



Stretching the mind's limits - P3



Sniffing out crime - centre



Going wild on panda patrol - P5

# KICKING RACISM OUT OF POLICING

## Hot dog standards



● Pc Chris Mitrovic and Maverick exchange a congratulatory kiss following their performance in the dog trials. Photo: Susan Wright, HQ Photographic.

**THE** in-force dog trials again highlighted the high standards which our dogs and handlers are achieving after the top six scored a points totals worthy of entry into the regional finals.

Pc Tim Slade and Buster clawed their way to Kate Cup glory, pipping rivals and last year's winners Pc Colin Elsegood and Ronnie by a nose (two points).

The trials also highlighted potential crime-fighting stars of the future as Pc Pat Lyons and Henry, both competing in their first competition, finished third.

The Rochford constable has only been a handler for 18 months, with Henry as his first dog. The south Essex team picked up the individual tracking trophy.

● Dogs in the spotlight - Pages 6&7.

**ACTION** plans to ensure that prejudice has no place in Essex Police are to be drawn up by every division and department.

They are among a range of initiatives agreed at a high-level planning day which was organised to promote fair treatment for all members of the force and the public.

Delegates will work with their command teams to agree actions to support diversity. These will be included in each division's annual plan.

Other initiatives include supporting staff in challenging inappropriate behaviour and forging stronger links with minority communities.

By Angeline  
Burton

Chief Constable David Stevens said: "Our aim is to ensure that diversity becomes second nature in all we do.

"A lot of good work is already under way but we can't afford to be complacent.

"Many good and practical ideas emerged from the day and I'm looking forward to seeing the results."

The event attracted more than 50 senior officers and representatives from staff associations, including the Police Federation, Black Police Association, Unison and the Senior Women Officers Forum, who all support the proposals.

Equal opportunities adviser Jan Woodhouse said: "This was a valuable opportunity for the force to build upon some of the excellent initiatives already in place."

By coincidence, the conference took place just three days after the BBC

## ASBOs in media spotlight

ESSEX has adopted a new force policy which addresses the issues surrounding the release of information to the media when Anti-Social Behaviour Orders (ASBOs) are served on juveniles.

Although ASBOs have been available since 1999, Essex Police, in common with other forces around the country, has never had such a policy.

However, new guidelines will enable divisional commanders to record the risk assessment and decision-making process involved in deciding when to publicise an ASBO, and how it will benefit the community as a whole.

A media consideration form has been drawn up for divisional commanders to sign off when an ASBO package is sent to court, requiring a brief justification for publicising details of the recipient.

The form will mean Essex Police achieves the maximum effectiveness for ASBOs through media coverage, while ensuring the force does not fall foul of the numerous reporting restrictions relating to youths.

broadcast *The Secret Policeman* which exposed racist attitudes among some probationers at the police training college in Bruche, Cheshire.

The programme provoked widespread public concern and has led the police service to publicly condemn any proven racist behaviour by officers or staff.

Mr Stevens added: "I was appalled and sickened by the content of that programme. It was as if the attitudes displayed by some police officers 20 years ago have never gone away.

"I don't believe it was a fair representation of modern policing, certainly not here in Essex where we have been recognised for our work on diversity.

"We all have a responsibility to ensure that prejudice never interferes with providing a fair service to all members of the community."

● The Commission for Racial Equality (CRE) is launching a probe into racism in all 43 police forces across England and Wales following the broadcast of the BBC documentary.

The CRE has written to all chief constables asking for details of recruitment, training and vetting, and asked how racism whistleblowers are being encouraged to come forward.

Your copy of  
*The Law*

**DISTRIBUTION** of this month's issue may be affected by the industrial action by Royal Mail staff.

We regret any inconvenience for the possible delay in delivery.

# Pushing up the pay packet

**THERE** appears to be some confusion over pay points and at what stage officers move on to the next point.

I have produced a series of tables which hopefully clarifies matters.

The assimilated pay scales are of April 2003 and cover the rank of constable through to chief inspector.

## Federation

## Newsline

by Terry Spelman



## Correctly insured?

**PLEASE** check your documentation if you are asked to use your own private car for police business purposes as a lot of insurance companies do not provide this is a matter of course.

DATE OF JOINING	YEARS OF SERVICE AS ON MARCH 31, 2003	DATE OF NEXT PAY INCREMENT FOR CONSTABLES
Before March 31, 1989	14+	No further increments, although eligible for competency payment after one year at top of scale.
April 1, 1989 - March 31, 1990	13	Occurs on anniversary of appointment and, if increment date is April 1, then officer moves immediately to next point on scale.
April 1, 1990 - March 31, 1991	12	Occurs on anniversary of appointment and, if increment date is April 1, then officer moves immediately to next point on scale.
April 1, 1991 - October 1, 1991	11	Occurs on anniversary of appointment and, if increment date is April 1, then officer moves immediately to next point on scale.
October 2, 1991 - March 31, 1992	11	Occurred on October 1, 2003 regardless of date of appointment and will remain October 1 until top of salary scale reached.
April 1, 1992 - October 1, 1992	10	Occurred on October 1, 2003 regardless of date of appointment and will remain October 1 until top of salary scale reached.
October 2, 1992 - March 31, 1993	10	Occurs on anniversary of appointment.
April 1, 1993 - October 1, 1993	9	Occurs on anniversary of appointment and, if increment date is April 1, then officer moves immediately to next point on scale.
October 2, 1993 - March 31, 1994	9	Occurred on October 1, 2003 regardless of date of appointment and will remain October 1 until top of salary scale reached.
April 1, 1994 - October 1, 1994	8	Occurred on October 1, 2003 regardless of date of appointment and will remain October 1 until top of salary scale reached.
October 2, 1994 - March 31, 1995	8	Occurs on anniversary of appointment.
April 1, 1995 - March 31, 1996	7	Occurs on anniversary of appointment and, if increment date is April 1, then officer moves immediately to next point on scale.
April 1, 1996 - March 31, 1997	6	Occurs on anniversary of appointment and, if increment date is April 1, then officer moves immediately to next point on scale.
April 1, 1997 - March 31, 1998	5	Occurs on anniversary of appointment and, if increment date is April 1, then officer moves immediately to next point on scale.
April 1, 1998 - March 31, 1999	4	Occurs on anniversary of appointment and, if increment date is April 1, then officer moves immediately to next point on scale.
April 1, 1999 - March 31, 2000	3	Occurs on anniversary of appointment and, if increment date is April 1, then officer moves immediately to next point on scale.
April 1, 2000 - March 31, 2001	2	Occurs on anniversary of appointment and, if increment date is April 1, then officer moves immediately to next point on scale.
April 1, 2001 - August 25, 2002	Over 31 weeks	Occurs on second anniversary of appointment.
August 26, 2002 - March 31, 2003	Under 31 weeks	On completion of 31 weeks' service, with subsequent rise on second anniversary of appointment.

DATE OF JOINING	YEARS OF SERVICE AS ON MARCH 31, 2003	DATE OF NEXT PAY INCREMENT FOR SERGEANTS
Before March 31, 1998	5+	No further increments although eligible for competency payment after one year at top of scale.
April 1, 1998 - March 31, 1999	4	Occurs on anniversary of promotion and, if increment date is April 1, then officer moves immediately to next point on scale.
April 1, 1999 - March 31, 2000	3	Occurs on anniversary of promotion and, if increment date is April 1, then officer moves immediately to next point on scale.
April 1, 2000 - March 31, 2001	2	Occurs on anniversary of promotion and, if increment date is April 1, then officer moves immediately to next point on scale.
April 1, 2001 - October 1, 2001	1	Occurs on anniversary of promotion.
October 2, 2001 - March 31, 2002	1	Occurred on October 1, 2003 regardless of date of promotion and will remain October 1 until top of salary scale reached.
April 1, 2002 - September 30, 2002	Under one year	Occurred on October 1, 2003 regardless of date of promotion and will remain October 1 until top of salary scale reached.
October 1, 2002 - March 31, 2003	Under one year	Next increment rise occurs on anniversary of promotion.

