



Children in Need antics - page 5



Chief's Christmas message - page 5



New scheme could save lives - page 9

Change in divisional structures could free up thousands in cash

REVIEW AIMS TO BOOST FRONT LINE POLICING

A REVIEW of Essex Police's divisional structure has identified potential savings of up to £442,000 which could be invested in front line policing.

It has been emphasised, however, that the review is only looking at senior management

Report by Heather Watts and Jenny Grinter

structures and divisional boundaries, and that the Essex policing style, including Community Policing Teams and Rural Policing Teams will not change.

Details of the first report of the Best Value Team were recently considered at a special meeting of the Force Development Group.

Chief Constable David Stevens said: "It is important to stress that any changes will not reduce the level or quality of policing currently delivered to the people of Essex. It is intended that any savings realised will be invested in front line services."

Out of five initial options, two were rejected and the other three will form the basis of consultation. One of the three options is to remain as we are.

There is a need to take into account the views of the Police Authority, followed by a period of internal and external consultation, before the final decision is made in Spring 2001.

The other options both propose having seven divisions, with Stansted Airport not included in either option and remaining a separate police division due to its operational uniqueness.

Partnerships

At the moment the preferred option of Essex Police and Essex Police Authority is for seven divisions, with each division covering two local authority areas and therefore two local crime and disorder partnerships producing a more even workload.

Reducing to seven divisions would also produce considerable savings with reduced management costs which will be invested in front line policing.

The review also looked at options for Silver Command cover, custody provision and identification suites.

There is continuing commitment for 24-hour Silver Command cover at the rank of chief inspector or above, although further work is needed before a final decision is made in Spring 2001.

It was agreed that the current custody provision needs to be rationalised, but divisions need to undertake more detailed work.

In relation to identification suites, the outcome of proposed legislation to allow video identification is awaited before considering if a further identification suite is needed in the south of the county.

Santa's spirit is not from a bottle!

THE line of duty can take some unusual twists and turns, as PC Graham Bassett discovered.

The officer from the Northern Road Policing Unit found himself in the reindeer enclosure at Colchester Zoo, showing Father Christmas how a breath test is taken.

Thankfully Santa's test proved negative but just what were they up to? See page 5.



Claim for 'reasonable' allowance continues

THE Staff Side of the Police Negotiating Board (PNB) has now submitted a claim to the Official Side for the introduction of a new regional allowance with effect from September 1, 2000.

The regional allowance would be payable to:

- all officers not in receipt of transitional rent allowance or housing allowance (including those in police provided accommodation);

- all officers whose current rate of transitional rent allowance or housing allowance is the same as, or lower than, the level proposed for their region, with the exception of officers in the Metropolitan Police Service and the City of London Police.

Integral to the claim is that the new allowance should be up-rated on September 1, 2001 and on each September 1, thereafter by reference to the median of non-manual pay settlements in the private sector, in line with pay.

Different levels of regional allowance would apply in the regions in England and Wales, in Scotland and in Northern Ireland. The

levels claimed in England and Wales are as follows:

- Region 1 - £2,195 pa
 - Region 2 - £2,167 pa
 - Region 3 - £2,278 pa
 - Region 4 - £2,328 pa
 - Region 5 - £2,551 pa
 - Region 6 - £2,210 pa
 - Region 7 - £2,206 pa
- Essex is in No. 5 Region.

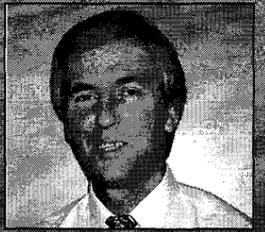
To avoid any anomalies or unfairness arising out of the introduction of the regional allowance, transitional arrangements have been proposed as follows:

1. Where the new regional allowance is equal to or greater than an officer's current entitlement to frozen full or half-rate housing allowance, or maximum limit, or flat rate transitional rent allowance, the officer would move immediately onto the new allowance;

2. Where the new regional allowance is less than an officer's current entitlement to frozen full or half-rate housing allowance, or maximum limit, or flat rate transitional rent allowance,

Federation Newsline

by Terry Spelman



the officer would retain his or her current entitlement until such time as the up-rated regional allowance is equal to or greater than his or her current entitlement, at which time he or she would move onto the new allowance;

3. Exceptions to 1 and 2 above would be those officers currently in receipt of half-rate housing allowance or flat rate transitional allowance who have a protected right to a full-rate housing allowance or maximum limit transitional rent allowance which exceeds the regional allowance payable at the time that they qualify for the full-rate or maximum limit. Such officers should move temporarily onto the new allowance, until such time as they are entitled to the full-rate housing allowance or maximum limit transitional rent allowance; and

- All officers (e.g. those on

career breaks, certain transferees, etc.) currently not in receipt of either housing allowance or transitional rent allowance but who nonetheless enjoy protected rights to these allowances, will retain such protected rights and then entitlements in accordance with 1-3 above.

The claim has specified that in no circumstances should an officer be put to a detriment as a result of the introduction of the regional allowance or the transitional arrangements. In all cases, the more favourable condition available at any time should apply and, where it is not clear which is the more favourable condition in respect of an officer, he or she should have the choice as to which condition should apply in his or her case.

The up-rating of the new allowance which is integral to the claim and the continued application of the transitional arrangements will ultimately result in a fully integrated allowance being payable to all officers.

In justifying the claim described above, the Staff Side submitted that there was a compelling case for a substantial improvement in the total remuneration of the officers who were the subject of the claim, based on the results of the

National Survey into Forces' Recruitment and Retention Performance and other evidence:

- the survey showed that despite police starting remuneration not having been comprehensively tested in the market in recent years, it is increasingly being viewed as unattractive;

- when the starting remuneration is comprehensively tested as it now will be with the intended recruitment of more than 9,000 additional officers over three years, it will be found uncompetitive;

- the abolition of housing allowance for post-1994 recruits created a divisive multi-tier structure which has had a detrimental effect on morale;

- the survey showed that when resignations by length of service were analysed, resignations among officers not in receipt of housing allowance were rising at a substantially faster rate than among pre-1994 recruits;

- it was evident from the survey that financial hardship was being experienced as demonstrated by increased resort to debt counselling and applications for loans or grants from Force Welfare Funds. There was also evidence of increasing numbers opting out of the police pension scheme presumably because they cannot afford to contribute.

The claim for a regional allowance was based on research which had identified the structure of regional pay differences in the UK, thereby distinguishing the

differences between what other employers have to pay their employees for working in these regions. Such differences in pay reflect a number of different factors including differences in the cost of living of which housing costs are a principal item.

Pay in each region was then compared with the lowest paid area in Great Britain to show the proportional mark-up of pay in each region over the lowest paid area. These proportional mark-ups were then expressed as a proportion of the London mark-up to provide multipliers which were applied to the difference between an upper limit of £3,327 (the recent PAT award for London) and a lower limit of £2,084 (the average frozen housing allowance paid in the lowest paid area). The multipliers were then applied to the difference between the upper and lower limits and added to the lower limit resulting in the levels of regional allowance claimed.

The Staff Side has invited the Official Side to discuss this claim in a joint PNB sub-committee as a matter of urgency, without waiting for the next meeting of the PNB in February 2001.

The claim is clearly an important initiative which seeks to ameliorate the position of post-1994 recruits deprived of housing allowance whilst providing a means of working towards an integrated allowance payable to all officers in the future.

I will keep you informed of developments.

No increase in subs or insurance

DUE to good housekeeping, there will not be any increase in Federation subscriptions next year. The benefits continue in full.

Don't forget, the premium you pay is tax deductible but you do not have to do anything as I have an agreement with the Inland Revenue and Payroll for this to be tax deducted at source.

MORE good news. After last year's increase, I have managed to negotiate with the insurers that there will be no increase in premiums for next year.

The cover continues to run from January 1 to December 31, so payments should be coming out of your bank account during the first week in January.

On behalf of Trish Morley, Jackie Card, Lucy Wheddon, Dave Jones, Mick Englefield and myself, may I wish you all a peaceful and prosperous Christmas and New Year and thank you all for the support you gave us and your local reps over the past year which, as we know, has not been one of the best.

Bravery nominations needed

ACTS of bravery by members of the public often go unrewarded and the Provincial Police Awards aim to provide the recognition they deserve, which is why Chief Constable David Stevens is encouraging officers and support staff to think about nominations.

