



Chief's Christmas message - P5



Terror test - see centre pages



Bereaved backs campaign - P12

More than 140 suspects snared in largest ever paedophile investigation

CHILD ABUSERS CAUGHT IN NET



● Mr Blair on his tour through the Felmores estate with Pc Henry Garrod and Basildon MP Angela Smith. PHOTO:Evening Echo.

Blair's Basildon beat

THE Prime Minister swapped Downing Street for Basildon recently to see how police and other agencies are tackling problem estates. For full story turn to page 3.

A MAJOR operation against paedophile internet activity has resulted in Essex Police making 154 arrests.

The investigation - Operation Ore - began in September 2002, after British police forces were given intelligence from the USA about UK residents accessing illicit websites.

Acting on this information, Essex Police launched an inquiry and arrested 152 men and two women over a period of 13 months on suspicion of making, possessing and distributing indecent computer images of children.

The force was not proactive with the media to avoid alerting people whose names were on the arrest list.

Twelve arrested suspects were released without charge due to lack of evidence, 11 have been convicted in the courts to date and 14 have been cautioned because the images were of a less serious nature.

The remainder are awaiting a court appearance or a decision on whether there is sufficient evidence for a prosecution. Sentences to date have ranged from 18 months' imprisonment to a rehabilitation order.

All those convicted or cautioned have been placed on the sex offenders register.

The time-consuming investigation has been supervised by Essex Police Child Protection Unit and has involved 50 divisional officers on the front line.

Throughout the inquiry, the force has worked closely with partner agencies in a strategic management group. The Crown Prosecution Service, social services for Essex, Southend and Thurrock, and Essex probation, health and education services have all been involved.

by Peter Laurie

Social services intervened where a suspect had children or contact with young people outside his family.

Head of the Child Protection Unit, DCI Roy Fenning, said: "We believe we have sent a deterrent message to people who engage in this type of child abuse. They may not have had direct intimate contact with children, but their use of illicit internet services encourages and funds a market in this vile trade.

"Although Operation Ore has come to a conclusion, we will continue to act with determination wherever there is evidence of any form of child abuse."

He added: "I am grateful for the strong support we have received from partner agencies. We have forged a relationship which will be beneficial in future."

Chief says thank you

THE Chief Constable has expressed his gratitude to everyone who was involved in Exercise Rogue Patriot.

Mr Stevens said: "Hundreds of people took part in the event itself or in the massive planning and logistical operation which supported it.

"The enthusiasm, initiative and sheer determination of everyone involved to succeed was really impressive and once again shows what Essex Police can achieve.

"I cannot express my thanks to you personally but I know that through *The Law* my gratitude should reach everyone."

For more about the county's largest ever emergency test see centre pages.

Ability, not disability

THE spotlight is on disability in policing this month, following October's national conference attended by Mick Englefield, assistant JBB secretary.

The Disability Discrimination Act 1995 has been in force since 1996, and until now has applied to support staff only, although many forces have applied the principles equally to police officers.

From October 2004 there will be no choice - the legislation will also apply to Police Officers.

The new legislation will have an effect on three main areas throughout the service - recruiting, serving officers who become disabled, and pension and retirement issues.

There are 8.6 million disabled adults in the UK, 5.2 million of whom are of working age. Of these 2.4 million are out of work. Only 8 per cent of disabled people use wheelchairs, and of these only 2 per cent are permanently in wheelchairs.

We are not talking about police officers patrolling the streets in wheelchairs, but there are cases across the UK where officers are making a valuable contribution to operational policing from their wheelchairs.

It is important to point out that there will never be a requirement to employ an individual who simply isn't up to the job, and no-one will ever be put into a position of danger as a result of a colleague who is technically disabled.

Federation Newsline

by Terry Spelman



Disability covers a wide range of illnesses from mild hearing loss to mental illness to degenerative illnesses. We are each getting older every day and with age comes the chance of contracting illness, which could lead to disablement.

Recruiting

The DDA has brought about a requirement by the Home Office to review their minimum medical standards for recruitment. The work is ongoing but certain elements with regard to eyesight and other illnesses such as diabetes, epilepsy, and knee injuries are likely to disappear from the standards. Each case will be judged on its own merit and there will be no blanket bans.

A Metropolitan police officer with 27 years service spoke to the conference about his circumstances. He discovered just after joining that he had diabetes, and needed to inject himself with insulin. The force doctor at the time gave him a few weeks to prove that he could not do the job, and would return to him, begging medical retirement. The officer proved him wrong by working

shifts, becoming an advanced driver, and also qualifying as a firearms user. This officer policed Downing Street for many years, until someone decided that no-one was allowed to be an advanced driver or hold a firearms ticket if they had diabetes. Overnight this officer's skills were reduced by a blanket ban, regardless of the fact that his condition was controlled well by medication, and he was excellent at his job. Despite his disappointments in the police service, the officer has gone on to form a support group for insulin dependant diabetics. The group has over 100 members in the UK including a constable in Northern Ireland who was taken off traffic when they discovered he had diabetes - and yet still carries a submachine gun with him at all times on duty!

Adjustments

In the unfortunate event that an officer becomes disabled whilst in service either by incident - on or off duty - or through illness, from October 2004, the police service must make all efforts to keep these officers employed. If necessary, this will be by the introduction of 'reasonable adjustments' to the way they work, the place they work or the type of work they do. In order to ascertain what reasonable adjustments are needed a written risk assessment will be carried out in consultation with the employee. Any adjustments will be brought in as soon as possible.

An officer from Gloucestershire Constabulary spoke regarding the discovery that she had developed MS. Initially, she had been moved to a non operational role on the third floor of a police building, despite protesting she would probably fall down the stairs one day. When she did just that, she was moved to a ground floor office. She has weekly injections, which she has on a Friday, to give her the weekend to recover.

An officer from Merseyside reported how he'd tripped over a trailing wire in the back of a police van, and twisted his ankle. An x-ray revealed that in addition to the ankle injury, he had a mass on the bone, which was a very aggressive form of cancer. He had to have his leg amputated below the knee. His chief inspector visited him in hospital and said that once he'd sorted the retirement out a post would be found for him somewhere. The officer decided that he didn't want to be retired. First he learned to walk, then run. Then he re-qualified for his UDT ticket. Then he got back onto the MAST team - an example to us all.