DATE OF JOINING	YEARS OF SERVICE AS ON MARCH 31, 2003	DATE OF NEXT PAY INCREMENT FOR INSPECTORS
Before March 31, 1989	4+	No further increments although eligible for competency payment after one year at top of scale.
April 1, 1999 - March 31, 2000	3	Occurs on anniversary of promotion and, if increment date is April 1, then officer moves immediately to next point on scale.
April 1, 2000 - March 31, 2001	2	Occurs on anniversary of promotion and, if increment date is April 1, then officer moves immediately to next point on scale.
April 1, 2001 - October 1, 2001	1	Occurs on anniversary of promotion and, if increment date is April 1, then officer moves immediately to next point on scale.
October 2, 2001 - March 31, 2002	1	Occurred on October 1, 2003 regardless of date of promotion and will remain October 1 until top of salary scale reached.
April 1, 2002 - September 30, 2002	Under one year	Occurred on October 1, 2003 regardless of date of promotion and will remain October 1 until top of salary scale reached.
October 1, 2002 - March 31, 2003	Under one year	Occurs on anniversary of promotion.

DATE OF JOINING	YEARS OF SERVICE AS ON MARCH 31, 2003	DATE OF NEXT PAY INCREMENT FOR CHIEF INSPECTORS
Before March 31, 2001	2+	No further increments although eligible for competency payment after one year at top of scale.
April 1, 2001 - October 1, 2001	1	Occurs on anniversary of promotion and, if increment date is April 1, then officer moves immediately to next point on scale.
October 2, 2001 - March 31, 2002	1	Occurred on October 1, 2003 regardless of date of promotion and will remain October 1 until top of salary scale reached.
April 1, 2002 - September 30, 2002	Under one year	Occurred on October 1, 2003 regardless of date of promotion and will remain October 1 until top of salary scale reached.
October 1, 2002 - March 31, 2003	Under one year	Occurs on anniversary of promotion.

## Reaching out to villagers

LINKS with rural communities are being strengthened with this month's arrival of a mobile police station for Tendring which will call at small towns and villages in the Clacton and Harwich areas on a regular schedule.

Inspector Richard Day said: "We want to provide better contact with places that do not have ready access to a police station.

"A major part of its role is to provide a point of contact in villages where a bobby used to work from home.

"It will also be used from time to time as a high-profile police base in urban areas and for major incidents and big events."

The mobile police station will be crewed by two dedicated staff - Pc Ray Smith and station office assistant Christina Quiroz.

Pc Smith will walk the beat wherever the vehicle parks and his colleague will stay inside to meet callers. He will stay in telephone contact with the vehicle.

The vehicle has been purpose-built on a Citroen chassis by Fame Commercials of Colchester and it will carry the logo of the Tendring Crime and Disorder Reduction Partnership.

The cost of £52,500 has been met by using Home Office grants, with plans to also use it as a point of public contact for council departments.

Information could provide detectives with breakthrough

# Possible lead in pensioner death

**THE rape and murder of a woman 25 years ago is being reviewed by detectives following the receipt of an anonymous letter and the discovery of a potential new witness.**

Norah Trott was 63-years-old when her near naked and beaten body was discovered by her lock-up garage in Rochford in November 1978 - that same night she had been reported missing by friends and two young boys had handed police a blood-stained shopping bag after they saw a man discard it in a rubbish bag not far from the murder scene.

In July this year, an anonymous letter was sent to police in Southend suggesting that the man responsible was from Ilford and frequented the Old Ship pub, often pestering blonde women to join him and getting angry when they refused.

By Kim Perks

The letter gave a description of him and the type of car he drove.

Last month, a woman also came forward and told police that she lived in Rochford and, a few days before the murder, had been followed and attacked by a man but she had fought him off. The woman, like Norah Trott, was a blonde.

This new information is now being looked at by the force's major investigations review team set up in August.

Since 1978, there have been a great deal of technological and scientific advances.

Blood and saliva samples, for instance, were taken from over 300 men for blood-grouping tests at the time of the offence, but advances and the introduction of DNA-testing means further work could now be possible.

Essex Police will revisit the forensic evidence, including any fingerprints retrieved at the

time or taken for elimination purposes, to see if anything more can be achieved.

The letter received in July is also undergoing forensic analysis, with the benefits of the HOLMES system - a computer database designed specifically for major investigations - helping to identify links and prioritise lines of inquiry.

## Relatives

In the last few weeks, steps have been taken to trace any surviving family members to inform them of Essex Police's intentions; but inquiries to date suggest that all known relatives have passed on.

Det Supt Simon Coxall, who heads the review team, said: "When we introduced the review team, we made it clear that 'live' investigations must take priority.

"However, over time we are keen to take a renewed look at more historical cases. In this instance, the drive is to review the original evidence, pursue any new leads, while marking with our respect the 25th

anniversary of this atrocious crime.

"I said back in August that no unsolved murder is filed away - our efforts in this case, as in many others, will continue until justice is won."

Retired detective Ray Newman, who is undertaking the review, said: "If there are still people out there who are willing to come forward after all this time, it gives us hope that this crime can still be solved.

"It may well be that there are individuals out there who had information at the time, or suspected someone close to them, but felt unable to come forward.

"Twenty-five years on and situations may well have changed - it is never too late to do the right thing."

Mr Newman is particularly keen to hear from any retired officers who worked on the case or who worked locally and have views they think are worth considering. He can be contacted on extension 52990.

## Stretching the mind

ENDURANCE tasks, assault course and problem-solving exercises were the challenges facing two police staff at a recent Territorial Army-run weekend.

Mark Schofield and Steve Heath cruised through the pain barrier many times as they joined separate teams tackling the 12 command tasks set.

Mark Schofield said: "It was an excellent weekend. The Army felt it was being generous to let us have six hours sleep crammed into the weekend's activities, but performing whilst tired was all part of it. The experience was very worthwhile."

Exercise Executive Stretch brought together the voluntary reserve forces and business communities of East Anglia in a light-hearted, but intense weekend at the Cambridge TA centre aimed at developing leadership and team-working skills.

Steve said: "Mark's team were a disgrace. I'm surprised they didn't drown!"



● A determined Mark Schofield paddles his way out of a creek.

## Investing in the victimised

VULNERABLE and intimidated witnesses can expect a five-star service from the force over the next year thanks to a £500,000 grant from the Home Office.

The Premises Improvements Fund provides money to improve video suites, IT and general facilities in the county.

The money, which has been match-funded by the Police Authority for the Vulnerable Victims Scheme, will provide modern and accessible facilities for every division.

Upgrades had already been scheduled at Basildon, Colchester and Chelmsford, so the additional funds will enable the force to provide six additional interview suites by March 2005 at Braintree, Southend, Rayleigh, Harlow, Tendring and Thurrock.

Vulnerable victims project manager DI Pauline Bowers

said: "This is great news for Essex Police and the people we serve.

"This money will provide additional interview suites for vulnerable victims and witnesses in the county, with the money spent on refurbishing, extending and altering properties, as well as installing recording technology.

"The fact that every division in the county will have such facilities means we'll be better placed to investigate and prevent crime and offer the best possible service to vulnerable members of the community."

Home Office Minister Hazel Blears said the Premises Improvement Fund was "a further demonstration of the Government's support for the police".

● A sound move in crime - P5

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

## Appreciation is simple

**IN July, I was diagnosed with renal cancer. This was following a routine investigation following some mild symptoms.**

I was told that my kidney would need to be removed but that all the indications were that an operation would cure me and that would be the end of the matter.

As I started to tell people what was happening, I began to realise what an amazing group of people I work with. I had numerous offers of help and support.

During my weeks off, this support continued with visits, phone calls, cards, emails, texts and messages passed on to me via my visitors. Then there were the offers of practical help, transport, grass cutting and the like. I was off for 10 weeks but the level of support continued during the whole time I was away.

The information I was given about my condition seems to have been correct and I am now back at work albeit, with a few restrictions to start with.

I have been given the warmest of welcomes and the help continues in so many ways such as people willingly covering the things I cannot yet do.

All of this has been, and continues, to be important in helping me to get over what has happened. In fact it is difficult to quantify or put in words, but believe me, it has been very important and helpful.

It is also difficult to know what to say to you all, so I shall keep it simple - thank you, all of you, who have been so supportive.

DCI David Peplow  
Thurrock

## A sad loss to a good friend and colleague

IT came as a shock when I was informed of the sudden death of Derrick Hughes, retired constable 537.

I first met Derrick in 1954 at Eynsham Hall training centre where he was entering the police service.

We became friends when he was posted to Clacton where I was stationed.

After a brief transfer to Grays, he returned to Clacton and our families became firm friends.

After my retirement in 1970, I moved to Plymouth where Derrick and his family used to spend a holiday with us each year.

They also attended the weddings of my daughters and Derrick was also godfather to my grandson.