These brave actions, or meritorious devotion to civic duty, can often provide a vital contribution to local policing and yet since the awards inception in 1965, Essex

Police has submitted few nominations.

Officers and support staff are urged to reflect on outstanding examples of public assistance during the Year 2000 and forward details to Insp Glenn Mayes in Corporate Support at Headquarters. Insp Mayes will then liaise direct to complete the official nomination forms removing the administration burden from divisions and departments.



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Offbeat

WHEN an invoice addressed to the 'False Information Room' arrived at Southend Police Station, no-one was quite sure whether it was a bill from a dodgy informant or meant for the headquarters call-handling centre.

□ □ □

TRAFFIC officers from Rayleigh couldn't help but dish out some advice when they attended a road crash next to a 'drive carefully' sign on the borders of an Essex village.

Activity sheets are being analysed

OFFICERS and support staff might be wondering what's happened to those activity analysis sheets that they dutifully filled in every day for two weeks in October.

A total of 37,000 forms have been returned to Finance and these will be scanned into the FORMIC software.

This is a huge task, that will take approximately two months to complete as each form will have to be scanned and evaluated.

Chief Insp Dave Folkard, from the ABC project team, said: "We are delighted with the quality and accuracy of the forms that have been returned. So far we are seeing return rates of 99 per cent, and form quality of between 93 per cent and 97 per cent. This is a fantastic result given that this is the first time that most divisions have taken part in widescale activity analysis.

"Guided by the divisional liaison officers, all our staff took the survey seriously and they will have provided the force with information that will help supervisors analyse and understand the pattern of workloads. At the same time this information will enable the force to meet the new accounting requirements of the Best Value legislation."

Over 30 arrested in town scheme

POLICE in Southend are confident they can build on the successful first stage of Operation Centaur which aims to reduce the number of alcohol-related incidents in the town centre.

A multi-agency approach, together with high-visibility policing, led to over 30 arrests being made over a four-weekend period with no significant public disorder incidents reported.

It is hoped that the programme will eventually be rolled out across the whole of Southend Division.

More funds expected for extra recruits

Budget news is welcomed

by Norman Hicks

HOME Secretary Jack Straw has announced funding of £185.3 million for Essex Police for the financial year 2001-2. This represents an increase of £10.5 million over the 2000-1 settlement.

In common with other forces, Essex Police will be expected to show two per cent improved efficiency year on year and a reduction in crime.

Essex Police Assistant Chief Officer (Support), Philip Onions, welcomed Mr Straw's

announcement, which he said represents a rise of 6.1 per cent.

"In addition, the force expects to receive money from the Crime Fighting Fund, for extra officers, the Rural Policing Fund and for new information systems," he said.

"We will also bid for funds for DNA expansion and various challenge funds, for example burglary," he added.

"It is planned to make substantial

funds available to improve our response to handling telephone calls from the public," said Mr Onions.

It is unlikely that Essex Police will be recruiting any extra officers via the Crime Fighting Fund in the current financial year. However, the force expects to recruit additional officers in 2001-2.

There are 70 posts allocated for that year, plus 62 posts carried forward from the current year.

"It may be that we will not recruit all of these posts, although substantial progress is expected," said Mr Onions.

Abandoning old policies for new partnerships



● The new 'abandoned vehicles' protocol is signed in the presence of Sgt Paul England, Supt Mick Thwaites, Cllr Ann Holland and Cllr Charles Latham.

A NEW partnership has been launched aimed at speeding up the process of dealing with abandoned vehicles in the Southend borough.

Under the new scheme the local council and Essex Police have signed a protocol to facilitate the sharing of important information which has previously been difficult to come by.

Before the initiative the council had to contact the DVLA in

Swansea in order to trace the registered owners of vehicles, a process that takes around 30 days, but sometimes up to eight weeks.

The new partnership means that the council will be able to retrieve information on vehicle ownership from the police through their computer systems, with a turnaround of just one day.

Southend Divisional Commander, Supt Mick Thwaites,

said: "I believe this is yet another example of the positive partnership which is developing between the local authority and the police which will improve the quality of life for the people of Southend.

"I believe by improving the environment, which this initiative does, it will have a positive impact on reducing crime and the fear of crime."

Changes to asylum seeker procedures

NEW Home Office procedures will lead to changes in dealing with asylum seekers and illegal entrants found in Essex.

It is no longer policy that asylum seekers are left to make their own way to Croydon. When police are notified an officer will now attend the location.

If there are no offences disclosed or facilitators involved (a facilitator is a lorry driver or other person involved in the transportation of illegal entrants) and the location is suitable to leave them in situ contact should be made with the relevant HM Immigration office.

If the location is not suitable large numbers should be taken to a suitable holding area and small numbers may be taken to the nearest open police station front office or suitable place.

The Refugee Council will be called as the only agency that can provide help. It provides a 24-hour service for asylum seekers in the Eastern Region.

Social services will no longer be able to provide help for any adult asylum seekers.

Any un-accompanied children under 18 years of age should be taken into police protection and taken to the nearest police station where duty social workers will be contacted and HM Immigration informed.

If the illegal entrants or asylum seekers are found with a facilitator and there is evidence of an offence, the facilitator should be arrested.

Illegal entrants or asylum seekers who commit offences will be dealt with under PACE. HM Immigration should be informed and when considering any release of a detainee the custody sergeant should ensure consultation with HM Immigration and the Refugee Council.

Essex Police is working together with the Refugee Council to provide an information leaflet to asylum seekers translated into their own language to aid police staff when dealing with asylum seekers and to provide important information to a vulnerable section of our society.

Pay talks are continuing

SUPPORT staff may be concerned that they have yet to receive their September 1 pay rise but be reassured that work is ongoing to secure the best possible deal.

To further the claim for an acceptable rise UNISON has asked that an independent panel be appointed.

ACAS will appoint a panel which is due to be formed early in the New Year.

Law letters

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

Is it entrapment?

I HAVE many times written in the local press and elsewhere against speeding and am pleased to see Gatso cameras appearing in Main Road, Broomfield.

On the other side of the coin, where the borough council publishes new speed limits in the Essex Chronicle, it would be nice to also publish the position of new Gatso cameras.

I think a hidden camera is just another entrapment by the authorities, which I thought was illegal, like waiting in a pub car park to catch drunken drivers.

Mr R. A. White,
Chelmsford

Thanks for your concern

MAY I through the letters page in *The Law* thank everybody who contacted or visited me, when I was recently assaulted on duty, expressing their concern and good wishes for my recovery.

I have now returned to work although still under medical consultation. I thank you all very much, it was greatly appreciated.

Rosie (Pc Rosenwold)
Southminster

Farewell George

I FEEL I had to write a little tribute to George Bungay who died whilst I was away.

He will be sadly missed driving around the town in his little red buggy. Even at 98 he never forgot your name and always had a cheery word and wave for you.

When I lost my dear husband he was the first to give me good advice - to keep me smiling and look forward, not back, as people do not like a sad face. Thank you George.

Doreen Lambourn
Saffron Walden

Overwhelmed by the spirit of comradeship

IT is now almost a year since I first became ill and it will still be many months before I am back to something like my self. After such a long absence I thought it better to quietly slip away, passing the baton into Steve Reynolds' capable hands in as a low key manner as possible. However he and others persuaded me otherwise and now I see what I would have missed.

This has been a very difficult 12 months for me and it is no secret that I did not want to go yet and certainly not in this manner. However the response from you all has been overwhelming, cards and good wishes

continue to arrive daily. I think this really does show that despite all the worries about change and the way we are required to operate these days the fundamental spirit and comradeship that has underpinned the service for so long is undiminished.

I would like to take this opportunity to thank everyone for their kindness and support in the last 12 months and all of those who have taken the trouble to ensure my formal retirement was a high point rather than a low one. The ship's barometer and ship's clock will be with me always and will travel on

board if as I hope I achieve my ambition of cruising extensively in warmer climates in the years to come.

I must also thank everyone in Crime Division for their efforts and support these last three years. There has been much upheaval as we have successfully brought crime into the mainstream and tackled some deep seated problems and ambitious change.

I am sorry that I was absent for the first year of consolidation but I know much of what was planned has continued under Steve's stewardship and I am heartened by the priorities

you set out in the November edition of *The Law*. Teamwork will get us there!