It could well be that the type of illness suffered prevents that person from continuing with their exact role - if this is the case, then all efforts should be made in

consultation with the officer to find a suitable alternative post.

The service needs to focus on their ability, not their disability. To re-iterate, there will be no blanket bans.

Disabled officers will be able to apply for promotion and specialist posts from which they have previously been barred. Officers who have notified a disability will have sick leave and disability leave separated. This is to prevent disabled officers being debarred from pay/allowances and promotion owing to existing illness.

If no reasonable adjustments can be made, there will still be cases where officers will need to be medically retired. The Home Office is reviewing the pension scheme in relation to new recruits who may be barred from certain elements of the scheme in relation to their existing disability.

But what's the Federation doing for its members?

All Federation reps and Federation safety reps will receive training on the DDA. The safety reps will receive further training in 'reasonable adjustments'.

Clear guidelines are being issued on confidentiality, so that we are all aware what information can be passed on to whom.

Suitable and sufficient risk assessments will need to be carried out for individuals; it will be the responsibility of the 43 forces individually to ensure that adequate training for this vital role is given.

The Federation's safety leader and equality leader are both looking to work closely with Personnel and Occupational Health over the implementation of the Disability Discrimination Act into our force over the next 12 months.

Poor attendance

THE in-force open meeting on November 4 went very well.

I am grateful to the Chief Constable and Mr Onions for attending. The response from the force was disappointing but, to those who did attend, the questions put over a two-hour period were very worthwhile and well received.

Insurance increase

THE travel insurance, which runs from January to December, will be increasing in premium by £2 per annum with effect from the January, 1, 2004.

We still believe it is a competitive insurance and any new members wishing to join should contact Jackie Card on extension 54555.

FINALLY, on a festive note, may I thank you all for the support you have given us over the past year.

On behalf of Sue Kelly, Mick Englefield, Trish Morley, Jackie Card, Marian Godwin and myself, may I wish you all a Merry Christmas and a truly prosperous New Year.

Leave that phone alone

STAFF across the organisation are being reminded to adhere to new legislation banning the use of hand-held mobile phones while driving.

Motorists who now use their mobiles other than to contact emergency services, will face a £30 fine which could increase to £1,000.

The new legislation is an addition to the Road Vehicles Regulations Act 1988. Up until now, officers have been attempting to eradicate such manners of careless driving using powers already

available to them under the Road Traffic Act 1988 (driving while not in proper control of the vehicle).

Hands-free equipment though is not prohibited under the new government legislation, with hand-held phones described as "something which is held during the course of making or receiving a call".

A department for transport spokesman said: "Driving whilst using a mobile phone is dangerous - you are risking your own life and those of other road users. It's hard to

concentrate when you are doing two things at once and any driver will be distracted by a phone call or text message.

"By making it an offence to hold a mobile phone when driving we will make the roads safer for us all. I urge drivers to remember: missing a call won't kill you - an accident quite possibly could."

In addition, driving instructors who are supervising learner drivers may also commit an offence if they use a hand-held phone.

service line

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Media team scoops top accolade

MANAGEMENT of the media during the investigation into the abduction and murder of teenager Danielle Jones has won a prestigious award for Essex Police, an accolade that could not have been achieved without the support of the media and Danielle's family.

The Media and PR Department has been presented with the Association of Police Public Relations Officers Award for Excellence at the group's annual conference.

Managing such a complex case created many challenges. A drip-feed effect to keep the case in the national and local press, and the public eye, was essential. The investigation also featured prominently on BBC's *Crimewatch* and two national newspapers offered rewards.

As Danielle's uncle was arrested and bailed shortly after the teenager's disappearance, all media coverage required careful handling to ensure that the investigation and any legal proceedings were not compromised. Leading up to the trial, the press office held a pre-trial briefing to over 50 journalists to assist with accurate coverage. This included a booklet of key information and interviews with senior investigators and Danielle's parents Linda and Tony.

Since the trial the force Television Unit has produced a DVD which chronicles the investigation. Not only has this been used as an internal briefing tool it has been presented to a number of other forces and agencies to demonstrate good practice.

Head of Essex Police Media and PR Department Angeline Burton said: "We are delighted that the hard work and professionalism of the department has been recognised nationally."

Killer's trail has not gone cold

HOPES that the brutal 25-year-old murder of Norah Trott could still be solved are high following a promising response to a recent media appeal.

Information was passed to police from people who were in an around the area at the time, and from retired police officers. Some calls suggested possible suspects.

Det Supt Simon Coxall said: "I am heartened by the extent to which the community have wanted to help, despite the passage of time, and by their recollections of events. The quality of the response has reinforced some of the lines of enquiry we are pursuing and given us some new information to consider."

Clearer way to cut long-term crime

by Kim Perks

A MORE consistent and systematic approach to problem-solving is at the heart of the force's policing style, which is being reaffirmed at a series of seminars this month.

In addition a force problem-solving model has been implemented to formalise and record the approaches taken.

Historically divisions have utilised different methods for problem-solving and the force has often had a tendency to 'go it alone' rather than seeking or accepting the support of partner agencies.

Tackling a spate of burglaries on an estate, for instance, might be resolved by high visibility patrols. This may temporarily alleviate the problem, and may even result in an arrest, but there are other long terms options such as liaison with

the local council to improve security and raise awareness.

Two newly created problem-solving forms and the introduction of co-ordinators on divisions to oversee the process, should significantly improve the effectiveness of our public service and our liaison with the community and our partners.

With better targeting of resources and by utilising good practice the problem-solving process will also be more cost effective and the audit trail it produces will be vital to the continual review of police performance.

The process being adopted is known as the SARA Model (Scanning, Analysing, Responses and Assessment). With a problem having been identified, a pre-SARA form is completed and passed to a co-ordinator. The co-ordinator identifies whether or not a 'partner' approach is required and whether a

low or high level input is required. Action is then taken accordingly after which there is assessment and circulation of any good practice gleaned.