He was an extremely nice man and a very good friend.

At Clacton police station, he was a member of 'B' shift and I was the sergeant. They were all

can help with either photos or registration numbers.

Does anyone know for certain when we bought our first Range Rover and did Southend have any?

Any material loaned would be treated with the utmost care and returned promptly following copying and I would be very grateful for any help.

Please contact me on 01206 762212 or via email.

Sgt Peter Hall  
Colchester

very good officers - very keen and committed. I wish them all my best wishes and sincerely hope they and their families are all in good health.

I thank them all for making that time of my service, at times, enjoyable and happy.

I will end by saying thank you to Essex Police for many things including the many friends we have made.

Eric Chambers  
Devon

## Bridging the ethnic gap

A NEW approach to encouraging more ethnic minority applicants into the force has paid instant dividends with four new recruits.

The force recently wrote to applicants who were unsuccessful over the last year or who were not eligible due to previous Home Office laws which forbid foreign nationals from joining.

However, with the rules now changed and the force eager to boost the number of minority groups in its ranks, a familiarisation day was held for seven potential officers at the end of September.

With 45 ethnic minority recruits joining last year

and another 50 this year, the force is well on the road to its target of 55 by 2008.

Recruiting Manager Sue Adkins said: "This was a real opportunity not only to demonstrate our commitment to equality and diversity, but also to net people who would make excellent officers if helped through what is an unfamiliar application process to them."

The familiarisation day was held at Chelmsford Adult College and featured workshops on the competencies required to be a probationer, and guidance on the Police Initial Recruitment Test. The group was also given input on

fitness from physical training instructor Neil Wilson, as well as tuition by the college on maths, English and how to approach exams.

All seven decided to re-apply and, in October, a full selection day was held by Personnel and Recruiting, with participation from Supts Dave Folkard and Steve Golding, and Sgt Trevor Roe.

As well as four ethnic minority recruits, another British applicant was also successful on the day.

Ms Adkins added: "This was an excellent event and well worth doing. There are very definite plans to repeat the process again soon."

## Force is reaching out to the young

A MAJOR initiative to forge stronger links with young people has been launched by Essex Police.

With over a half of all crime (nationally) committed by young people, the Police Authority has allocated funding to develop and implement an Essex strategy which will examine and address various aspects of youth crime.

Sgt Ian Carter has been appointed project manager and will oversee the development of the Proactive Essex Police Youth Strategy (PEPYS) which is currently being published as a consultation

document to be shared within the force and other partner agencies.

PEPYS aims to reduce anti-social behaviour, criminality and victimisation and promote good citizenship amongst children and young people throughout the county.

"Our baseline audit work is currently showing there is a wide variation of work with children and young people across divisions," said Sgt Carter. "This additional money will allow us to identify and disseminate good practice throughout the force by focusing on specific youth issues."

"We particularly want to involve young people in decision-making about policing in Essex and, with our partners, we want to reach out to all young people, including those disaffected with authority."

Other current priorities include safer school partnerships which are currently being planned and introduced in parts of the county, a major revision of the force policy for the final warning scheme (in accordance with national guidelines) and the introduction of restorative justice to support both of these developments.

Assistant Chief Constable (Crime) Liam Briggishaw said: "This is one of the most exciting medium to long-term crime prevention and reduction projects for young people."

"We need to work with them to improve the communities of the future and we will look at the issue in a structured way to deliver a co-ordinated, consistent and high quality product."

## Adverts to impact on driving

A THOUGHT-provoking campaign launched this month in Southend and Rochford aims to promote safer driving by young people in an attempt to cut the number of road collisions.

*2Fast 2Furious 2Dead* is the hard hitting initiative which features posters on the back of 10 Southend and Rochford FIRST buses involving a car involved in a fatal crash.

Essex Police, together with Essex County Fire and Rescue Service, Southend Borough Council, Rochford District Council, Essex County Council and KeyMed, hope the eye-catching posters send out a strong message.

Rayleigh's Operations Manager Chief Inspector Tony Rayner said: "Study after study worldwide has shown that between a third and a half of crashes where people are killed or injured, speed is classified as the major contributory factor with the 17-to-25 year-olds."

"We want young people to slow down and stay alive."

## Preparing a file?

A COURSE is being launched to attract officers and police staff who are involved in the preparation of prosecution files.

The Certificate in Criminal Justice Administration course offers a good working knowledge of criminal law, evidence and procedure and may lead to opportunities for further study.

ILEX Tutorial College is offering the distance-learning course.

For further information please email c.donnelly@ilex-tutorial.ac.uk or telephone 01234 844355.

## Eradicating unwanted vehicles

SPECIAL operations to rid the streets of untaxed and unsafe vehicles for sale at the roadside have been mounted in Tendring and Colchester divisions.

The action followed numerous complaints from the public to police problem-solving teams in both divisions.

During a three-day multi-agency initiative in Tendring, 47 vehicles were seized.

Thirteen were claimed back, at a cost, by owners, while five were found to be in such a dangerous condition that prohibition notices were issued, preventing them being used on the road.

Vehicles which remained unclaimed after seven days were crushed.

A further 25 vehicle owners were issued with fixed penalty notices.

The initiative is now moving into its second stage whereby police will take evidence gleaned during the three-day operation.

Work with the local Benefit Agency and Inland Revenue will ensure rogue traders are identified and prevented from plying their trade illegally in future.

Tendring organiser Sgt John Ross said: "The initiative has brought together various agencies in the interests of safety and public reassurance and we have received a lot of public encouragement."

There are no results available at present for the Colchester operation, led by Sgt Paul Johnson, which was in its early stages as *The Law* went to press.

# Strengthening the streets

SIXTY-eight police community support officers (CSOs) are making their Essex debuts this month.

Their arrival follows a successful pilot scheme launched in Harlow where 11 CSOs were recruited in March.

Now the initiative has been expanded to other parts of the county, with more support officers being added to the original contingent.

The new intake has been apportioned as follows: Braintree 13, Basildon 7, Chelmsford 8, Tendring 6, Colchester 9, Thurrock 14, Harlow 5, Southend 3 and Rayleigh 3. Their ages range from 18 to 60 and they will be available for duty at all times of the day.

Inspector Glenn Mayes, who is managing the recruitment, said: "Their presence is a bonus because it

provides additional support for policing and the community as a whole. They will be able to address many community issues and are very much additional strength, rather than a replacement for regular officers."

Their presence is in response to high public demand for high-visibility policing and to offer reassurance. The additional eyes and ears on the streets will provide support in improving the quality of life and taking on tasks that do not require a police officer.

Although they are not regular officers, their uniform resembles police issue. However, they are recognisable by the silver band around their hats and their blue ties. They will carry personal radios, but will not be issued with batons, handcuffs or CS spray.

## A sound move in crime

DIGITAL recording equipment aimed at giving a higher standard of service to vulnerable and intimidated witnesses will be trialled in two divisions over the coming months.

Braintree and Southend have taken delivery of the new kit, which will be used with vulnerable witnesses including children.

Already in operational use, the equipment has been used in a care home and in a witness home, with positive feedback received.

Legislation around the recording of intimidated witnesses is expected to be passed in the next few months.

It is thought that both sets, while providing sufficient portable cover for the whole county, will also relieve pressure on existing interview suites.

Vulnerable victims project manager DI Pauline Bowers is keen to hear from officers as to the suitability of the recording equipment required so that assessment can take place.

DI Bowers said: "Response to the equipment could affect the design of kit that we plan to buy for the continuing growing needs of the force to record the evidence of the vulnerable witnesses."

For more information about the equipment and its availability, contact DI Peter Orpe at Braintree or A/Sgt Vince Brown at Southend.

# Off-roading criminals

POLICE are set to "deny criminals use of the roads" following the countywide roll-out of the latest in state-of-the-art crime-fighting equipment.

Automatic Number Plate Recognition (ANPR) system works by capturing images of number plates and, through a remote link with police databases such as the Police National Computer, can instantly alert officers to any vehicle or driver which is wanted in connection with any offences.

Essex now has 11 fully-portable ANPR kits, enabling every division to utilise the technology.

These new portable kits are the size and appearance of a flight case, with touch-screen operation and the latest global positioning system able to be set up anywhere in a matter of minutes.

As well as the divisional resources, Mobile Support Division - which deals with road policing - has taken delivery of a further six sets of ANPR equipment which are fully integrated into one of the vehicles at each road policing unit.