As I recover, I hope to make a different contribution to the service through *The Ramesses Group* and my national work on crime reduction which continues. Who knows I may even do some work for Essex in the future.

I already miss you all but will no doubt get used to it, working as an apprentice businessman has some familiar features to it, especially as Bill How's still trying to keep me in check when it comes to money.

Lee Weavers, Chelmsford

Tough bosses DO gain respect!

I READ with interest the letter of Pc Alan White in the November issue of *The Law*. I've no doubt that Alan will be waiting with baited breath expecting a few replies to his chosen subject which can always be relied on to evoke many conflicting comments.

I have no real right to comment on what the job is like now because I have not been in it for the past six or so years. I can, however, hazard a guess but I will keep that to myself. I can only believe what I read.

Alan mentions the respect he has for his senior officers which in his opinion has not been diminished by

today's slightly more gentlemanly approach to supervision. Now this is strange because some of the letters I have been reading over the past few months in *The Law* do not really support your views on that issue Alan.

I think I am fairly qualified to speak on this subject having served under some fairly tough senior officers. I don't think any less of these men for sometimes giving me a fairly hard time, perhaps I deserved it!

It was all part of the challenge and it kept us on our toes and I like to think it helped us to keep up our standards without having to be reminded of what was expected of us printed out on posh pieces of paper

pinned up in police stations.

If I had the privilege of meeting those officers today I'm sure our conversation would be friendly and light-hearted. There would be no grudges because they were tough bosses.

To change the subject slightly I would like to take this opportunity to pay tribute to Ex Inspector R.E. Chapman - perhaps I dare call him Ralph now. How marvellous to note that he was still able to attend official functions at the age of 93. I have found memories of Ralph when he was my dad's inspector stationed at Halstead. He used to visit my dad at his detached beat office and I was

then only a small boy.

I know my dad had respect for Mr Chapman. This was back in the early 50s and sadly my dad died in 1989 but I know if he were still around today he would have been one of the first to wish Ralph all the very best.

During my thirty years' service I only once had occasion to officially question the actions of a senior officer and I did that through the proper channels, not by writing to *The Law* - I would still not bear that former officer any grudge.

My final comment is not aimed at Mr White but at the authors of other letters in past months.

Dave Rose, Cambridgeshire

We simply didn't have time to stress

I WRITE with regard to the article on stress in the force 40 years ago.

I am very sorry to say that we never had time for stress, although it was there. We did not know the meaning of the word compared to the awful sights and dealings we had to endure.

There was also the other side of the coin to bear. I was in bed one day after night duty as a dog handler covering the Essex area. The phone rang and I was ordered to get dressed in uniform and get down to Rayleigh Police Station at once. The time was about 10am.

I was seen at Rayleigh Police Station at around 11.15am by Chief Insp Edgar Horner who was in charge of an inquiry. Apparently some money had gone missing that I had found with my dog during the night.

I had previously been called to a newsagents during the night and found a lot of cigarettes and about £100 in money.

This was duly taken back to the newsagents where it was meticulously counted, signed for and entered in my pocket book.

I later handed this money over to CID not getting a further signature for it (my failure).

However, about £20 was missing and I was getting a grilling for it. If I had wanted the money I would obviously have taken it all and not declared that I had found it.

The worst part of this fiasco was the fact that I had no apology from anyone for a job in my mind 'well done'.

All I got was the stigma of "well there's no smoke without fire".

Yours sincerely stressed out 73 years.

Mr J.C. Lawrence, Brentwood

● AFTER all the correspondence regarding the 'Young Cop - Old Cop' I would like to put a lid on it by adding these words as a possible epitaph:

One person's STRESS is another's ADRENALINE.

Ken Wright, Thundersley



I enjoyed a very informative visit

DURING the summer I spent a total of five weeks with Essex Police on the Parliamentary Police Service Scheme, a project approved by the Home Office aimed at helping Members of Parliament become better acquainted with current policing.

I met many officers of all ranks and also a large number of civilian support staff. Through *The Law*, I would like to express my sincere thanks to all of them.

I have been impressed greatly with the professionalism and dedication of all I have met.

Membership of the Parliamentary Police Scheme has made me much better informed when it comes to police matters.

As a result, through my membership of the Home Affairs Select Committee and in my parliamentary duties both at the House of Commons and in my constituency, I will now be better placed to speak on issues related to the police.

Once again, my thanks to all those who made my time with Essex Police so informative and enjoyable.

Bob Russell,
MP for Colchester

Rising to the challenge of change



● Mr David Stevens

THE past 12 months have shown, yet again, that Essex Police is ready to respond to major operational commitments, including the Ariana hijacking, policing the Millennium celebrations, Y2K issues and the petrol dispute.

At the same time we have risen to

the challenge of change, absorbing part of the Metropolitan Police into our area, establishing the Mobile Support Division and consolidating our community policing style.

I wish to place on record my appreciation of the skill and commitment shown by all officers

and support staff for the hard work that went into achieving such success.

There are, undoubtedly, many new challenges ahead but if we respond in the same positive way in which

we approached the year 2000 we will continue to be successful.

Christmas is a time for families and my wife Pat and my children join me in wishing you all a very peaceful and happy Christmas.

Essex Police Chief Constable, David Stevens

Your devotion to duty is appreciated

AT this time last year more officers in Essex than ever before were, with some trepidation about to go on duty to ensure that the departure of the 20th century and the entry into the new millennium would pass off peacefully.

We were also anxious to see how severely the so-called 'Millennium Bug' would bite. In the event, due to the general common sense of the public those on duty had a relatively

calm festive season whilst meticulously careful planning ensured that the bug was not even a flea. This year will hopefully not be so potentially dramatic.

The Authority is, however, well aware that many of you will again be on duty over the holiday period providing the county with effective and efficient policing thus ensuring

that it is a safe place to be.

For your devotion to that duty now and throughout what has been a busy year we are sincerely grateful. I am therefore delighted to have this opportunity to wish all officers, support staff and their families a very happy Christmas followed by a peaceful and successful year in 2001.

Essex Police Authority Chairman, Anthony Peel



● Mr Anthony Peel

Father Christmas launches drink drive campaign

COLCHESTER Zoo was the venue for the launch of this year's anti drink-drive campaign in Essex, when Father Christmas was on hand to drive home the campaign message: "One Christmas tradition we can do without".

All drivers involved in collisions, or who commit traffic offences, or who are suspected of having consumed alcohol in Essex, will be required to take a breath test. Those who provide positive tests may well find themselves disqualified from driving before Christmas, as the fast-track system has them appearing before the courts prior to December 25.

A pre-Christmas gift of a minimum 12-month disqualification will be given to anyone convicted of drink-driving.

Operations Manager for Road Policing for Essex Police, Chief Insp Tom Diment said: "Christmas is meant to be a season of peace and joy. I regret that there are still some drivers who drink and drive, which may turn this Christmas, and those to come, to a time of sadness and sorrow. The police will be doing everything possible to reduce this prospect for Essex families through our clamp down on drinking and driving."

Pubwatch supports 'Des' campaign

A SCHEME to encourage people to plan their travel arrangements ahead of a social night out is being given full support by Essex Pubwatch and its co-ordinator Pc Paul Bird.

I'll be Des has been launched by The Portman Group in an attempt to reduce the gloomy picture of deaths and injuries on the road.

The idea is to encourage members of the social group to take it in turns to be the DESignated non-drinking driver, and to agree beforehand who is going to stay off the booze.

Providing support to drink-drive campaigns, particularly around Christmas, the scheme urges the group to discuss travel arrangements in advance, have non-alcoholic drinks available, and have details of reliable taxi firms to hand for occasions when no 'Des' is available.

The Portman Group is distributing free campaign material to anyone wanting to promote the idea.

INVESTING in the future, Essex Police call handling staff will be asking "How does it feel for the caller?"

A completely new change of culture is proposed to turn us around, centering on customer satisfaction, investing in quality service to promote public confidence in their police service.

Criticism in the HMIC report led to a review of call handling, crime desks, help desks and crime recording, and the interim proposal is for service desks to be set up using existing personnel from switchboards, crime and help desks and crime inputting.

Inspector Steve Rawlings has been appointed to oversee the review proposals coming to fruition in a consistent manner and by June

by Heather Watts

2001 there will be nine service desks and switchboards will be reduced to 11.