Community policing teams will be the first to undergo the training through seminars, as their introduction in the late 90s, was part of a national move towards problem-solving policing.

That is not to say, however, that it is their sole responsibility. It is a change in mindset for everyone from SOAs to SIOs. If response officers, for instance find themselves repeatedly attending the same premises or area they should be initiating the SARA process to help find a longer-term resolution. A roll-out training programme for roles outside of CPTs will begin in the New Year.

Supt Janet Letham, who is taking the lead on the policing style launch, said: "This is more than just a new form to be completed, we are encouraging officers to identify potential problems and then trying

to find sustainable solutions. This can be applied to all types of incidents - crime and non-crime. For instance anti-social behaviour calls, if not dealt with early on, the problems can escalate requiring more police resources.

"It is also about encouraging partnership working to ensure the residents of Essex get the best possible service, not just from the police, but from all the agencies who play a role in keeping Essex one of the safest places to live and work in the country."

Other forces that have implemented similar programmes are already beginning to see results, particularly in respect of reductions in crimes committed and repeat offences.

The new forms A487 and 487a and user guides are available under SARA in the electronic forms section on the intranet.

For information about the project or details of who your local co-ordinators are contact Insp Dave Northcott on ext 54232.

Museum's star TV role

MILLIONS of television viewers are to gain an insight into the fascinating relics of the force museum following a visit by the BBC.

Flog It is a show that travels the country in search of valuable artefacts, selling them at auction on behalf of the owners. During each show they also visit a place of local historic interest.

Whilst visiting Essex they decided that the police museum was ideal for the show. They took particular interest in collectibles such as painted truncheons, helmets and helmet plates.

Museum curator Sarah Ward said: "We're delighted the BBC picked the museum to feature in the show. We have a lot of hidden gems and now millions will get to learn a bit about our collection."

The show is due to be aired in the New Year. In the meantime if anyone wants to arrange a group visit to the museum or any staff members would like a tour they can contact Sarah on 01245 457150. Sarah is also keen to add to the museum's collection so if you have anything in your attic which would be of interest she is happy to give it a good home.



● Museum curator Sarah Ward talks truncheons with Flog It presenter Paul Martin.

PM shown Basildon does it best

PRIME Minister Tony Blair swept into Basildon recently to see how police there are targeting trouble spots.

Mr Blair, accompanied by Basildon MP, Angela Smith, greeted local residents on the Felmores estate before being introduced to Pc Henry Garrod, Inspector David Miller and divisional commander for Basildon, Chief Supt Pete Sheldrake.

Mr Blair's brief sojourn into the town was to see first hand how the police and agencies were tackling the problems that had been infesting the estate. Crime and nuisance were blighting the lives of some residents and police acted by appointing Pc Garrod as the local officer and basing him in the heart of the community. An experienced officer, he is accessible and able to respond to complaints and offences.

Pc Garrod said: "Mr Blair listened to my views. He asked what was the one thing he could do to help me with my work, I replied "more manpower, less bureaucracy". It was interesting hearing his views on using anti-social behaviour orders and issuing fixed penalty notices for unruly children which he hopes will be introduced early 2004."

After a meeting with officers and local people, the Prime Minister went on his way to Dagenham.

Law letters

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

Leaving the world's best job

I WOULD like to thank everyone who came to my retirement celebrations at Canons Brook Golf Club, Harlow, as I ended my chosen career after serving all my 30 years in the Harlow Division.

It was great to see lots of old friends and colleagues, and some of the younger ones too. I think that all the important people I have served with were there, and those who couldn't be there were there in spirit anyway. Thanks too for all the fabulous gifts I received, the golf vouchers will be put to good use - a special thanks to Harlow 'B' shift.

I would also like to thank Andy Robertson, Ross Luke and Tony Barnes for the speeches, especially the one likening me to Concorde!

I have been honoured and proud to serve Essex Police for the last 30 years, all of it at the sharp end, and I have had a great time in the police service. It has been my life, and I hope that those of you still serving will have as good a time as I have had, and I wish you every success.

A special thanks to ex sergeants Peter Cousins, Geoff Lee and Dave Smith, and to ex-Pc John Russell. I took all your advice and survived my 30 years - just!

A very special person wrote a poem for me:

So 30 years of 1019, now it's back in the pot,

You may have left the police force, but you'll always be a cop.

You'll smell a scroat out

anywhere, they'll never get away, You will be an officer and a gentleman, until your dying day.

Those of you who still have the fire and spirit will appreciate that, I think.

I would also like to thank all the members of the Police of Essex Golf Society for their good wishes and the splendid present of the crystal photo frame, which now holds a picture of my daughter Natalie.

Despite all the pressures, this is still the best job in the world, and those of you still serving at the sharp end have my total respect and support, always. Watch your backs, and stay safe.

**Nick Padmore
Ongar**

Put police back in communities

HOW quickly things change in the world of policing.

Only a couple of months ago I wrote to *The Law* warning that, unless chief constables accept that 'real' community policing should be higher on their priority list, they could expect local politicians to have a more active role in setting those priorities.

Last year we had the Policy Exchange proposals on how this might come about, followed by Oliver Letwin's endorsement, based on his 'American experience'.

Now the Home Secretary proposes elected police authorities to give representation to local communities.

Suddenly, community policing is back on the agenda of almost every chief officer, and who can blame them when their jobs are at stake? It is just a shame they have now been driving this all along.

To be fair, a couple of forces, such as Merseyside, saw the need for a return to community policing at least two years ago.

Their chief constable was on TV recently expounding the benefits this has brought to Liverpool, including intelligence gathering.

As someone who has been

campaigning on this issue for the last ten years I am very happy at this situation. In Harlow the need for community policing has been on the agenda for several months. What is now needed is to persuade ordinary officers to hold community policing in the same high regard as the public do, so it becomes recognised and respected as real career choice in itself.

I am reminded of how, in the 1970s, Geoff Markham gave his newly created Force Support Unit a special identity by the simple method of giving them what was then

a unique piece of kit, the 'woolly pully'.