Road policing vehicles have small touch-screens mounted in their dashboards and electronically-operated

cameras are built into the front and rear of the cars.

Assistant Chief Constable (Crime) Liam Briginshaw said: "This equipment and our use of it is all about denying criminals the use of our roads. This gives officers the tools to make use of intelligence and apprehend offenders who are wanted in connection with a variety of crimes.

To mark the introduction of the equipment across the county, two eight-hour operations were held in Thurrock and Basildon, with officers from division, crime and road policing involved. Within a few hours, two men from London were arrested at Lakeside on suspicion of theft of clothing.

During the evening, five people were arrested for offences ranging from theft of IT equipment to theft of a vehicle.

In all, nearly 6,000 number plates were read and around 65 vehicles stopped as a result.

Mr Briginshaw added: "Essex is a very safe county and this extra weapon in our armoury means it will be even safer. Criminals can run, but they can't hide."

# A charity hot trot

BRAVE officers and support staff are being asked to put their best foot forward for a burning issue with a firewalk to raise cash for disabled children in Essex.

The firewalk is being staged to raise money for Play and Resource Centre (PARC) which is aiming to build a play centre and outdoor adventure playground for children with disabilities.

The first phase of the scheme is being completed in a temporary building with an indoor play facility at Great Notley Country Park.

The firewalk, across 20 feet of wood embers burning at 1,200 degrees Fahrenheit, will take place on December 5 in George Yard, Braintree.

All money raised from the event will go towards improving PARC's facilities.

Anyone brave enough to participate can collect a sponsorship form from Pc James Hardingham at Braintree on extension 63425.

# Bearing up to success

A LIFE-long love of animals and a desire to protect them has seen Pc Barry Kaufmann-Wright named as the winner of a prestigious award.

The 53-year-old, who has been a Wildlife Liaison Officer (WLO) for 15 years, is this year's World Wildlife Fund (WWF) Wildlife Law Enforcer of the Year.

He became the force WLO in August last year and is one of the first officers to stay on after serving 30 years under a new scheme.

The award is given in recognition of exceptional work and outstanding performance in tackling wildlife crime and preventing the illegal trade of plants and animals.

Pc Kaufmann-Wright, who is based at Hatfield Heath, last year investigated the illegal sale of ivory, the illegal sale of a wild-bird egg collection on the internet and deer poaching.

Over the years, he has also dealt with horse cruelty, bird trapping, dog fighting, theft of carp and birds and the illegal importation of endangered hyacinth macaws.

He said: "I was gob-smacked when I heard that I had won the award. I am absolutely delighted to receive such a prestigious award. It's nice to get recognition, not only for me, but for the 15 other wildlife liaison officers in the county."

He has developed an educational package on wildlife crime and gives presentations nationwide.

WWF Species Expert Stuart Chapman said: "We are proud to honour Barry for his outstanding effort in fighting wildlife crime. It is through the work of such dedicated officers that we are able to fight the illegal trade in wildlife and the actions he has taken locally has a



● Chief Constable David Stevens contemplates revamping current panda patrols as he awards Pc Barry Kaufmann-Wright his trophy. Photo: Susan Wright, HQ Photographic.

real impact on wildlife conservation globally.

"What really stood out for the WWF was his passion and enthusiasm to educate the public and other officers, and the way he works tirelessly, not only in his job, but also in his spare time to inspire people in the fight against illegal wildlife crime."

Pc Kaufmann-Wright is also a keen photographer who lives in Thaxted and has been studying for a science Masters degree and is writing his third book.

*Running Wild* is due to be published in the New Year and is a follow-up to his successful first *The Wildlife Man*. He is currently completing a story about his Jack Russell terrier Cassie.

# CRIMESNIFFERS

**WHAT'S got four legs, a tail and a nose for crime? Well, it's certainly not your average pooch.**

For several decades, Essex Police dogs have been leading the way in curbing crime by catching criminals that no human could detect.

The dog section recently celebrated 50 years of policing the county during which time the force has experienced a multitude of high points, interspersed with the occasional 'low' which have usually been highlighted in the media, while its positive aspects remain glossed over.

Recent performances by handlers at both a local and national level have shown people both here in the county and in other forces that Essex dogs are a force to be reckoned with.

Last year's winners and runners-up not only reached the regional heats, but also made a good account of themselves in the subsequent national police dog trials which they qualified for.

Constables Tim Slade and Colin Elsegood, paired with Buster and Ronnie, have once again shone through, finishing first and second respectively in last month's Essex competition.

And with a solid performance from debutantes Pc Pat Lyons and Henry, the art of dog handling in Essex looks to be in safe hands.

Head of mobile support's specialist operations Chief Insp Tim Stokes is under no illusions as to why the dog trials continue.

"Trials aren't held just so that handlers can show off to others," said Chief Insp Stokes. "They drive up

## Nishan Wijeratne examines the reasons behind the dog section's promising future

standards, improve professionalism and attract new handlers to the section. We show others that we have efficient dogs which satisfy best value.

"Regional and national trial results provide us with a benchmark to attain to - providing we don't win ourselves that is! Our dogs are therefore licensed to a very high standard - they are safe, controllable and efficient."

However, it is the behind-the-scenes work which is ensuring the county's criminals continue to remain on the back foot.

### Gifts

Today's dogs are mainly received as 'gifts' from the public, with only a handful purchased from reliable breeders.

A team of experienced dog handlers from Sandon (dog section HQ) are always on the look out for German Shepherd Dogs (GSDs), with Sgt Dan Elford and his colleagues keen to maintain the high standards.

"We usually look for a dog that is around the 10-14-month-old mark to ensure that we still have an animal that we can work with," said Sgt Elford. "There are dogs that are no longer wanted by their owners for some reason or another - marriage breakdown or the dog simply becomes too big.

"We'll pop along, take a look and conduct a few toy-orientated tests. The right type of dog will always want

to play with anyone who has their favourite toy. We want to see if it's bold and inquisitive.

"If we like what we see, then we'll take the dog away to see if it can work and live in a kennel environment."

During the week's familiarisation with kennel life, the prospective dogs are put through a series of tests which help demonstrate their suitability to police life. Guns are test-fired to see how they cope with sudden noise and handlers, who pass as shrouded, suspicious men, walk out of hiding places.

Dog trainer Pc Phil Passfield said: "These little exercises soon allow us the opportunity to identify potential recruits. However, we always like to reassure the dog that life isn't always bad and we'll get our 'actors' to play with them afterwards."

At the end of the training programme, outside licensers will visit the force to ensure the dogs are up to a certain standard and accredit them.

Sgt Elford continued: "One can have 'tunnel vision' when it comes to evaluating one's own kind so the independent assessor, of which we have three here who visit other forces, help us achieve the ACPO-level standard."

Dogs must also look the part so must be medically fit and physically attractive.

Sgt Elford added: "A handler must like and have confidence in his dog, so a large well-groomed one will always fit the bill rather than a small, little rut who has

rotting teeth and ugly features. We're not after pedigrees, just dogs who are representative of the German Shepherd breed."

Dogs which are found to be of the right calibre are then allocated to either prospective handlers or officers who no longer have a dog, with both parties having the chance of forming a relationship.

Springer Spaniels are identified and trained in similar ways, although the force can wait until they've hit the two-year mark before they begin to consider 'enrolling' them in the programme.

### Explosive

The explosive-searching dogs are put to use on average once a month, with the drug-sniffing ones carrying out seven searches per month. Their sniffing, weapon searching, explosive-detecting noses usually carry out clearance searches ahead of VIP or royal visits, checking venues and routes.

The force no longer utilises a breeding programme as puppies brought up in family environments tend to be "treated too well", as Sgt Elford explains.

"Pups tend to get molly-coddled through their puberty and this can lead to problems further down the line," said Sgt Elford. "A dog which has been through life and who has got all the T-Shirts is a better bet."

The dog section is in the process of setting up a programme which will help monitor the development and profile of the dogs.

The new process will hopefully allow more to be 'promoted' for use elsewhere in the service such as in the field of tactical firearms control. Handlers will also be evaluated to ensure they have every possible opportunity to follow their companion.

Mobile Support's divisional commander Chief Supt Ian Brown recognises the commitment shown by officers.

He concluded by saying: "Our results prove that we have one of the best, if not the best dog section in the region.

## SPOTLIGHT

**RUSS ABBOTT** (police officer, not comedian) is currently a sergeant at Laindon road policing unit. The 39-year-old is due to join the dog section next spring when he will link up with a new batch of handlers and their dogs for the 13-week training course.