Each service desk will be a one stop shop which will deal with all non urgent calls to their resolution, and also have responsibility for the front office of stations.

Personnel staffing the new service desks will need to be multi-skilled and from February, 2001 over 300 existing divisional staff will be trained by outside call handling experts.

The forcewide introduction of new screen-based technology will enable calls to be directed to the correct extension and an interactive voice recording system is to be introduced

at headquarters to enable callers who know the extension they require to bypass the switchboard operators.

It will also be introduced at Braintree to assess suitability for divisional use.

Following on from that the project will be identifying whether staffing levels on the service desks and at FIR will be high enough to deal with existing demands and demands in the future.

Peaks and troughs of demand by callers will be identified and staff employed accordingly.

Insp Steve Rawlings said: "We are trying to reduce the number of calls coming in to us by a variety of methods. At the moment we are driven by quantity not quality, and indeed there are many unanswered telephone calls. We must get the calls in, deal with them and have

enough resources for subsequent actions.'

There will be revamped adverts in Thompsons and the BT directory explaining the 999 system and what constitutes an emergency.

Direct dial numbers will be advertised for specialist departments like the Fixed Penalty Ticket office, and on our internal and external websites there will be a frequently asked questions database. Also on these sites will be weblinks for non police problems, like noisy parties, pointing to the responsible organisation.

Final decisions on call handling in the future will be made in January 2001.

A series of workshops with consultant support will look at the future vision and any changes will be implemented after PRCS is introduced in 2003 to 2004.

Clowning around helps raise cash



● Chris Evans and Shirley Turner raffled this trio of bears for Children in Need, raising £371 for local children's charities.

CHILDREN in Need are to benefit by a grand total of £2,517 raised by Essex Police employees recently.

Teddy Bears, a doll's cot and a bird table were raffled, collections made and a cake auctioned. Together with the proceeds from a Children in Need Quiz Night held at headquarters these activities raised £2,250 for local charities.

The money will be distributed between Action for Kids, Chelmsford £500, Woodlands Playgroup, South Ockendon £350, In Focus, Chelmsford, £700 and Little Havens Children's Hospice, £700.

A further £267 was raised from the raffle of a bottle of 21-year-old Bollinger Champagne, a guess the baby competition and the sale of Pudsey Bear cookies which will go towards the national BBC Children in Need Campaign.

Tackling truancy

FOLLOWING the successful truancy sweep held in Southend town centre last month, education welfare officers from Southend Borough Council and Southend police officers will be on the lookout for truants in the run up to Christmas, when many children may be tempted to take time off school for some extra shopping.

All school aged children, whether accompanied by an adult or alone will be stopped to find out why they are not in school.

Any truants will be returned to school or collected from a designated point by parents.

Report and photos
by Kim Perks

Dismantling



● Two of Essex Police's seven female firearms officers take part in an arrest demonstration as part of a special 'career day' held at Wethersfield, aimed at providing opportunities for those officers wishing to diversify.

Open days aim to encourage more women to take up specialist posts

ESSEX Police taken 'positive' under its Equality Service Strategy to encourage female police to apply for specialist posts.

A special open day, *Under Representation Women*, attracted 140 officers, women and considering a career change.

Research has shown there is a reluctance among women to apply for specialist areas such as firearms, dog handling and the idea of the open

Essex hosts first

THE first ACPO Youth Justice Conference, which took place in Essex last month, has been hailed a great success. The Conference was kindly sponsored by Ford who provide considerable support for community and youth initiatives in Essex and nationwide.

Chief Constable David Stevens welcomed around 150 delegates and 30 presenters to the Five Lakes Hotel, Tolleshunt Knights, for the two-day conference.

They represented police forces and youth justice partners from all over England and Wales, who came together for two very full days, which included numerous presentations and workshops on a whole range of current and future youth crime and youth justice issues.

The ACPO Youth Justice Issues Working Group put forward the idea of the conference. It arose from concerns about the volume and pace of change that had occurred, and was continuing in youth justice, the different stages of development of new schemes, and a variance in practice around the country, together with a need to reassure the group that it was dealing with all the appropriate issues.

The objectives of the conference became:

- To raise awareness of the wide range of known issues arising from the volume and pace of recent youth justice reforms.
- To identify any additional existing or

by Sgt Ian Carter

emerging issues arising from those continuing reforms, local or national.

- To reinforce the ACPO position in relation to those reforms and identify any areas of concern in practice that may have been unknown to ACPO.

- To share good practice and advice across different areas of England and Wales.

- To launch the ACPO document *Restorative Justice Investigated*.

The open tone set by conference chairman, Deputy Chief Constable Charles Clark, allowed for a frank and wide-ranging exchange of views throughout.

This was well received by delegates who took part fully in workshop debates and opportunities to pose questions to the main speakers.

Speakers included the chairman of the Youth Justice Board, Lord Norman Warner of Brockley and the Under Secretary of State for the Home Office, Mike O'Brien.

The wide range of issues discussed included, the final warning scheme, youth offending teams, persistent offenders, anti-social behaviour orders, referral orders, victims of crime, reparation, the role of police in schools, Connexions, crime and disorder strategies, community safety, data

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Smashing barriers

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give ALL officers a chance to learn more about this type of policing, and to try to disperse any concerns women may have about joining these male-dominated departments.

Likewise there was advice on hand from members of Child Protection which in fact has an under representation of men.

Opportunity

The main focus of the day was on firearms with visitors given the opportunity to learn about what is involved, and experience live and simulated target practice. Women make up 487 of 2,821 police officers in Essex but only seven of 204 firearms officers are currently women. One of those firearms officers, Pc Sam Barr, is also the only female officer currently on the Force Support Unit and the only female officer attached to the Air Support Unit as a part-time air observer.

She said: "I always wanted to do the more active side of policing but you have to realise whether it's for you or not. One of the things women have to be, is realistic in what they are capable of, and what physically men are more able to do.

"I spent the first six months proving myself before I felt accepted as one of the group and now I do."

Another officer who has proved her ability, reaching the rank of superintendent, has her own first hand experiences of firearms, and of the way the mentality in the police service has changed.

Divisional Commander of Chelmsford, Supt Julia Jeapes achieved her firearms certificate 23 years ago. She said: "I think women may feel a little bit intimidated by the fact that many departments are male-dominated. They may feel under pressure and that they are being put under the microscope, but those fears are not necessarily grounded in any truth.

"I would hope that if there are people who have aspirations of joining a special unit that the open day has given them the encouragement to pursue that regardless of gender."

Experience

Although firearms was the key focus of the event there were a number of presentations providing information on other aspects of policing such as crime and road policing. 'Role models' were also on hand from the departments to provide advice and personal experience, including one female constable who has shown that working part-time still allows for a career in firearms.

General feedback from the day has suggested that some fears have been allayed, and many officers have come to realise that they are more than capable of undertaking specialist roles if they so choose. Plans are already underway for a second open day in the New Year.

Assistant Chief Constable (Operations) Joe Edwards, said: "We recognise that women are under represented in most specialist departments and by holding these open days we aim to dismantle barriers that prevent our staff from achieving their potential, and open doors that otherwise remain closed.

"The first event proved a great success encouraging both men and women to consider furthering their careers. I was extremely pleased to see such an enthusiastic turnout and hope the next event is as well attended.

"What must be stressed is that Essex Police is simply providing the opportunities, it remains the responsibility of the individual officer to grab that opportunity and work to achieve his or her goal. Whilst we will provide every support available ultimate selection will always be on merit."

First youth justice conference

a, mental health and pre-issues. PO Working Group will now be consideration to the many from the dialogue about these including continuing problems in to information sharing, the ent of victims, revision of the avity factor matrix for young , the seeking of legislative to improve practice, the ical diversity of resourcing and of YOTs and issues regarding requirement for central funding initiatives.

Ideal platform

the major themes running the conference was restorative proved the ideal platform for h by Charles Clark of the ACPO document *Restorative Justice* ted.

in Essex, this document will the police service and partner about the relevant issues out of the introduction of ve justice into the criminal system. The document seeks to any confusion that exists about restorative justice models and fit within and alongside the for- ce process.

es useful examples of good that currently exist in England s and helpful advice that should ered by those who are seeking ew schemes.