Perhaps the unique role of community beat officers should be recognised in a way that gives them an identity, a sense of pride and status, something that will be recognised in 30 years time as a symbol of belonging to something special. Some forces are using financial incentives, one has reportedly created a special rank. Essex needs to be inventive too.

What about, for instance, giving them white helmets? Now there's a novel idea!!

**Tony Hall
Harlow**

What a right royal send off

NOW that I have reached the ripe old age of 90 I think it's about time I made comment on an incident when Hilda and I drove out of Clacton into retirement at Gosport in October 1973.

We had not long left our house when we found to our great surprise that we were being escorted fore and aft by two police cars, fortunately without the use of their sirens. At several junctions en route a police vehicle was parked in the side road with the driver standing in front who saluted smartly as we passed.

Our escorts left us at Weeley roundabout and we drove on in utter silence, so full of emotion that one word would have provoked tears.

It could be construed I suppose that this was their way of making sure that they had got rid of us, but I have always thought of it as a brilliant way of saying a kindly farewell.

I have not spoken about this to anyone ever since so now I must say to all those who conceived or took

part in this event a heartfelt 'thank you very much indeed'.

It was a wonderful happening.

I also greatly appreciated the

telephone message from police HQ on my 90th.

**Former Chief Supt Docker
Hampshire**

Thanks to you all

NOW the dust has settled and reality of a 9 to 5 life has started to take hold I would like to take this opportunity to thank all my friends and colleagues who attended my retirement 'do' and helped make my send off go with such style.

What a 'do!' The curry is now legendary among the traffic department of Essex Police.

I would also like to thank those who contributed to my retirement gifts. The military statuettes will serve as a reminder of the many fine people I have served with over the 30 plus years within the Police service. One cannot begin to list the number of people I have met, serving officers, support staff, other agencies and members of the public

all who have in some small way brought colour and substance to my life.

Finally I would like to thank one person in particular who has been with me constantly throughout these years.

She has put up with my ups and downs when all has not been well and deserves public acknowledgement through these pages. I only regret she did not get a long service medal.

I'm sure there are many wives out there who deserve them like my wife Carol. To her I will always be grateful.

**Brian 'Dave' Jones
Rayleigh**

Memories of a lost sibling

MY twin sister, Deane Coombs, was one of the 1981 shooting victims in Stoneybrook Counselling Centre in Chelmsford, a shooting by James Palmer. She subsequently died.

I am now writing a memoir *With and Without Her* about being and losing a twin.

I am very keen to interview any police officer who was there that day. Likewise I would like to interview the Palmer family, emergency workers and the doctor who attended her at the scene.

If anyone remembers the case and is able to help me I would very much like to hear from you. I can be reached at 512 Forest Hills Blvd, Knoxville, TN 37919 or 01 865 588 1590. Alternatively you can email me at dfoltzgray@comcast.net .

**Dorothy Foltz-Gray
Tennessee**

Regards from old colleague

MY word, doesn't time fly when you're having fun?

The Brethen of the Cloth will be amazed to realise - as I have - that at the end of November this year it was 20 years since I was measured for my demob suit at Rayleigh.

So I send greetings to colleagues past and present and wish them well.

**Dave Hurrell
Westcliff**

Cash boost for kids' causes

THE combined brainpower of police employees and their friends has helped children in need to the sum of £1,620.

At HQ chief officers were pipped to the winners' post by legal services captained by Lynda May and named England Expects. A law suit following allegations of bribery and corruption is now pending after a mysterious number of jokers made their way on to the winning table.

At the Camera Enforcement Unit in

Billericay contributed £400 to the final sum with a quiz, a cake sale and the auction of a Rod Stewart t-shirt.

A raffle at HQ raised £175.

The proceeds will be divided between Essex County Council for local deprived children at Christmas, Building Blocks Appeal in Southend, Little Haven Children's Hospice and the Neo-Natal unit at St John's Hospital in Chelmsford.



● Chief Constable David Stevens.

A year of growth . .

MY Christmas message this year will be seen by hundred of new readers - those colleagues who have joined us since last Christmas as part of our rapid growth programme.

We now have an additional 86 police officers, 31 new detention officers, 86 PCSOs, 14 new crime investigators, and 19 new service desk staff. These and many other staff changes mean that Essex Police is larger now than it has ever been.

All these new posts will have a direct impact on the service we deliver to the people of Essex and at a time when threats and uncertainty seem as great as ever whatever we can do to provide reassurance must be available.

The last 12 months have been full of challenges and as always Essex Police has risen to meet them. On my roadshows this year I had the opportunity to talk to large

numbers of people and I was immensely impressed with the enthusiasm and dedication of everyone I met.

The interest that all staff show in their job and the way that it contributes to achieving our aims is huge and explains why the vast majority of our customers are satisfied with the service we provide. I know also that there is a shared commitment to improve even more over the next few years.

Christmas is a time for reflection, for contemplation and for looking forward. Challenges there will undoubtedly be, but I believe that there are plenty of grounds for optimism and hope. The successes of the past are a firm base for the successes of the future and I am confident that together we can make Essex safer. I wish you, your family and your friends a very enjoyable Christmas and a peaceful New Year.



● Essex Police Authority Chairman Robert Chambers.

2003 has been a very challenging year for the police service in Essex.

We have seen the introduction of many of the Home Secretary's reforms, which are aimed at increasing efficiency and providing reassurance to the general public. I would like to take this opportunity of thanking all in Essex Police who have made strenuous efforts towards improving their performance over the year, whatever field they work in.

. . ready for tasks ahead

The coming years promise even more changes. The police authority has three priorities; high visibility policing where the introduction of PCSOs will help greatly, reducing the level of anti social behaviour particularly among young people, and providing greater reassurance to the public by improving the way the police service responds to their calls.

Given that the Government's financial settlement for next year is not going to be an easy one, these are all challenging aims. I am, however, certain we can go forward towards achieving them provided we remember that first and foremost we are providing a service to the public and working together we can help to make even safer what is already one of the safest counties in the country.

My very best wishes to everyone for a Happy Christmas and a successful 2004.