In the meantime, Russ has been given Max - a 14-month-old GSD who will acclimatise himself to Russ's wife, two children and home in Canvey Island.

Funnily enough, Max's previous owner was Pc Dave Allen. The Wickford officer's lifestyle change was unsuitable for the "ball of energy that is Max".

"I was given Max a couple of months ago and we have until February to bond with him," said Russ. "I'll accompany Max to Sandon every month for regular check-ups and exercises just to ensure that things are going smoothly."

Russ will join another five duos on the spring course, with new dogs paired up with new handlers and others paired up with handlers who have had their



● Russ and his two children Callum and Lewis literally get to grips with Max in the garden.

dogs retired from police service.

Russ said: "We're basically given the tools by the instructors so that we can train our own dogs to learn the relevant skills.

"At the end of the day, it's down to us to control the dog in the field - the instructor's

not going to be there. At the end of the three-month course, providing everything has been passed, we'll then get paired up with an experienced dog and handler on a unit who will act as a mentor."

"After 10 year's policing our roads, this will be a different,

exciting challenge. I'll definitely be sorry to leave Laindon, but who knows, I can't end up returning to the base, albeit next door with a four-legged friend!

"Max is of full pedigree and is a champion, always a champion and hopefully a future one for the force."

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## SNACK FACTS

- Handlers receive a £150pm allowance, with vets' fees and food paid for by the force.
- Bocking, Chigwell, Clacton, Corringham, Laindon, Rochford, Sandon and Stanway make up the eight operating bases which each housing five handlers and dogs per shift.
- There is 24-hour county cover split into day, half and full-night shifts.
- Dogs are fed once a day at the end of their shift, with food scientifically-produced and prepared in special quantities for each dog.
- There are 40 general purpose GSDs and 17 specialist Springer Spaniels trained in explosives detection, drugs and weapons recovery.
- To remain licensed police dogs, handlers and dogs must undertake continuous training (10-16 days) each year.
- Food is rarely used as rewards, with toys found to be useful, more productive alternatives.
- Dogs usually retire after eight years, although some dogs have still been fit and active at 10 years of age.



● Pc Colin Elsegood and Ronnie show off their trophy haul from last year's in-force trials.

Photo: Evening Echo.

## Policing to the Harlow night beat

HAVING never experienced a full-night shift, I was venturing into Harlow with some trepidation.

How does one physically prepare for early hours' policing when the average person is usually sound asleep?

Led by Insp Bob Adams, 'C' shift is made up of a group of officers who have varying degrees of policing experience.

Pc Jo Woracker has only been with the shift for two weeks, having left Ashford in September.

The 23-year-old, who travels from Maldon, joins constables Helen Poole and Paul Fryer as the newer recruits to Harlow's 'six-on-four off' shift pattern.

At the other end of the scale is Pc Ann Clear. With only 18 months left in 'the job', the 47-year-old from Stisted is one of the force's longest-serving female officers.

One may think that the two have differing approaches to their job - far from it - they both share the high level of enthusiasm and dedication as other colleagues.

"We have to be the 'jacks of all trades' as we're usually the first police officers the public see when they dial 999," said Ann. "I've been on attachments to specialist departments, but being at the front end of policing still gives me that adrenaline rush."

As I join them for the 9.45pm briefing, I too begin to feel a buzz surging through my body. A shift of 11 officers and Sc Sarah Woodward parade for Sgt Bruce Burgess.

I joined Bruce and Ann in a Ford Mondeo which has 94,000 miles on the clock, begging the question: "Why do you not pull rank and have the newer car?" The 'sarge' shrugs it off.

With surprisingly no handover packages or prisoners to deal with and, with Sgt Graham Perks set to look after our future guests in custody, we all dashed off out of the station hungry for action.

WITH so many programmes on our screens these days, is policing being accurately portrayed? Nishan Wijeratne spent a double night shift with an often under-valued side of the force - the divisional response team.

I ask Bruce what the majority of night shifts were like.

"It's an opportunity for us to carry out some proactive policing," said the 32-year-old from Brentwood. "A full moon in the sky often means trouble ahead. For some strange reason, they all come out and go mad. Most nights are different, but a weekend shift will always guarantee a town fight of some sort."

As the team settled down for a warm cuppa and chat, a call came in of a burglary in progress at a local industrial warehouse.

What followed was as refreshing as my cup of tea (would have been) - as all 12 of us ran out and bundled into the cars for the dash across town. In my three years with Essex Police, I had never seen such a sight - so many officers rushing to catch one criminal - and for an incident with no apparent threat of injury.

Dog handler Pc Belinda Chapman, joined us as we scoured the area in an attempt to find the burglar.

After nearly an hour though, we called it a day and headed back to the station for the handover with the early turn - but not before I had dozed off in the back of the car!

I kept awake for my trip back home though where I promptly went to bed. However, a telephone call some four hours later put paid to any long lie-in. I suppose not everyone in the world knows you've just finished a full night shift.

With Bruce taking a day off, Paul Mills took up the reigns as sergeant for the second night, this

time hooking me up with Helen and Pc Jay McCreath.

"The first night's always a killer," said Jay. "You get used to it after a while. It's not difficult when it's busy and the odd can of Red Bull does help you get through."

Harlow was beginning to liven up on this Saturday night, with Jay making the night's first arrest - a Scottish man for drunk and disorderly. A shout to a block of flats then gave me my first taste of CS spray.

Pc Simon Wilshire and Sc Sarah Woodward had arrived first to find a man who was attempting to enter one of the premises.

He refused to leave and then began to resist the force and advice of the two officers, leaving Sarah with no option but to spray him.

However, when we all arrived the spray particles were still stagnant in the chilly air, forcing their way into our nostrils. Watery eyes and bouts of sneezing followed and continued throughout the journey back to the station.

During the tea-break, I took the opportunity to ask what frustrations they faced on a daily basis.

Ann said: "There's the usual red tape and paperwork, but it's the practical things really like getting proper equipment such as coats. The majority of residents and revellers are fine, but sadly we just tend to deal with the nasty section on an almost regular basis."

Another final hour's sweep of the town and another doze in the back of the car concluded my taste of response policing. The man from Scotland refused to accept a fixed penalty notice and was charged while the man, arrested with the aid of CS spray, was later released, but his partner arrested for threats to kill.

I bid the shift farewell and made my way back to Witham having met a really decent bunch of officers who I hope epitomised Essex Police - a group of people who enjoy their job.

## Taking a tough stance on raves

# Maximising prospects

**"IMPROVED and beneficial to all staff" is the verdict on the new national personal development review (PDR) process that will begin next year.**

From January, all ranks and grades of officers, police staff and special constables will be using the integrated competency framework (ICF) and PDR.

The ICF will provide clear performance standards to ensure that staff are aware of the knowledge and skills required for effective

By Helen Cook

performance for now and in the future.

The new model is used by other forces and will be maintained by the Police Skills and Standards Organisation, ensuring that it remains current and reflects the needs of the police service nationally.

The force is confident that the new national PDR form, similar to the old one, will be introduced with minimal disruption.

Competency framework project manager Tracey Mortley said: "The framework is in two parts, firstly 12 behavioural competencies - 'how I need to behave to do my job effectively' and secondly a library of activities, indexed under 18 core

responsibility areas - 'the things I need to do to perform effectively'.

"Each job description details the core seven or eight skills and the relevant activities for each role that are critical for effective performance, with staff being assessed against these during their PDRs."

The differences from the previous system are that performance will be assessed against the national behavioural competencies; it will be assessed against the activities, not the Essex Police technical skills; the PDR form now reflects the national form and performance assessment ratings have changed so that line managers will now assess as exceptional, competent or not yet competent.

Attendance is now included in the form, allowing managers to formally recognise staff commitment

to achieving high levels of attendance.

Head of training Supt Dave Folkard said: "It's vitally important that we embrace the national competency model in order to maximise the benefits to individuals, the force and the police service in general.

"We are committed to PDR and building upon the improvements. The criticisms of the old procedure have enabled us to improve the process for 2004 within the constraints of the national model."

Managers have received training, but guidance booklets will be distributed to all staff and a PDR website will be launched in December.

The competency team is also visiting each division and department to explain to managers the changes and to help them prepare for the 2004 process.

## Embracing specialist roles

**AS gun crime and the threat of terrorism remain high on the agenda, officers from across the county have had the opportunity to experience life as a firearms officer at Stansted Airport.**

The special event was part of an ongoing programme to attract more officers into specialist posts and dispel any myths that these are male-orientated roles with a requirement for physical strength.