Many of the debates concerning restorative justice were positive and elicited at worst cautious support for the approach. Generally the main doubts centred on resource issues and the lack of comprehensive and longitudinal evaluation.

Essex Police, through Charles Clark, have been, and still remain, at the forefront of the national youth crime agenda and the continuing youth justice reforms.

Mr Clark leads on these issues on behalf of ACPO and has been involved in the national debate for over seven years. The earlier ACPO document, *Reducing Anti-social and Criminal Behaviour Amongst Young People*, advocated a whole new approach to dealing with youth crime holistically.

Much of it has been incorporated through the introduction of multi-agency youth offending teams and a potentially more impactful youth justice system.

However, the most challenging proposal was for a shift from a complete post-offending approach (dealing with offenders following a crime), to a more concentrated pre-offending approach.

This advocated identifying those children at a young age that were at greatest risk of offending later in their lives and providing appropriate support or intervention to reduce that risk.

Clearly this is a more difficult and politically sensitive objective for a variety of reasons but it is not impossible

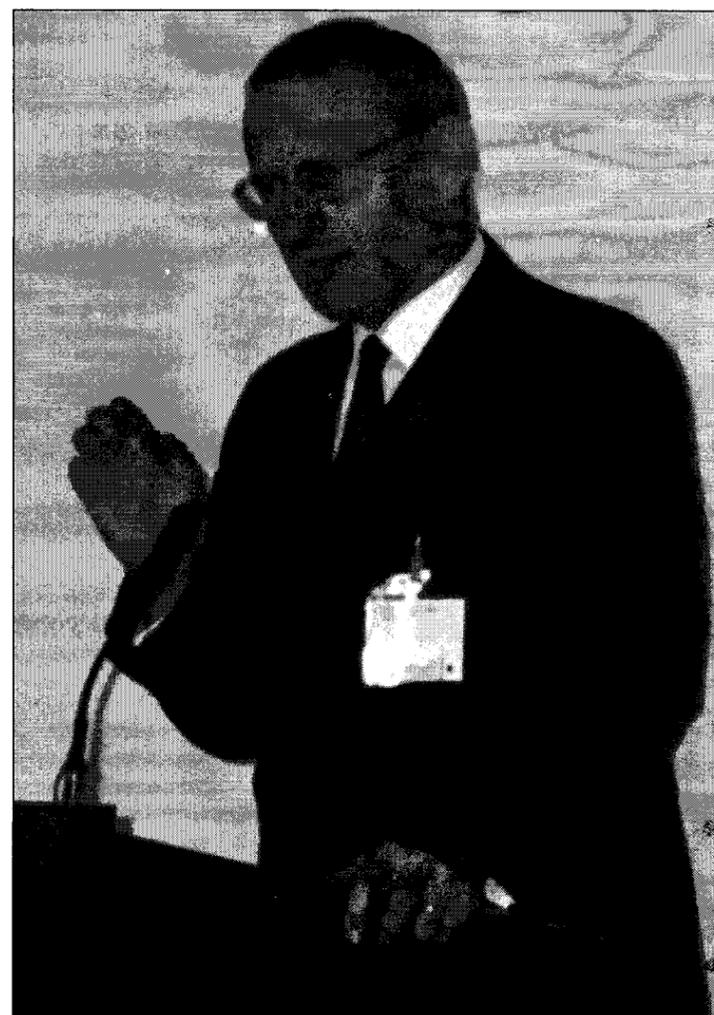
and a wealth of research evidence points to it as the most effective and efficient approach to the problem.

Whilst a number of new projects are venturing into this arena, such as Sure Start and On Track, we maintain that a more co-ordinated and holistic approach is required. This remains an ACPO and Essex Police objective that may achieve more prominence now that Youth Offending Teams and other youth justice reforms are becoming established.

Some of the outcomes from the conference, following presentations on some of the existing projects, indicated the success that can be achieved in this arena. These positive experiences will greatly assist the ACPO Youth Justice Issues Working Group to take the proposed approach forward and inform the national debate.

In conclusion the objectives of the conference were realised and initial feedback from delegates indicate it was well received and that future conferences would be welcomed to develop and aid understanding of the emerging issues.

Our thanks should go to Ford for their generous sponsorship, Neil Stewart Associates for their organisational skill, to all the speakers and presenters for their input and to the small Community Safety Department team, of whom Insp Tina Noble and Sgt Chris Atkins deserve special praise, who co-ordinated the whole event.



● Deputy Chief Constable Charles Clark speaking at the first ACPO Youth Justice Conference.

Officer's book is helping Essex charity

THE experiences of an officer in The Met's Tactical Firearms Unit have been turned into a book, which is being sold off to raise money for the Essex Police 4x4 Fun Day charity.

Steve Collins used to be a member of the unit otherwise known as SO19 and has written two books about his career, the most recent of which is entitled *The Glory Boys*.

Signed copies of the book are being sold for just £5 by Sgt Terry Slater at South Woodham Ferrers.

The book would make an ideal Christmas present for someone interested in this type of police work and will help raise cash for charity at the same time. Anyone interested can contact Sgt Slater on 01245 320333, ext 69240 or by email.

Successful race relations

A COMMUNITY meeting was held recently at Southend Civic Centre between Southend Police, Police Authority member Tony Williams and leaders of the local ethnic minority community. Good attendance and positive feedback has led to arrangements for another meeting in the New Year.

Essex officers mingle with the public on the streets of France

Impressive display of European unity

THE town of Dijon was besieged with officers of all nationalities earlier this year, including two sergeants from Essex. The event may have resembled a rather large mutual aid but was in fact **Europolice 2000**.

The event was organised by Dijon's police Commandant, Gerard Guittat and was the first of its kind since 1992.

After a lengthy motorway trip, Essex officers Jean-Marc Bazzoni, Don Duncan and their wives discovered that all the food and accommodation during the stay had been paid for by the organisers and sponsors.

At the town hall, from the Friday, there was an exhibition of police equipment through the ages and throughout two days 250 police officers and Gendarmes from 15 countries walked the streets of Dijon in full uniform talking to members of the public.

The Essex Police Band was also at the spectacular, accompanied by Assistant Chief Officer, Philip Onions, performing a number of concerts at different locations

in the town.

It was fortunate for the band that sergeants Bazzoni and Duncan had made their own way to the event as Sgt Bazzoni's fluent French proved extremely useful in translating to the audience. Likewise Sgt Bazzoni was able to assist Mr Onions when presenting plaques and gifts to local dignitaries.

On the Saturday morning there was an impressive presentation of all the national flags with the national anthem of each country played by the Republican Guard.

The event attracted a great deal of media interest and Sgt Bazzoni's linguistic skills again came to the fore as he was interviewed in French about his views on an integrated European Police Force.



● Sgt Don Duncan (centre) and Sgt Jean-Marc Bazzoni (right) pictured in Dijon with a French colleague.

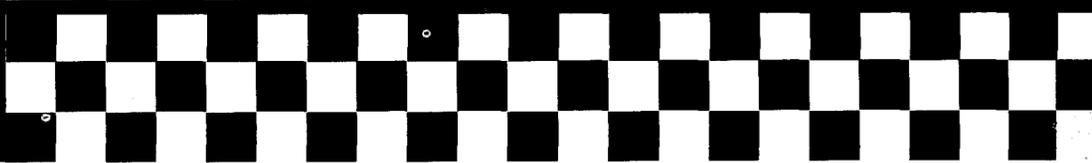
Charities benefit from crime

AN excellent total of £44,125 has been donated by Essex Police Authority to 19 local charities following the sale of property recovered in connection with criminal activities countywide over the past 12 months.

Money and property that remains unclaimed is sold through local auctions.

Cheques were presented by Police Authority Chairman Anthony Peel and Chief Constable David Stevens. The charities receiving donations were Essex Victim Support Schemes, £16,000; Women's Aid, £2,750; Essex Association of Boys Clubs £2,750; NSPCC £2,000; Essex Outward Bound Association £2,000; High Sheriff's Award Scheme £2,000; Essex County Scout Council £1,500; Girl Guides Association, Essex £1,500; Essex Community Foundation £1,500; Young Peoples Counselling Service £1,500; SE Rape & Incest Crisis Centre; Get Connected £1,500; Police Rehabilitation Centre £1,500; Re-Solv £1,100; Essex Crimestoppers Trust £1,100; Community Service Volunteers £1,100 Essex Neighbourhood Watch £1,000; Essex Friends of the YMCA £1,000; Roya Humane Society £825.