Take care of drinks

THE force's anti-drink spiking mascot is taking part in an identity parade to show that drink spikers come in many guises for this year's awareness-raising campaign.

During 2002 there were over 900 incidents of drink spiking reported nationally.

This prompted an innovative campaign in Essex, launched last Christmas, featuring Spike, the green and white hedgehog, designed to appeal to young drinkers.

Spike appeared on banners and posters to raise awareness of the campaign and bar staff dressed in Spike t-shirts left Spike bookmarks on unattended drinks.

This made drinkers aware that there was an opportunity for someone to spike their drink.

However not all drinks are spiked at licensed premises and not all victims are women.

Community Safety Sgt Nigel Dermott has carried out research to try to ascertain the full scale of the problem in the lead up to this year's awareness raising campaign.

Drink spiking doesn't just happen at Christmas and there may be many reasons for spiking a drink, the three most common being sexual assault, theft and robbery or 'just for a laugh'.

Sgt Dermott said: "Questionnaires have shown that people would use a device to show that their drink had been spiked and this year we are building on the green and white image using green and white straws.

"Licensees are working with us to make sure that Essex remains a safe place to go out and crime is kept to a minimum."

Further information about drink spiking can be found on www.essex.police.uk/spike.

Profit from property

VOLUNTARY organisations across the county are better off after receiving money raised through the Police Property Act.

Mr Robert Chambers, chairman of the police authority recently presented cheques totalling £46,547 to 20 charitable organisations that prevent crime, divert young people away from crime, rehabilitate offenders and support victims of crime.

The Police Property Act Fund receives proceeds from the sale of seized or found property where the owner cannot be identified after a year.

Follow Fulbright Fellow's footsteps

OFFICERS are being encouraged to apply for a scholarship which would take them to America on a research project.

The Fulbright Fellowship's aim is to enhance understanding and relationships between the US and other nations.

Last year DI Adrian Tyson became the first Essex officer to achieve the prestigious honour, when he carried out research into medical-related death investigations, and now wants to help others follow in his footsteps.

Each year the fellowship publicises various topics on its website reflecting current issues for the police service. Although only suggested topics it is advisable to choose one from the list.

Officers then fill out an application, and if successful, they will be granted an

interview where they must show how their research fits with current policing problems and can be implemented.

It may seem a bit daunting but a crucial starting point, according to DI Tyson is not to exclude yourself because you aren't an academic.

He explained: "The website says that preference is given to people with degrees but you are not expected to study at degree level. Those people likely to dismiss themselves because of this criteria are often the people with the most creative and innovative ideas."

The application requires a clear outline of what you want to achieve, why you need to go the States to do it, and how you will implement results. DI Tyson offers the following advice:

- Choose a subject that interests you.
- Make sure it hasn't already been done.
- Document three good reasons why your research would be useful to the future of the police service.
- Run your idea past other officers to

measure how valuable others think it is.

● If you are offered an interview make sure you have discussed the practicalities of being away from home with your family.

● Before interview make sure you have identified an academic support organisation in the States, contacted them and have a tacit agreement. Also try to identify someone who can be your sponsor, or academic mentor.

"Beyond the research the scholarship gives you lessons in life," said DI Tyson. "I continue to communicate with people from around the globe who teach me about different cultures, different approaches to life, different ways and methodologies. You don't only become an academic you become an ambassador for the Fulbright Commission and your country."

Anyone who is interested can find advice at www.Fulbright.co.uk and DI Tyson is contactable on ext 70113. If there is enough interest he and Assistant Chief Constable John Broughton, who was a Fulbright Fellow in 1991, will organise a workshop to help potential applicants.

Sharing secrets of community policing



● The Nigerian officers on their last day in Colchester after the morning press briefing.

SENIOR Nigerian Police officers spent four days with police at Colchester recently as part of a unique tour visiting six police forces across the country to study community policing.

Following years of military rule many Nigerians have little trust in the justice institutions and the Access to Justice Programme was launched in 2001 to address this.

Management consultants Ramesses Group Ltd, led by former Essex detective superintendent Lee Weavers, have been actively involved in the project since its inception. They organised the tour for the officers to study effective democratic policing, providing input on security, safety, policing and building public confidence.

The seven chief superintendents had the opportunity to go out into Colchester with a community police officer and visit a custody suite.

They were given presentations on community safety, victim support, crime prevention, witness protection, family liaison and the role of the press office.

Waging war on error

On a typical Friday at Stansted Airport two officers checking on a derelict building came face to face with armed men. Tragically one was gunned down with fatal consequences and a siege ensued. Just hours later a hijacked 747 with more than 150 people on board was heading for the rural airport.

It could be straight from a Hollywood movie but it was in fact Exercise Rogue Patriot - the largest exercise Essex, and in some respects, the country has ever seen.

Some might question the reality of such a scenario but those same people would probably have scoffed at the idea of two airliners crashing into New York's twin towers prior to Sept 11, 2001.

Playing the roles for real

IT may have been role-play but even the 'hostages' during the exercise were given a surreal taste of what it would feel like to be victim to a real hijack.

"Quite horrific" was how the first hour was described by 'hostage' Simone Wade. The plane was plunged into darkness and all of the passengers were forced to take the crash position.

"It's a very strange feeling," said Simone. "You naturally want to look up to see who is talking and what is happening, but even in role-play you quickly learn to do as you are told and keep statue still."

The group of trained experts playing the terrorists spent most of the time speaking in English, except for the leader, a woman who spoke in Arabic.

Simone explained: "When she was running up

Others might question the worth of 'pretending' but can anyone doubt the role previous exercises have played in the successful handling of two hijacks at the same airport within the last 10 years?

Chief Constable David Stevens is a vehement believer in the benefits of exercises and is extremely pleased with this latest test.

"I really do think exercises are vital," he said. "In fact I think there are some areas we don't exercise enough and I want to put a more robust programme in place. The reality is that not only do threats change but tactics change and so do people."

"Even compared to four years ago when we dealt with the Ariana hijack a lot of the key players have moved on and in this latest exercise we were able to look forward to the next generation of silver and gold commanders and transfer the expertise of those still in force."