Almost 50 officers took part, gaining hands-on experience of using a firearm through a simulator at the airport and a live firing on a range near Braintree.

Visitors were given a tour of the airport and also sat through a presentation by an authorised firearms officer.

Airport support manager Inspector Chris Bainbridge was extremely pleased with the number of



● Sgt Paul Ashworth shows Pc Dave Ford how to handle a gun during a simulator exercise.

officers who expressed an interest and feel many may now use the experience to further their careers.

"Stansted is one of the safest airports in the UK because of the commitment and dedication of the police team, working alongside the airport

security teams and other staff," said Insp Bainbridge. "We're living in interesting times which can have effects on any working day.

"The open day gave us an opportunity to demonstrate the variety of work that the airport attracts. It

also enabled officers interested in specialising to handle a gun without the pressures that formal training sessions and assessments can bring."

Anyone who wants to discuss the opportunities available should contact Insp Bainbridge.

ALCOHOLISM can affect anyone, regardless of age, career or upbringing.

For every problem drinker, it is estimated at least another five are adversely affected. To support anyone in this situation, Al-Anon is a self-help group that can offer help.

Al-Anon offers understanding and support to friends and family of problem drinkers, whether the alcoholic is still drinking or not. Alateen, part of Al-Anon, is for young people aged 12-20 who have been affected by someone else's drinking, usually that of a parent.

Treating the drinker without also helping the family is often less effective.

Through the exchange of experiences, strengths and hope, Al-Anon enables individuals to learn how to cope with their problems.

The sharing of problems binds individuals and groups together and is protected by a policy of anonymity.

Importantly, individuals learn how to help themselves and, indirectly, to help the problem drinker.

Changed attitudes, which come from greater understanding of the illness, may result in the drinker seeking help themselves.

Because of someone else's drinking, people become worried, lose sleep, feel inadequate, feel ashamed or embarrassed by the drinker's behaviour, make excuses for the drinker and take on their responsibilities, become nervous, short-tempered and alone.

If any of these attributes relates to you, contact Al-Anon on the confidential helpline 020 7403 0888 or visit [www.al-anonuk.org.uk](http://www.al-anonuk.org.uk). Alternatively, contact the Welfare Department.

## Do you have the golden touch?

IT may not be the real James Bond, but training package *For Your Eyes Only* is still compulsory viewing.

All staff attending IT training courses and support staff induction courses at the training centre must have completed the information security awareness computer-based training (CBT) package before attending the course.

*For Your Eyes Only* is available on the EPTC website.

Staff-bank personnel must do the training within one month of commencing their employment. Probationary constables will undertake CBT training at stage three.

All other staff are encouraged to complete this training, which should take no more than one hour.

Students who have not completed either this or the data protection awareness package may not be accepted on IT training courses.

RESIDENTS and land-

owners have welcomed the

tough stance taken to

prevent illegal musical

events after Essex took the

unusual step of notifying

rave organisers of the

"vigorous" measures police

would take to ensure safety.

Police and district councils

now have a joint protocol in

place to deal with such

events, with licensing officers

quick to prosecute organisers

who do not hold Public

Entertainment licences

(PELs).

Chief Insp Tim Stokes is

under no illusions as to what

the force's priority is when

people's lives are being

recklessly risked.

"Since we issued our

message, there have been

virtually no reports of such

pay parties or unlawful raves

anyway in the county," said

Chief Insp Stokes. "We're not

being killjoys, but we would

be failing in our duty to

protect the public if we

allowed such unlicensed

events to go ahead; the risk to

revellers' own personal safety

would just be unthinkable."

Local authorities issue

PELs only after evidence is

submitted satisfying issues

in relation to public safety,

noise pollution to local

communities and traffic

congestion matters.

Chief Insp Stokes added:

"We're quite happy to support

legal, licensed events such

as the annual V-festivals and

Chelmsford Spectaculars

which are policed in good

spirits and result in very few

incidents."

Police have the power to

seize evidence and

equipment in order to

prosecute anyone involved in

running raves, with failure to

have a PEL carrying a fine of

up to £20,000 or six months'

## Disability awareness

SUPERVISORS and managers can learn about the issues surrounding disability with a workshop being held next month.

The workshop, which covers the Disability Discrimination Act, aims to give line managers what they need to know about employment issues relating to disability, including the force's sickness policy.

The Act already applies to police support staff and will be extended to apply to all officers next year.

Places will be allocated on a first-come first-served basis for the workshop on December 2, and names should be forwarded by email to Karen Stephenson in employee relations.



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# Up, up and away

# Stir it up for charity

**AN officer with over 30 year's policing experience finally achieved a long-term ambition this summer - only months before his retirement.**

Sgt Dee Hawkins took to the air in the force's new helicopter when it was launched in July.

The 49-year-old retired last month after joining as a cadet in 1970. Under John Hedgethorpe, he was the official photographer for *The Law*, developing the pictures in the darkroom back at the cadet school.

Dee spent several years as a road policing officer and worked in both the old and new information rooms.

"The most enjoyable time of my career though was the last six months at the air support unit,"

## Names in the news

said Dee. "As a trained reserve observer, I really wanted to be present when we took delivery of the new aircraft and it was both a thrill and a honour to fly in it."

Dee and his wife Tricia joined up together in Harlow and would have retired at the same time if she hadn't left to pursue a career elsewhere.

Pc **Derek Sewell** retired last month after serving 30 years mostly in his hometown of Chelmsford.

He was awarded for services to the community when he was neighbourhood beat officer at Chelmer village.

With over 14 years' experience as a coroner's officer at

Chelmsford, Derek dealt with deaths in custody at the prison and also remembers being the first officer on the scene when the prison roof caught fire.

Having spent the last 10 years teaching exercise and fitness in his spare time, Derek has turned his hobby into a further career as he is now a physical training instructor at the training centre.

Pc **Nick Padmore** has retired after serving 30 years and one day at Harlow.

He attended three hijacks at Stansted Airport and worked on two high-profile murders, but is now going to take things easy as he plans to play more golf and indulge in his love of travel.

He is now keeping his feet firmly on the ground working for Essex County Council.

Pc **Alan Chapman** retired last month after nearly 28 years' service.

The former road policing officer will be moving away to the quieter byways of Lincolnshire.

Tendring's **Nigel Weall** retired last month after serving nearly 32 years.

## Obituaries

Ex-Pc **Arthur (known as Richard) Green** died last month aged 89.

He served for 26 years at Grays, Purleigh, Harwich, Ingatestone, East Hanningfield and Margaretting.

On his retirement, he was working as a member of police staff in the accident information section.

Former police staff **John Welland** died in September aged 81.

He served for many years in Clacton as a traffic warden before joining the administration department, retiring in 1987.

## Market Place

**BRENTWOOD**, 2-bed, semi non-estate position three-quarters of a mile from the high street, gas central heating, double-glazing, garage, unoverlooked private garden, vendor suited, £182,500. Contact Les Snowden on 01277 234365 or 07977 209466.

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**DISNEY** luxury villa, 4 beds, 3 baths, oversize pool/jacuzzi, games room with pool table, 15 mins to Disney and golfers paradise. Superb location. Many upgrades. Call Steve Crane on 01268 572577 or email stevecranecfc@aol.com.

**FLORIDA** villa. 4 bed pool home overlooking water. Close to Disney and airport. Nice location. Price from £450pw. Video available. Must be seen. Call Pete/Linda on 01245 321378 or email petewtaylor@yahoo.com.

**FLORIDA** luxury villa, 4 bed villa close to Disney and golf. Sleeps 10, private-screen pool. Contact Jill 01702 586092 or visit www.my-florida-villa.net.

**LAKESIDE** chalet, Cotswold Water Parks. Exclusive fully-equipped 2 bed, one bath, kitchen, lounge, and terrace. Leisure centre on site. From £150 to £300 per week. Contact Stuart McKie on 07973 639342.

**MINI** Cooper, R-reg, 22,700 miles, metallic blue, white roof with England Three Lions, £4,200. Contact Kim Dixon on extension 66135 or 07944 066779.

**NORMANDY** manor house and converted cider press. Sleeps 8 + 4. Set in beautiful walled garden. Total tranquillity. Contact Ann Jones on 20713 or 01920 411219 or visit www.twilightshadows.net/les-vignes.