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Team building adventure helps tackle crime and disorder

STUDENTS from an Essex school have embarked on a challenging adventure aimed at building self-esteem and strengthening relations with the police, the army and the local community.

Twelve student volunteers - boys aged from 14 to 17 - from

the Colne Community School, Brightlingsea, have undergone weekly training with 160 Youth Team, 1st Battalion Royal Anglian Regiment at Colchester to develop skills in communication, problem solving, physical exercise, team building and self-confidence.

They have now set off for a

week at the Capel Curig Outward Bound Centre in North Wales, to put their skills to the test.

The initiative - funded by the army and named Operation Chrysalis - is a pilot scheme being organised by the Tendring Crime & Disorder Partnership in conjunction with the Colne

Community School.

The partnership is a consortium of Essex Police, Tendring Council and Essex County Council, working together to combat crime and disorder and improve the quality of local life.

Insp Richard Day, of Essex Police Tendring Division, said:

"Two police officers attended each of the weekly training sessions and are on the outward bound course.

"It offers an excellent opportunity to foster good relations and understanding between young people and the police in a positive environment."

Appeal for help in training

ESSEX Police is seeking help from the county's ethnic minority population, as it embarks on a major two-year training programme, to ensure every member of staff is aware of their role in maintaining good community and race relations.

The training, which affects more than 4,500 police personnel, is being co-ordinated by Joy Galliers, Essex Police Community and Race Relations Project Co-ordinator. She said: "We had a positive response from two minority ethnic members of the community for the first pilot course, and they spent two hours with course members sharing their experiences and past involvement with members of the Essex Police Force. But this is a two-year programme and we need as many volunteers as possible who are prepared to share their experience of Essex Police with staff undergoing training, this will ensure we are not putting too great a burden on a small number of volunteers."

As reported in *The Law* in October, the one or two-day classroom sessions, run by Home Office approved trainers IONANN, will be taking place at various non police locations around the county each week from January.

Focus groups with minority groups in Essex have already taken place, seeking the views, experiences and their involvement with Essex Police, so that the training programme can be based on needs and as a benchmark of where the force is now.

Each member of staff has been issued with a community awareness training workbook, to be completed before their classroom session.

Senior managers will be amongst the first trained, quickly followed by supervisors and front line staff, who deal with the public daily.

Although ethnicity will be the main vehicle used to shape the training courses, issues relating to other minority groups in Essex will also be aired.

For further information, or to express an interest in taking part, contact Mrs Galliers at the Essex Police Training Centre on 01245 491491. Out of pocket expenses will be paid.

Simple scheme could prove a life-saver

PICTURE the scene! An elderly woman lies unconscious behind her locked front door. The emergency services attend and force an entry.

There is no information about the lady's name, medical condition or relatives. An ambulance takes her to hospital, where, despite medical attention she dies.

Now picture this scene! A woman lies unconscious behind her locked front door. The emergency services attend and force an entry. A small green sticker is spotted on the inside of the front door.

Emergency service personnel go to the fridge and remove a small, plastic bottle. A leaflet inside the bottle gives her details, a summary of her medical history and medication, and details of her next of kin.

Ambulance personnel begin treatment, then take the lady to hospital, where after further checks, she is released into the care of her relatives, who have been notified of the incident by police.

This is the essence of a new initiative known as *Message in a Bottle*.

The first scenario will be familiar to almost every police officer, but hopefully the second will become much more the norm.

Message in a Bottle was launched by Essex Neighbourhood Watch Co-ordinator, Geoff Ireland, as a countywide scheme, last month with the strong support of Chief Constable David



● Launching Message in a Bottle NHW co-ordinator Geoff Ireland, Chief Constable David Stevens, and Edna Mulberry who already has her details stored in case of emergency.. Photo: Essex Chronicle Series.

by Roger Grimwade

Stevens, the Chief Fire Officer and Operations Director of Essex Ambulance.

This simple, but effective scheme is being co-ordinated by Neighbourhood Watch, who have obtained sponsorship to make one of 20,000 plastic bottles available to any

vulnerable person who would like one.

The bottle contains a form giving personal and medical details, plus a contact number for a friend or relative. The bottle is then placed in the fridge, on the basis that this is one of the last items to suffer damage in a fire, and a sticker is applied to the fridge door, with a second sticker on the inside of the front door of the house. Any member of the emergency services entering a home should check for the stickers and will then have speedy access to information.

The Chief Constable paid tribute to the hard work of county Neighbourhood Watch Co-ordinator, Geoff Ireland, whose efforts have made *Message in a Bottle* available across Essex through divisional Neighbourhood Watch Co-ordinators.

Mrs Edna Mulberry (78), from Great Baddow, gave her enthusiastic endorsement to the scheme, and spoke of the reassurance she would feel by knowing that, in an emergency, information would be available.

Hands on visit for local group

ACCOMPANIED by sign language interpreters a group from Foley House, Braintree, a residential home for the deaf and visually impaired, visited the Essex Police Museum last month for a talk on Victorian policing.

National museums are a problem for the group as those with visual impairment need to feel the exhibits to really see them and a number of

relevant objects to the talk were provided for the group to touch.

Members of the Essex branch of Deaf Blind UK had actively participated in a promotional video, made by Essex Police Television Unit for the Essex Community Foundation.

Having taken part in the video they also took the opportunity to visit the television unit to find out how all the

gizmos and gadgets work.

Also featured on the video was music by *Blur* and a voice over by Alan Deddicote of National Lottery fame.

The Essex Community Foundation raises money, researches projects, identifying needs and providing funding. The video produced earlier in the year followed five charities showing what the money can provide.

Special skills required for Romania trip

A QUALIFIED electrician and plumber are needed as volunteers for one week in Romania next June to help with work at children's homes, care centres and hospitals, located in and around Bucharest.

As reported in last month's edition of *The Law*, a number of volunteers from Essex Police, the Metropolitan Police, the Probation Service and the Rotary are travelling to Romania next year to carry out some extensive building and repair work.

Painters, decorators and general helpers are fairly easy to come by, but qualified electricians and plumbers are more difficult to find, and yet essential to ensure safety for the children.

There is too much workload for the existing volunteers so organisers are appealing for extra hands.

If you are interested and have the necessary qualifications, or know of someone who might fit the requirements, please contact Angela Smith at headquarters on extension 52004.

Linda will be missed by many

THERE was standing room only at Chelmsford Crematorium, when a whole host of past and present members of Essex Police turned out to say a final farewell to Chief Constable's Secretary Linda Harris, who tragically died on November 12 following an illness.

Linda joined Essex Police, aged 19, in 1967 as a shorthand typist in the training school, then in 1978 was appointed personal assistant to the Chief Constable, Sir Robert



● Linda Harris

Bunyard.

She went on to serve Chief Constable John Burrow and was personal assistant to Chief Constable David Stevens at

Names in the news

the time of her death.

Paying tribute to Linda at her funeral, Chief Constable David Stevens said: "I am sure there are very few people who have worked for three Chief Constables over a 20 year period, a remarkable feat of endurance. Her job was a very difficult one and in everything she did Linda was a consummate professional.

"It is a mark of esteem in which Linda was held that so many friends and colleagues, past and present,

have come here today to pay their respects and to say goodbye.

"Linda will be part of the history of Essex Police and will be missed by many but particularly those of us who were privileged to work closely with her."

The Law also pays tribute to former Inspector Ronald Bearman who died, aged 86, on November 12.

He served from 1935 to 1965 for one year at Clacton and the remainder at headquarters. Ron leaves a widow Kitty.

Retirements

CONSTABLE Gordon Bennett retires this month from the training centre at headquarters after serving nearly 28 years.

Thurrock constable David Ruff retires after serving nearly 26 years, and PC Caroline Golding, also of Thurrock, medically retired after serving nearly 20 years.

Also retiring this month on ill-health grounds are PC Peter Richardson of Chelmsford after 27 years and PC Victoria Wright of Braintree after 10 years.

Do you have any gun tales?

ARRIVING at the scene of a shooting to find that the child shot is your own son, would be anyone's worse nightmare.

It was, however, reality for former American police officer Shirley Lochowitz who now speaks out about gun safety and wants to hear any stories or information you may have.