The experiences of 9-11 have showed the entire world just how the tactics of terrorists

and down the plane shouting in Arabic it really gave us a sense of what it could be like. That first hour was very disorientating."

For the purposes of the exercise there was lots of down time but even then 'hostages' were only allowed to go to the bathroom or briefly stretch their legs. Anyone trying to look out of windows would be swiftly rebuked by airline staff. After 23 hours they began to understand how horrific the reality would be.

The experience hasn't put Simone off flying but has raised her awareness.

"I am not one to be influenced by what might happen and I certainly wouldn't allow my life to be changed by such possibilities," she said. "I know, however, that in future I will be paying far more attention to people at airports and on planes and to what the cabin staff have to say. I hope I never find myself in that situation."

have changed and that we should never be complacent. Airliners being flown into public buildings means police forces have had to start thinking and planning for scenarios they had never previously contemplated.

Mr Stevens said: "Hijacking is still a potential weapon for people who want to make a protest or highlight a cause. Likewise terrorists wanting to use a plane as a weapon in the same way as Al-Qaeda is a stark reality."

With Essex so well versed in dealing with hijacks it has been questioned as to why a different scenario wasn't chosen for this latest test.

However, the Chief Constable is very clear that it is the response and not the scenario that is being tested.

"The response and the command and control elements are consistent whatever the scenario. It is an important point because if people think that all we have done is develop the capabilities to deal with a hijack they are wrong. What we have done is reinforce our capabilities to deal with any situation."

A unique experience during Rogue Patriot was a consequence management phase after the hijack had been resolved where senior personnel from the police, government and military were asked to consider the aftermath of such an incident.

This had never been exercised before anywhere in the country and met with a very positive response. Those taking part were tasked with looking at what would happen in the 10 hours, 10 days and 100 days after the event in terms of political and economic implications.

Mr Stevens said: "What was particularly pleasing with Rogue Patriot was that we explored areas which to my knowledge had never before been examined. Overall we tested a lot of our new plans and identified a whole list of things we want to improve. The important thing is the core of the structure was proven to work."

After a year of preparation, Exercise Rogue Patriot signalled 48 concerted hours of counter-terrorism practice, ironing out the wrinkles in the force's emergency plans. KIM PERKS looks at the work that went into a testing weekend



● The face of terror - the leader of the 'terrorists', shown during a live broadcast from the plane.

Rewriting the hijack script

PLANNING an exercise of this kind begins with the last page of the book. In a hijack situation there are only two options - a negotiated resolution or the use of force.

For the past year a team of ten has been writing the rest of the book, creating a storyline, a crime, an evidence trail, an intelligence trail and even a whole host of fictional characters. They had to identify a terrorist group based on the current climate, establish how they would think and fit in with the end result.

Manager of the team, Insp Malcolm Ding, explained: "Essex is in a group of forces who should exercise more than others because of its potential targets, and we were asked from the start to break the mould."

"As we wanted to test Stansted and changes to plans since dealing with the Ariana in 2000 the scenario had to

be a hijack but I worked on the principal that to thoroughly test everything we needed the biggest possible plane. British Airways were approached and came up with a 747. "We had to meet our objectives with as much realism as possible, in a safe environment and without affecting the running of the airport or lives of the local residents."

"From a planning perspective it was huge, reflected by the observer programme which is usually about 40 strong. We had 85 observers from America, Australia, Malaysia and the UN."

The Essex element of the exercise contained both a hijack and a siege situation at an airport building, as the Chief Constable wanted to test the Essex Police dynamic entry capability and that of the post incident managers who deal with firearms incidents.

It also enabled the involvement of the newly created Independent Police Complaints Commission who would be called in to a situation where a police officer had fired a weapon.

"This extra element was also about bringing about a mindset that just because it is an exercise people shouldn't rush straight to terrorism," said Insp Ding. "Until links were made with the hijack, the siege was a criminal, rather than terrorist, matter."

The team are aware of the scepticism and frustrations that surround exercises, especially when staff have rest days cancelled to take part.

Insp Ding said: "Everyone was part of a much bigger picture, and unless you are aware of that bigger picture you can't fully appreciate just how important just being there was."



● Technology and the constant demands made by the ever-present news media were a key part of preparations for the exercise.

Communication innovation keeps force ahead of field

FROM day one the Chief Constable decided he wanted the exercise to reflect the importance of the media involvement.

The experiences of the Ariana hijack showed the power of live footage being beamed across the world 24 hours a day.

"Public confidence is driven by the perception the public have of our competence to deal with the incident," said Mr Stevens. "Getting an accurate picture of Essex Police across in the media is almost as important, in my view, as dealing with the incident itself."

To replicate this reality, not only

did the exercise call on the expertise of real press, the technology used was way beyond anything seen in previous exercises.

Rather than holding a stilted press conference every few hours the Essex Police Television Unit used microwave technology to feed live footage back to the airport hotel where a replica television studio had been set up.

In addition, and for the first time ever, heavily encrypted satellite links were set up to provide key players at 13 sites in the south of England, including government buildings in London, with broadcast quality pictures. The transmissions travelled some 88,000 miles in a

fraction of a second.

The biggest surprise and greatest drama came about when live pictures, via satellite phone from inside the plane, suddenly leapt onto the screens.

Producer Stuart Creasey said: "Satellite phones are very compact and can easily be carried on to planes as hand luggage."

The force's TV Unit team, based at the training centre, even went so far as to produce dummies for those individuals who notionally lost their lives.

Mannequins were adapted with hinged limbs so they could be manoeuvred into position before being shot.

Piecing the plot together

A KEY aspect of any hijack situation, and therefore any exercise, is the investigation and establishing an evidence trail.

The focus during Rogue Patriot was to test issues identified during the 2000 Ariana hijacking, in particular improving the flow through the hostage reception centre.

The centre is the place where the best evidence is gleaned by a team of detectives tasked with debriefing anyone who comes off the plane. It is also their task to identify any hostage-takers trying to secrete themselves among innocent passengers.

Alongside the detectives will be scenes of crime officers who will collate forensic samples and photos for elimination purposes in preparation for the eventual examination of the plane.