**ORLANDO**, Florida. Privately owned luxury 4 bed executive villa. Sleeps 8/10. Located on quiet residential development with own golf course. 10 mins from Disney and other attractions. Private heated pool, air con and double garage. Fully equipped and furnished to highest standard. Restaurants and shops close by. Tel: Ray Harling on 07979 700443 or email RBH@ntlworld.com.

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**ORLANDO**. Luxury villa. 4 bed, 3 bath. Sleeps up to 10. Private screen pool near Disney and other central Florida attractions. For more details contact 01245 266949 or 01376 573406.

**PREMIER** mauve drums. Die cast rims, 12" floor tom-tom, 16" tom-tom chrome legs, 22" bass drum with tom-tom fitting and disappearing spurs and cymbal post. As new £250. Contact Mr Fulcher on 01277 656647.

**SCOTTISH** Highlands. B&B in Austrian-style home. Fishing, skiing, shooting, walking, bird watching or chill out in 600-acre pine forest. Police discounts. Contact Andy Nunn on 01479 841717 or email woodlands.nunn@btopen-world.com.

**TENERIFE** villa. 2 bed, 2 bath. Will sleep up to 6. Quiet location, sea view. Satellite TV communal, swimming pool. From £275 per week. Tel Dave Britton on 01702 201702.

**TWO BED** bungalow, Costa Blanca. Roof terrace, bbq, large patio, rear door to shared pool. Satellite TV. From £150 per week. Contact Tony on 07944 575531.

**TWO BED**, 3-storey luxury villa, Costa del Sol on famous 5-star La Cala golf course. 15 mins from Marbella at La Cala de Mijas. Very private shared pool, all usual high-class facilities including sun terrace and private square. Very tranquil. From £400 per week for villa. Contact Derek Patten on ext 47434, 07958 209909 or visit www.sunholdsdirect.com (ref C185). **VILAMOURA**, Portugal, spacious 2-bedroom, 2-bath apartment, lounge, dining area, fully-equipped kitchen. Close to beach, marina, golf course. Contact 01245 421465.

## IPA

ALTHOUGH the mid-Essex branch activities have been very quiet during the year, the old favourite annual dinner dance is still to be held on December 19 at the HQ Sports and Social Club.

The evening begins at 7pm for a 7.30pm start, with the regular DJ providing soft music throughout the dinner, raffle and dancing sections.

The bar will remain open throughout this time and tickets cost £18 for the four-course dinner and music.

To book a place, contact Frank Joslin on 01245 602872.

## Fresh faces for 4x4

THE 4x4 Funday committee will be holding its Annual General Meeting later this month, with the team looking for fresh blood.

The AGM is open to all force staff who are interested in organising the annual event for disadvantaged children.

The AGM will be held at EPTC on November 17.

For more information, contact Sgt James Grant at Laindon on extension 44930.

## Training award

THE force's constables continue to amass awards through Stage 2 training at Ashford when Pc Rod Gaskin was awarded the Life Saving Trophy.

The trophy is awarded to the student who has made the greatest progress in swimming and life-saving during the course.

COOKING up new ideas to raise money for *Children in Need* has produced a book with nearly 60 recipes from various countries across the world.

The book is the brainchild of project liaison officer Norma Blamey who has been asking family, friends and colleagues for their favourite recipes.

There are main courses and desserts from the traditional to the exotic and personal creations.

Each recipe will be attributed to the person supplying it and there will be useful comments and helpful tips.

Norma said: "It has been great fun compiling the recipes and I hope that people get fun out of trying them, while at the same time helping a worthy cause."

The recipe books, priced £2, will be hot off the press from November 21.

Anyone wanting a book is asked to send a cheque for £2 made out to *Children in Need* to Norma Blamey, Property Services, Headquarters.

## Short shrub suggestions

A BONSAI-loving traffic warden is offering to give informal talks to clubs and associations within a reasonable distance of Rayleigh (15 miles).

Cyril Stringer does not want payment for his time, but does request a contribution to the Cancer Relief charity.

Mr Stringer has a collection of 11 miniature trees and will bring some of them to accompany his talk.

His talks are relaxed and last 90 minutes, showing tools and equipment used and explaining the methods and care of bonsai.

The trees are at their best between mid March to the end of September.

Mr Stringer can be contacted on extension 35170 or on 01268 784681.

## Runway rock

PUT on your party clothes and have a ball at a party organised by Stansted officers.

This year's Bounders Ball is on Friday, November 21 at the BAA Social Club, Roman Lane, Stansted Airport.

There is a live band and tickets cost £2.50, with all proceeds going to local charities - everybody is welcomed to attend.

For tickets and any further information contact officers on 'E' shift at Stansted Airport on 01279 680298.

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.

● Advertisers should be aware that The Law is now published on the internet and any telephone numbers given will be in the public domain.

## Capital running

THE National Heart Research Fund is offering police staff the chance to take up a guaranteed place in next year's Flora London Marathon with a charity 'Gold Bond' ticket.

They are looking for big-hearted people who want to run in the famous marathon to raise £1,500 for vital research into heart disease.

If you want to take up the challenge of a lifetime and help Heart Research save more lives please contact fund-raising manager Derek Edwards on 0113 234 7474.

The charity is also keen to hear from anyone who has been awarded their own place through the ballot system and would like to use it to raise funds for heart research.

## Croker Cup

BRAINTREE lead the way in the latest Croker Cup table following their victory in the Race Walk.

Harlow gained ground on second-placed Colchester when they finished second, with the north-east division having to settle for fourth place.

Rayleigh and Tendring prop up the table with eight points apiece after they failed to enter a team in last month's competition.

● The swimming gala is to be held at Basildon's Gloucester Park on January 18, 2004.

## Buy one get one free

INDULGE yourselves with a special offer from Ramada Jarvis Hotels.

Members of the Essex Police Sports Association can take advantage of a special two nights for the price of one at any of 67 hotels throughout the UK, paying just £37.50 for two nights bed and breakfast.

The offer applies to two consecutive nights between Thursday and Monday until March 31, 2004.

To book call 0845 7303040, quoting 'indulge'.

## Music money

MUSIC lovers raised over £500 at a charity quiz night in aid of the Essex Air Ambulance.

Former Southend inspector Steve Bright hosted the event, dishing out the quiz questions to the 115 competitors.

A cheque for £526 was presented to the air ambulance crew by the Sport & Social Club committee.

## Long-term savings

THE Southend Club holiday fund is available to all force members as a means of saving to assist with advanced payments for annual holidays and Christmas shopping.

Contributions may be made upwards of £5 per month and are deducted directly from salary.

Applications for withdrawals may be made for nine months' contributions between April 1 and September 30 by email.

The remaining payment will be made in the first week of December automatically.

No withdrawal can be made before April 1, unless for exceptional reasons, which the Finance Committee will consider and an administration fee will be charged.

Application forms for the fund commencing January 1, 2004 will be circulated to all existing members shortly and should be returned by December 5, 2003.

New members are welcomed and application can be made by email to Southend Club Treasurer Les Seals.

# Chief in the sports chair

**CHIEF Constable David Stevens has taken up the reins as the new chairman of Police Sport UK with a promise of "attracting the new sports stars of the future".**

Police Sport UK (formerly PAA) was launched to coincide with the PAA's 75th anniversary, with members voting to radically change the association's rules, objectives and the

constitution in the hope of altering the perception that police sport is for the elite.

Mr Stevens hopes the new plan will ensure more grassroots involvement in each aspect of every sport from administration to participation.

"Police sport is not only about the top competitors; it is about everyone having a chance to take part whatever their level of achievement," said Mr Stevens. "With the advent of Police Sport UK, we have changed the emphasis so that we can attract more competitors and facilitate

the link between fitness, sport and health."

The new framework will encourage more grassroots participation from both officers and police staff, with some non-Home Office forces joining in the battle to bring sport back on the agenda.

Outgoing chairman, South Wales Chief Constable Sir Anthony Burden, said: "The importance of sport is not widely understood, sometimes recruits are being discouraged from getting involved.

"The general perception is that police sport is for the elite and this is not the case."

A new sports development officer will develop a strategy to encourage all police staff to participate in both individual and team activities in a bid to

raise the profile of sport in the service.

Police Sport UK administration and finance Manager Neil Braithwaite said: "For some years, it has been the opinion that sport in the service has been dying due to sport being at a low level on the agenda. This will now change as we also radically examine and explore the many funding and sponsorship opportunities which are available."