Mrs Lochowitz retired from the Caledonia Police Department five years ago after the fateful day when she discovered her 12-year-old son had been shot by a teenage friend playing with a .22 rifle. Fortunately he survived but as others have not been lucky, Mrs Lochowitz plans to get a website up and running and write a book.

She explained: "I feel it important for others to know the terrible impact guns have on families long after the shooting. I feel the impact a book will be very powerful and would appreciate any assistance which will help spread the message."

You can contact Shirley Lochowitz at PO Box 9, Franksville WI 53126, email her at address@shirleyl@powerlynk.com.

Commended for saving young man's life

WHEN a young man threatened to jump from the fifth floor of a multi-storey car park in Harlow, it took the swift action of three officers to convince him otherwise.

The incident happened in September and DI Stephen Warwick from Grays, PC Mark Gaunt from Harlow and PC Sarah Gormer from the Western Road Policing Unit were all due to receive Chief Constable's Commendations for their bravery and decisiveness as *The Law* went to press.

Also due to be commended at the same ceremony were Sgt Edmund Travers, PC David Wood and PC

Barry Onwuchekwa from Benfleet Police Station, for their initiative and courage when they entered a dangerous situation when attending an address.

In May, the three officers were called to a house in Benfleet where a mentally unstable man had poured petrol over himself and his home and was threatening to ignite it. Without thought for their own safety, the three officers entered the premises and engaged the male in conversation, attempting to persuade him to leave. The man refused and had to be physically removed and taken to safety.

The final officer due to receive a commendation is DC Suzanne Shaw who is commended for her high degree of professionalism and dedication shown during an investigation into multiple offences of rape, indecent assault and gross indecency towards children.

The excellent manner in which she dealt with the victim management and family liaison issues surrounding such sensitive matters makes her a deserving candidate for the award. As a result of her hard work, a 60-year-old man was sentenced to 13 years' imprisonment at Chelmsford Crown Court.

WERE you a part of the Essex Police Cadet Corps - Course No7 (1975-1977), student or staff?

If so, PC Paul Watson stationed at Shoeburyness wants to hear from you as he is researching the possibility of holding a reunion.

Class of '75 reunion appeal

Paul recently attended his own Police Long Service and Good Conduct Medal presentation ceremony and met up with several old cadet friends in the process. It was during that event that the

subject of a reunion was raised with some enthusiasm and a strong sense of nostalgia.

The task of contacting former cadets and staff has proved difficult as a significant number

have left Essex Police.

So if you are one of those cadets or staff contact Paul on 'A' shift at Shoeburyness on 01702 293748. Likewise if you know someone who would have been a cadet or trainer during this time bring this article to their attention.

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HONDA Civic 1.5.LSI, automatic, 1992, 56,000 miles, MOT, £2,900. Contact Louise on 01245 452881 (days) or 01245 354228 (eves).

NEW Russell Hobbs Classic 2 slice toaster, £15. Contact Mike Benning on 01245 491491 ext 54126.

POLICE Memorabilia collection, disposal, uniform, hats, badges etc. For sale and negotiated exchange with selected items still sought details upon request. Contact Paul Watson on 01702 203015.

ROVER 825si auto 1997. 2 owners, f.s.h, immaculate condition, CD, aircon, ESR, alloys, new tyres. High mileage but drives perfectly. Any trial, £3,500 ono. Contact

Phil Mellon on 01245 491491 ext 52117.

SCOTTISH Highlands. Self catering in new one bed bungalow or self catering in a four bed bungalow. Or stay in an Austrian style home on B&B basis or full board. Skiing, fishing, shooting, walking and bird watching or just relaxing. Contact Andy Nunn on 01479 841717.

SKI'S Kastle RX National, 2.06MT, Tyrolia 850, Freeflex bindings, good condition, £50. Contact 01621 772310.

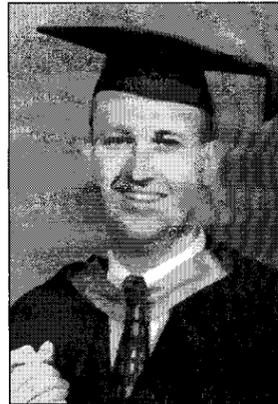
TO LET single room in modern house, near Braintree. Contact Jenny on 07887 483941.

TWO bedrooomed flat for rent in Clacton. Purpose built, non-estate, new kitchen, garage, £380 pcm. Contact Tina Starling on 01255 870981.

WANTED kids computer games for windows 3.1 486 machine. Contact Nik Beavins on 01245 491491 ext 50821.

YAMAHA Neos moped, blue, 1999, 3,100 miles, vgc. Helmet, jacket inc, £900 ono. Contact PC Fuller on 01621 859958 or ext 52285.

Greg's double achievement



● PC Gregory Radley

COLCHESTER'S Division Training Officer, PC Gregory Radley has been awarded Postgraduate Certificate Education by the Anglia Polytechnic University.

This is the second academic achievement by PC Radley who last year obtained an MBA at the same university.

Leisure offers

Electrical discount

UNFORTUNATELY the discount with Curry's appears to be no longer available. However, the Force Sports Secretary now has details of another supplier who will deliver discounted electrical goods direct to your door. All major brands available. For further details please contact John Stonehouse on 58888.

Guernsey getaway

GET away from it all. Try Guernsey. If you would like to experience an 'olde worlde' hotel in the beautiful parish of St Martins, at substantially discounted rates please phone 01481 238764 or see your Sports Club notice board for further details.

Cruise the Med

FOR 2001 the Force Sports Secretary has arranged a special price for a seven night cruise around the Med.

You can choose to go on any Sunday from April 29 to October 14 for the basic price of £499.

However, at this price you must book prior to December 29, 2000. Price includes return flights to Italy, inside twin accommodation, full board and all taxes. Booking forms available from John Stonehouse on 58888.

Golfing holidays

ANYONE interested in French golf holidays? For a full brochure phone 01277 824100 direct or see your Sports Club notice board for full details.

Essex Police

Sports and Leisure

WHY not see the New Year in with a party at the Headquarters Sports and Social Club.

For just £5 per ticket you can enjoy a late bar and disco. If you want to join in the fun contact Shirley Turner by email or by fax on 50665 (01245 452157).

First CD is released and Guinness Book of Records beckons

Choir celebrates debut recording

THE Essex Police Choir has recorded its first CD thanks to the help of 'The Friends' who have raised funds through a number of events including coach and theatre trips, quiz nights, and an annual bazaar. Remember to read your January edition of *The Law* where you will find details of how to obtain your own personal copy.

Musical director Norman Eastbrook put the 57-strong choir through their paces to record the CD at St Luke's Church, Tiptree. Starting at 9.30am, the members were thankful for few retakes as they finally completed the

recording at 5.15pm. With very tired voices there was a real sense of achievement and copies of the CD have already been requested from the Greater Victoria Chorus, who were visited in Vancouver earlier in the year.

In the meantime a hefty £1,762 was raised for local charities when the Essex Police Musical Society and Essex Police Band got together with the force choir for an annual concert at Christchurch in Chelmsford. An additional £457 was raised by representatives from Save the Children who provided refreshments.

The choir were at Tolleshunt Knight Village Hall at the end of November in aid of the Little Havens Children's Hospice in Maldon and on December 8 they take part in a charity event organised by BBC Essex.

A one hour concert led by Rick Wakeman will include the county's 14 districts, and is not only expected to raise thousands of pounds for Essex charities, but could place the county in the Guinness Book of Records for holding the largest ever simultaneous carol concert.

Set to benefit from the Chelmsford event, which is

sponsored by publishers of *The Law*, *The Essex Chronicle*, are Essex Air Ambulance, Essex Police 4x4 Fun Day, Farleigh Hospice, Headway Essex and Little Haven's Hospice.

A celebrity will host every concert across the county and the whole event will be recorded live and broadcast on Christmas Day via BBC Essex.

The police choir's venue will be Cressing Temple and anyone wanting tickets should contact BBC Essex for details. The Essex Police Band will be holding its own concert as part of the record

event in Chelmsford Town Centre at 5.30pm.

Other events this year are:

Saturday, December 16 - invitation only afternoon carol concert with the Essex Police Musical Society at the Trinity Methodist Church in Chelmsford. At 7.30pm the same day there will be an Evening of Christmas Music at the same venue. Tickets available on 01245 494811.