Det Supt Kevin Macey said: "The work in the hostage reception centre is crucial, particularly if there is an early release of hostages from the plane. Interviewing the individuals helps paint a vital picture about events on the aircraft and those responsible for the hijack."

Overall Det Supt Macey is very pleased with the way the exercise went.

He said: "It's easy to focus on the negatives but the whole point of exercises is to find faults and rectify them."

"The flow in the hostage reception centre was vastly improved. Our objective now is to improve our response times to ensure that the minute the plane touches down we are ready to greet hostages and, potentially, suspects."



● Firearms trained officers prepare to storm the old control tower at Stansted during phase one of Exercise Rogue Patriot.

Rewards for swift action

FACED with a life and death situation, six Tendring officers found it pays to talk.

A woman was being held at knife-point and being dragged along the street by her captor.

The officers who were being continually threatened engaged the man in conversation. After lengthy discussions the man gave up the knife and the woman was taken to Colchester Hospital. Thorough enquiries by the officers established that the man was a convicted murderer, who had escaped from prison in January 2003.

Sgt Sharon Taylor, Pc Dave Bishop, Pc Andrew Johnstone, Pc Nicholas Mays, Pc Scott Woods and Pc Amber Hockley were all awarded Chief Constable's commendations.

Chief Constable David Stevens also presented member of the public Matthew Barnard and off-duty inspector Tony Sale with certificates of commendation for their bravery and quick-thinking which led to the arrest of an active burglar.

Mr Barnard had returned to his home in Gosfield to find a pane of glass smashed and the door ajar. As he called out a man ran down the stairs and tried to force his way out, but Mr Barnard grabbed the burglar and struggled with him as he shouted for help, calls that were heard by Insp Sale who lives nearby.

When a light aircraft running low on fuel needed an emergency landing in Colchester, quick-thinking Pc Geoff Yates stepped into the breach. As a qualified pilot he knew the proposed landing site was unsuitable and gave the pilot vital instructions to land safely. He has been commended for his actions.

Brentwood's Steven Brown was awarded for his handling of a call to a domestic when he was confronted by a man with an eight-inch carving knife making threats to kill.

While the man was momentarily distracted, the constable used his shield to pin him against a wall and disarm him. The man was later found to be mentally ill.

A significant impact on police performance figures led to commendations for Louise Baylis from the fingerprint bureau and Adam Brew from scenes of crime at Basildon. Miss Baylis made 371 identifications in the year and Mr Brew made 250 in his specialism of vehicle crime.

Peace mission for constable



● Martin Woollard training with the Territorial Army.

THE war in Iraq is becoming a stark reality for one constable who has been called up to join Territorial Army colleagues in Umm Qasr.

Pc Martin Woollard, based at Wickford, has just embarked on a month's worth of intensive training before flying out in January to help in the peace process.

Having served 10 years with the Royal Signals this will be the first time Martin has been called for active service and he will be stationed in war-torn Iraq until at least next summer.

Instability

Despite continuing instability and bomb attacks Martin says he is not "overly concerned" about the job ahead of him. Although he is unmarried and has no children to consider, other family members don't share his nonchalance.

His exact task in Iraq is yet to be revealed but the training aims to provide him all the skills he needs.

by Kim Perks

Following medicals he will undergo military training to bring his knowledge up-to-date. Mine awareness and clearance will be a key part of the training as will cultural issues and race relations to ensure smooth communication with Iraqi nationals.

He said: "I was half expecting to have been called before now as some of my TA colleagues are already out in Iraq. I am desperate to go out there and do what I can to help."

Martin might be the first from Essex Police to step foot in Iraq but he isn't the first to have an active involvement.

Paul Woolven had spent just six months as a communications officer at HQ, having previously served 22 years in the Navy, when he was recalled.

The Chief Petty Officer is based at the International Terrorism and Organised Crime Group in London as an intelligence gatherer. With his war service having just been extended he is now on unpaid leave and unlikely to return to Essex Police much before 2005.

Drink-drive play still hits home after 20 years

Too Much Punch for Judy has been teaching youngsters the perils of drinking and driving for 20 years. To mark its anniversary KIM PERKS joined an audience of students to review the play which has now become a worldwide educational tool.

GRABBING the interest of a group of teenagers to drive home a serious message is no easy feat and, on first sight, the sixth form students of St Martin's School in Hutton were no exception.

As more than 100 of them sauntered into the school hall, you could almost hear the question "Why am I here?"

They were there to watch a performance of Too Much Punch for Judy - a theatre production based on the true-life tale of an Essex woman whose decision to drink and drive cost the life of her sister.

Four professional thespians from the

Ape Theatre Company re-enact the simple scenario of friends preparing for a night out. But then the end of the evening comes and the two women, both over the limit, decide to take the car home and the inevitable happens.

In the school hall you could hear a pin drop. In some cases the youngsters are clearly choking back the emotion. In many of these performances students actually leave the room overwhelmed.

As the title suggests, it is a performance which packs punches. The fact that the front-seat passenger is decapitated is not left to the imagination

and the aftermath experienced by the surviving sister, her mother, a witness and the hospital staff is based on real-life interviews and statements.

At the end of the performance there is break before a workshop in which the students are informed that 'Judy' went on to drink and drive again killing another young woman in a head-on collision on the same road. Any student left unconvinced by the first performance is left speechless by this additional news, and it is clear by the reactions of the students at the end just how impactful it has been.

One student, due to have his first driving lesson that night, said: "It was powerful, very emotional and certainly made me more aware. The play tells it in a way that would definitely stop me drinking and driving and would make me say something to any friend

considering it."

The students' views on punishments also changed in light of the second fatality with sympathy to 'Judy' severely reduced. Those watching the performance are not the only people affected by its content.

Vivienne Rowden in her first tour as Judy said: "It's had a big impact on me as an actress, the nature of the character and the fact that it is based on real life, is something that's really affected me."

Simon Balcon, also on his first tour as the witness and hospital nurse, said: "The atmosphere in the audience is amazing - they are always riveted. With the sort of audience you are playing to you have to be absolutely honest with them but in being this up front you are obviously going to disturb them a bit."