Mr Stevens added: "It's a good time to get involved. Who knows - you may soon be challenging for national or European honours, so why not visit the website and see which sport is for you."

For more information, visit the website at [www.policessportuk.com](http://www.policessportuk.com).

## A bloody Spanish stumping

A PARTY of 22 recently jetted back from Mallorca as this year's overseas cricket tour by the Gentlemen of Essex CID proved to be yet another fun-packed, albeit unsuccessful trip.

Players, wives, partners and guests were let loose on the one-week tour to Magaluf.

The three-match series began with a disappointing defeat at the hands of Mallorca Cricket Club, despite promising early form from a number of players.

Captain Peter Orpe won the opening toss and elected to field under the overcast, humid conditions with Dave Griffiths and Mark Frost giving the Gents early confidence with a wicket apiece on an unusual pitch.

Solid bowling back-up from John Stonehouse (3-30) and Bob Miller (1-35) restricted the home side to 196-6 from their allotted 40 overs.

The visitors' reply began after the tea interval which included a bonus cup of Yorkshire Tea.

The early evening sunshine favoured the fielding side as competitive, lively bowling wore down the Gents.

A fine score of 46 from Norman Bainbridge was supported by a

defiant 19no from John Heliwell and 17no from Vaughn High.

However, failure to take hold of the game saw Mallorca take a 1-0 lead after the Gents could only muster 145-7.

The Mallorca CC ground is situated on the outskirts of Magaluf and only a short walk (if setting off in the right direction) from the hotel.

With football as the national sport, it has been left to ex-pats to set up the cricket scene and rely on visiting sides for entertainment and competition.

The second game brought out the best in Spanish weather as bright sunshine and sweltering temperatures greeted the Gents when they took to the field first.

Sunglasses, hats and numerous drinks' breaks could not stop Mallorca racing away to a total of 264-7, with Stonehouse and Miller finishing wicketless and Richard Wardleworth (2-17) and Griffiths (2-68) the only ones to make any real, significant inroads.

The Gents knew they had to be positive, but early wickets soon put paid to any sort of challenge.

Another great knock of 68no from Bainbridge and a career-best 30 from High could not stop the visitors from being bowled out for 167 though.

Rest days between games gave the players and their partners time to relax, shop and hit the beach (if not the ball). Peter Orpe's trips, first to the Sonamar Show and then sailing, were enjoyed by all.

The final match was a more closely-fought, if only bloody affair.

A powerful 43 from Wardleworth and a gritty 40 from Stonehouse were the mainstays of the innings.

### Short-pitched

However, there was concern for Orpe when a short-pitched delivery reared up and struck him in the mouth.

To his credit, and a few teeth less, the captain returned to the crease to score 21no and take the final score to 179-7.

Mallorca replied positively, but a cool display from the Gents denied the home side victory by nine runs.

Umpiring all games was Peter French, with the runway referee successfully failing to give any LBW decisions either way.

The entire tour party would like to thank Peter Orpe for organising the trip and Norman Bainbridge for finalising the match itinerary.

Mark Frost

## Lottery results

THE lucky winner of the September lottery was Pc Graham Garnham, with the Colchester dog handler now £1,500 better off.

Dc Ian Steele, Crime, won £750, with £375 awarded to Pc Martin Faulkner from Bocking RPU and £200 to Pc Sean Murphy from Rayleigh RPU.

Consolation prizes of £50 went to Supt Jacqui Cheer, HQ; Dc Sam Hutchinson, Chelmsford CPU; Dc Colin Egerton, Crime; Mrs Jenny Reed, HQ; Pc Robert Newlyn, Colchester; Mr David Chard, HQ; Mrs Alison Saunders, FIR; Ds Graham Carter, Thurrock; Mrs Kim Knight, Harlow and Dc Jo Smith, Brentwood MIT.

● LAST month's recipient of the top lottery winnings was Mobile Support's Mrs Jenny Davies, with the Traffic Management administrator collecting £1,500.

Harlow MIT's Ds Gary Washbrook won £750, with £375 now in Chris Hadley's back pocket and £200 nestling with Rayleigh RPU's Bernie Brooker.

The £50 consolation prizes went to Pc Andrew Jones, Brentwood, Pc Matthew Parker, Harlow, Pc Graham Knight, Sandon Dog Unit, Miss Vivienne Gravatt, HQ Admin, Dc John Wright, Stanway MIT, Insp Kate Sale, Crime Division, Chief Insp Gwynne Williams, Thurrock, Mrs Joy Gozzett, FIR, Dc Shirley Culliton, NCS and Pc Brian Jeapes, EPTC.

# Stroking his way to gold

By Heather  
Watts

## Poor start to season

**A RECORD-shattering performance at the Police Sport UK Southern Counties Swimming Championship certainly put Essex on the map as Brett Lummis brought home a breath-taking nine gold medals.**

The Braintree officer stole the show by winning five individual races and breaking four meetings' records in the process.

The 25-year-old cruised to victory in the 50m breast and backstroke events and the 100m breast, back and medley.

Brett said: "It was nice to be supported by my local station so that I could go to the Southern Counties tournament."

"I surprised myself by winning nine golds, but next time I want 10!"

However, he did not become complacent with this magnificent victory as he went on to compete in Sheffield at the ASA Masters National Championships where he won six gold medals, two silver, and two bronze.

Coming first in his age group in the 50m and 100m breaststroke, he also took the silver in the 100m individual medley and 100m backstroke and bagged bronze medals for the 50m freestyle and 4 x 50m individual mixed relay team.

Team relay events gained him four more golds.

Brett is no stranger to the winning rostrum, having competed since he was seven-years-old.

He used to train at Ipswich Swimming Club with former Olympic hero Karen Pickering.

In the 1998 Commonwealth Games in Kuala Lumpur, he competed in the 200m individual medley for England, winning the 'B' Final and ranking him ninth overall in the event.

Since joining the force, Brett trains mostly when he gets the opportunity, swimming with the public at quiet times.

He said: "It's a struggle to find a routine with working shift patterns; however, I make the best of the situation.

"My ambition is to keep my fitness and health going.

"I train about once a week in the pool and do gym work as it takes a lot of fitness and technique to reach the highest heights of the sport.



● Brett Lummis proudly shows off his nine swimming gold medals.

"I love to compete and hope that I raise the profile of the sport."

Braintree Divisional Commander Sue Harrison said:

"We are very proud of Brett. Although he has achieved so much he is still not too proud to appear for Braintree in Croker Cup swimming galas."

## Triathletes turn up the heat

SEVERAL officers recently returned from a successful trip to Guernsey where they competed in the British & European Police & Emergency Services Triathlon.

The gruelling event began with a 1,500m sea-swim off the island's south coast, followed by a 40km bike ride and concluding with a hilly 10km run.

Athletes were this year made to work hard as the unexpected hot weather made the final six-mile run stage a real test of endurance.

A total of 140 competitors entered the sea first thing in the morning, with Matt Rees finishing first in a time of just over 16 minutes.

A quick dash to the transition area and the Harlow officer was soon on the road and facing a steep climb.

The bike ride saw the cyclists travel to the centre of the island, before returning to the coastal roads and back up for a final climb and descent to the transition area.

The fastest cyclist completed the 40km course in one hour and five minutes.

The final section was made up of three two-mile laps, with each lap beginning with an energy-sapping climb, followed by a mile-long run along the coast road without any shelter from the strong sun.

Matt again proved to be the strongest of all the Essex competitors, setting the fastest Essex Police times for all three disciplines; his overall time of 2hrs 14min 18sec good enough for 17th place overall. Chris Mathlin completed the course in 2hrs 23 min 3sec - 41st place.

Mark Harman came in with a time of just over 2hr 36min, with Pete Bryan another five minutes behind and Ian Brown a further 15 minutes adrift.

Karen Mihill finished in a dead heat with the relay team of Dawn Smith, Jo Sell and Andy Long with a time of 3hr 35min 38sec. Basildon's Al Barley completed the course in 3hr 57min 33sec.

**Mark Harman**

## It's not a stick up

THE men's hockey team are looking for new players to strengthen the side for the new Police Sport UK season. Players of any standard and age are welcome.

The competition is usually held on a knockout basis with games coming round every four to eight weeks.

Time off from work is usually available depending on operational commitments and transport to away games is provided.

Pc Mark Shaw said: "We regularly receive invitations to tournaments around the UK and have travelled as far as Hong Kong to compete."

If you are interested in playing, please email Mark with your details and brief hockey experience.

