support to give the team second place.

The next fixture is on November 16, at Maidstone, Kent, starting at 2pm (meet HQ Training School 11am).

Because of the threatened fuel dispute, anyone whose duties are changed and who is unable to make the next race, or to check if the travel arrangements have been changed, contact cross country captain Mick Bond at Maldon.

The Croker Cup race takes place at Gloucester Park, Basildon, at 3pm on Thursday, November 30.

Costly roll

PAUL Anderson represented Great Britain in the national canoe racing team at the 2000 World Championships in Treinag, France.

A roll cost Paul valuable time and he finished 25th, but the team event was far better, finishing 6th of the 35 nations competing.

Paul also competed in the World Cup series in Europe for the Great Britain team in which he was placed 20th and 21st in the C1 class.

The final race of the series was held in Switzerland on the river Moesa. During this event he competed for the first time as a pairs crew and in their first international event as a crew finished an impressive 6th.

Paul is currently preparing for the European Championships in Italy 2001.

Hard going in PAA 10-mile

ONLY a fortnight after finishing third in the marathon, Mick Bond, Vic Spain and Paul Perkiss joined the rest of the Essex squad in the PAA ten mile road race, at Elmbridge, Middlesex.

Nearly 300 runners set off on the first of two dead flat five-mile laps, but a strong head wind made it hard going as the competitors turned onto the riverside tow path that made up much of the course.

Inaccurate mile markers and some considerable doubt as to the overall distance added to the problems.

However, none of this made any difference to winners Darren Daniels (Cheshire) and Sarah Bradbury (Hampshire).

With the hosts, Met Police first team winning a third PAA title in the space of three months proved to be too much for Mick Bond (14th/58:35), so soon after

Glasgow, although he did enough to lead Essex to 11th team.

Russ Welch (33rd/1:01:17) continues to improve each year and did well to finish ahead of the still determined, though clearly tired Vic Spain (65th/1:05:01).

Making an excellent debut to complete the team score, Alex Webb (99th/1:08:27) is set to make a big impact.

The battle to be next home for Essex could not have been closer, with Charles Quaey (113th/1:10:24) edging ahead of Paul Perkiss

(114th/1:10:25) at the line.

Paul did have the excuse that, along with Pete Bryan, Laurie Rampling and Paul Anderson he had competed in the Guernsey Triathlon three days earlier!

Other men's results:- Paul Anderson (148th/1:13:46); Roy Kebell (160th/1:14:51); Pete Bryan (167th/1:15:38); Steve King (207th/1:25:04); Laurie Rampling (209th/1:26:00).

The Essex ladies' hopes of a team medal ended less than three miles into the race,

when defending veteran champion Moira Ainsley dropped out with stomach pains, leaving just Lucy Bradley (24th/1:18:14) and sister Paula (25th/1:18:19) to battle for individual pride.

Fixtures: Kent, November 16; Hampshire, December 14; Herts, January 11th; Thames Valley, February 15; Regional championships, Basildon March 8; National champs, Hampshire March 28; Croker Cup, Basildon November 30.

Race walk will be in memory of John Hedgethorpe

THE late John Hedgethorpe, founder of The Law and former commandant of the Cadet School, is to be remembered with a special three-mile walk next year.

Coinciding with the Croker Cup race walk on Sunday, January 28 and tied in with the Essex League 400th race, the event will follow a route

around Chelmsford pounded by many a police cadet during John's time at the school.

Entries from 10.30am for a 12 noon start.

One of the organisers, Copford-based Pc Steve King, said: "We are aiming to make it a very special race. It will also give John's former cadets the chance of a reunion."

He thanked sponsors Hatfields Furnishers and the Evening Gazette newspaper for their generous support.

The first 250 finishers will receive a commemorative ceramic mug and there will also be prizes for the first, second and third men and women finishers, the first, second and third teams (four

to score), first vet 40, 45, 50, 55 and 60, men and women.

The "John Hedgethorpe Memorial Trophy" will go to the team closing the largest number of competitors, men and women combined.

Entry is £3 on the day and, once all costs have been met, any profit will be donated to one of John's favourite charities, the RSPCA.

ties, the RSPCA.

Parking and changing is at the Essex Police Training School. Allow plenty of time, as the start is approximately three-quarters of a mile from the EPTC.

Further information is available from Steve King on 01206 210441, ednet 13400.



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