Tuesday, December 19 - A carol concert at the United Reform Church in Witham in aid of MENTA (Mid Essex News Tape Association for the Blind). Contact Mr Hardistry on 01206 545062 for tickets.

Don't miss out on the party!



● Let Elco Jones make your New Year special.

AT the start of the year Elco Jones arranged a sell-out Post Millennium Celebration for 999 staff.

The band, which includes four serving and one retired police officer, now plans a comeback with an Early New Years Eve Party on Saturday, December 30, to satisfy the party needs of all those having to work on the last night of the year.

The party is being held at Mill Hall, Bellingham Lane, Rayleigh, with doors opening at 8pm and a late bar until midnight.

Elco Jones are an 11-piece band

playing R'n'B, soul and 70s providing a mixture of music to please any taste from Blues Brothers to Robbie Williams.

They will be joined on the night by Zootgoose, a three-piece band featuring Pc Richard Melton, from Benfleet. Zootgoose will play all those numbers you would expect to hear when you go out to party.

It is the third time the two bands have joined forces and past events have sold out well in advance so anyone interested should get their tickets, priced £6, early.

They are available from Ds Kerry Bennion at Brentwood on 75431, DI Alan Gooden at Rayleigh on ext 35114, Pc Warren Byatt, at Laindon Traffic on ext 43140 or Pc Richard Melton, at Benfleet on ext 38135.

On a slightly different note Kerry Bennion is in the process of organising two large charity based functions which will be held towards the summer of 2001.

He is interested in hearing from any other bands with police connections who would be interested in getting involved for some good causes.

Are you a quiz whizz?

IF you think of yourself as a bit of a quiz whizz then mark Red Nose Day in your diary under March 16, 2001.

This year's event is going to be a little bit different as organisers arrange a televised game show for which they need 1000 contestants.

Entitled 1000 To One it requires 1000 contestants willing to take part in a new general knowledge quiz which will be broadcast on Saturday nights in the lead up to Red Nose Day with the grand final on the night of Comic Relief.

Not only is there a chance to highlight all the great work done for Comic Relief over the years but also a chance to win thousands of prizes.

You can apply individually or as a group and can obtain an application by contacting Kim Perks in the Press Office at Police HQ.

Lottery winners

WINNERS of the Christmas 2000 draw are: £1,500 Pc Mark Galbraith, £1,000 Dc Stephen Smith, £500 Insp Paul Spooner, £300 Insp Ian Debbage, £200 Dc Paul O'Callaghan, £100 Pc John Newling.

Christmas hampers go to: Peter Hudson, Pc William Oxlade, Jean Manders, Pc Philip Bridge, Linda Talbot, Pc Graham Lawrence, Dc Graham Faux, Pc Graham Lumley, Glynis Green, Insp Paul Hand, Pc Terence Wheeler, Pc Joy Madigan, Donald English, Pc Peter Kittle, Edward Cosby, Julie Askem, Sgt Kevan Griggs, Ds Tracy Hawkings, Jo-anna Sainty, Dc Paul Ritson.

Sport
and Leisure

Crisis hit club is saved from closure

ESSEX Police Football Club has been saved from closure following an extraordinary meeting last month to discuss recent poor results, primarily stemming from a lack of available players.

Managers and players from

by Nishan Wijeratne

the First and Reserve teams aired their views at an emergency meeting held at Force Headquarters at the end of October in a bid to help solve the 'crisis situation' faced by the club. Following this, it was decided to hold an Extraordinary Annual General

Meeting to discuss the club's future.

"This crisis has nothing to do with the team managers," said Deputy Chief Constable and Chairman of Essex Police Football Club Charles Clark. "They are totally committed and working hard to the best they can, but they face a difficult task given the context of managing the teams in the present climate."

A worst-case scenario would have seen the club's withdrawal from the Intermediate League and cup competitions, meaning an end to Saturday afternoon football for Essex Police FC.

A change to force policy has made it more difficult for players to be available for Saturday football. This, coupled with the fact that a number of good players are choosing to play football locally instead of representing Essex Police, is an issue which is

being addressed by the club.

"We would ask all players to make every effort to be available throughout the rest of the season to enable the excellent reputation of Essex Police FC to be maintained," added Mr Clark.

A renewed bid to recruit players has been circulated. Divisional/Departmental Commanders in a bid to improve the quality and quantity of players on the team's books

Sign up for charity golf

DEVON and Cornwall Constabulary is arranging a charity amateur golf tournament next year, with prizes totalling more than £100,000.

The date is July 6, 2001, and the venue is Dartmouth Golf and Country Club, near Torbay, Devon.

The cost for teams of four is £150 (i.e. £37.50 per person), to include 27 holes of golf, English breakfast, evening carvery and tea or coffee on arrival. Accommodation can be arranged if required.

Anyone wanting more information should contact Bill Deary on 01803 841633 or 07790 285782.

New Year Cup gala

GLOUCESTER Park in Basildon is to host this year's Croker Cup swimming gala.

The event will take place on Sunday, January 14 with warm up at 6pm and a start time of 6.30pm.

Those taking part in the event are welcome to join other competitors after the event for a buffet in Basildon Police Station police bar.

Anyone wanting more information about the event and how to enter should contact Pc Chris Mathlin on ext 40103 or John Stonehouse on ext 58888.

National selection

MALDON'S Pc Mick Bond was recently selected to represent the National PAA in the annual cross-country fixture against the Fire and Prison Service, held at Wootton Hall, Northampton.

Cross-country victory takes Essex ladies to the top

VICTORY for the Essex ladies in the second race of the regional cross-country league saw them join the men's 'A' team at the top of the table.

The event took place in a wet and hilly Mote Park in Maidstone, Kent, and saw a superb performance by Paul Bradley (7th) who just held off her sister Lucy (8th) and Molra Ainsley (10th).

Despite finishing 2nd to Kent on the day, the men still hold an 18 point lead on the defending champions. First race winner, Derek Walker had to settle for 2nd behind Kent's Nigel Cook, but a typically determined effort by Vic Spain (6th) and a well-judged run by Russ Welch (8th) made up for an out-of-sorts Mick Bond (9th).

In a very competitive field Don English (13th) and Alex Webb (24th) should be pleased with their placing. Charles Quay (32nd) lead the 'B' team, but only just as the improved Graham Bloomfield (33rd) closed in. Pete Bryan (41st) and Steve King (43rd) completed the scoring.

That left super vet Roy Kebbell (49th) and Laurie Rampling (53rd) in the battle of the over 50s.

Team positions after 2 races are: MEN'S 'A' - Essex 114, Kent 132, Sussex 242; MEN'S 'B' - Kent 235, Essex 256; VETS - Kent 110, TVP 156, Essex 199; LADIES - Essex 56, Kent 65, City 111.

The next race is on Thursday, December 14 at Southampton (2.30pm start) so the teams need to leave HQ at 10.30am.

With the positions so close in the league it is vital to continue fielding the strongest possible team.



● First race winner Derek Walker, settled for 2nd place on the wet and hilly Kent terrain.

Net some first class training

CRICKET enthusiasts are invited to join the Gentleman of Essex CID 'nets' from January at the 1st County Cricket Ground in Chelmsford.

Norman Bainbridge will be on hand to provide instruction to both men and prospective members Tuesday in January, February and April between 2pm and 4pm.

Anyone interested should contact Tony Bull in Professional Standards on 50321 or 01245 452159.

In the meantime the annual dinner was to be held prior to Christmas now to take place in the New Year. Date and venue to be fixed so keep an eye out for details in *The Law*.

Think Croker

WITH no Croker Cup event in December, the last three months of the season look set once again to be hectic.

There are 11 events still to be scheduled and event secretaries are urged to leave them all to March. Events planned for January are swim (see story left) and the race was held at Police HQ on Sunday, January 14 (Steve King, Colchester).

Sports shop in Christmas spirit

THE force sports and leisure shop is open each Tuesday, Wednesday and Thursday, 10am to 2pm, plus the first and third Saturdays of each month.

With a much expanded stock, it is a great place to get the Christmas presents at greatly reduced prices.

Squash selection

JASON Foster, of Harlow, has recently been picked to represent the British Police squash team in a series of representative matches. Well done.



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