Anyone who is keen to introduce this production to their area or wants more information should contact Chris Caten, by internal email or on 07773 903325.

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NARPO

ALONG with other members from Essex I was privileged to be on parade in Whitehall on Remembrance Sunday.

There were six of us, Reg Shelley and Jo Dudley from Colchester branch and Harry Smith, Gordon Oakley, George Harris and myself from Chelmsford.

We made an early start for forming up by 10.15am. There were 50 members from across the country representing NARPO. Our group was some way back from the memorial but we could see it and received a close up view via a huge television screen.

The Queen came on to the parade followed by other members of the royal family, then MPs and dignitaries representing the Commonwealth. All this time bands were playing.

The Queen was the first to lay a wreath and I noticed that hers was the only one standing up; the rest were laid down.

It was uncanny when we heard Big Ben sound the 11am chimes. I couldn't guess how many people were on the parade and on the pavements but despite the thousands it fell silent for two minutes completed by a single plane flying over.

It was some time before we all moved off to applause as we marched off to disband on Horse Guards Parade. Prince Andrew saw us on to the parade ground.

Financial head to retire

PHILIP Onions, the first support staff chief officer in Essex who has presided over finance and personnel during the last seven years, will retire in February.

Now Assistant Chief Officer (Support), he joined Essex Police in December 1996 as Director of Finance and Administration.

The force is now restructuring its command team, and recruiting a new ACC (Personnel) and Director of Finance to replace him.

During his time in the police service, Mr Onions has seen the professionalism of support services and believes the force is particularly well served by the quality of its police staff.

He has enjoyed his time with Essex Police "immensely" and found his chosen career path preferable to working in a large finance department remote from service delivery. While the work has been stimulating and challenging, he says, the working environment has been supportive with humour never far away.

Mr Onions had previously served with Northamptonshire Police for eight years. He said: "The quality

Names in the news



● ACO(S) Philip Onions.

leadership and management I have seen during my 15 years working with the police is at a level far higher than I had previously experienced, and this may not be readily appreciated by those currently in the service, or its critics."

Mr Onions is looking forward to spending more time on leisure interests and with family and friends while undertaking interim management work.

Protecting and guiding children has been the focus of **Beryl Fennell's** policing career and something she will sorely miss.

Beryl, who has retired after 30 years' service, began life as a constable in Basildon before

spending 10 years on traffic, over eight in child protection and her final seven in as the Rayleigh school's liaison officer.

She will be leaving with hoards of school projects and presents from all the youngsters she has worked with.

Although the role of school liaison has taken a move away from personal contact to a focus on aspects such as crime recording, which Beryl finds disappointing, she has had many an opportunity to guide children on issues of bullying, drug education, road safety, and so on.

"I always felt I did a good job in bringing child victims some sort of justice and guidance," said Beryl. "I have had some lovely presents from my schools including a wooden statue of an angel with a big heart. I am really going to miss all the lovely people I met during my work. The job was all about human contact and communication and I will miss it."

Christmas and New Year in Disneyland followed by a cruise along the Panama Canal and around the Caribbean is sure to soften the blow.

As for the long-term future, husband Martyn, who works in

construction, is currently trying to find employment in the States where Beryl has already been offered work and there is interest in her expertise in drug education and child protection.

Colchester's detective inspector just can't keep away despite over 30 years with Essex Police. **Trevor Burdett** put his feet up for just one weekend before taking on his new role as a police case progression officer reducing the number of times a case with a not guilty plea goes to court prior to trial.

Constable **Laurence Pipe** has also retired after 30 years' service. Laurence, from Benfleet joined Essex Police in November 1973 and saw his service out in Westcliff.

Obituaries

LEONARD Langford, a former Essex sergeant has died, aged 91.

Known to as friends as Sammy, Mr Langford served from 1935 to 1965 at Great Baddow, Bradwell and Chelmsford, and was living in Chelmsford with his wife Esther.

Former constable **Arthur Green** has died aged 89.

Mr Green joined Essex Police in March 1937 and served at Grays, Clacton, Purleigh, Harwich, Ingatestone, East Hanningfield and Margaretting before retiring in October 1963. He was living in Chelmsford at the time of his death.

Market Place

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4 bedroom pool home overlooking water. Close to Disney and airport. Quiet location from £450 pw. Video available. Call Linda or Pete on 01245 321378 or email petewtaylor@yahoo.com.

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 woodlands.nunn@btopenworld.com.

TENERIFE villa. 2 bed, 2 bath, will sleep up to 6. Quiet location, sea view, satellite TV, shared swimming pool. From £275 per week. Contact Dave Britton on 01702 201701.

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 or 07958 209909. www.sunholdsdirect.com (ref C185).

WOOLACOMBE. North Devon. New 3 bed, fully equipped holiday cottage situated on 18-hole golf course. Beautiful views, outside heated pool, fishing lakes. Contact 01245 358837.

Balloon designer required

AS part of a relaunch of the kids' pages of the force website local children are being asked to design a balloon.

The competition is for primary school children and the winning design will be printed for distribution at a number of events during 2004 including shows and open days.

The winner and runners-up will also win a tour for their class, cub group, sports team etc incorporating FIR and the museum. They will have their fingerprints taken and be given goody bags.

If you have children or grandchildren or visit schools and would like copies of the form you can obtain as many entries as you think you can distribute from the public relations office at HQ on 01245 452395.

The entry forms advertise the website's kids' pages which will be regularly updated with a selection of information so that we can encourage the younger generation to log on.

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.

Endurance sports are worth a 'tri'

IF you feel in need of a new sporting challenge maybe triathlon is what you are looking for.

The Essex Police Triathlon Club has been around for a number of years and is searching for new members.

Training required depends on the individual but you will ultimately need to be able to swim, cycle and run with no break in between.

Two events are organised each

year by the force. The first is the Basildon Off-Road Triathlon which will be on Sunday, May 9, at Gloucester Park. The second is the Braintree District Triathlon which will be on Sunday, June 6, at the Riverside Centre.

The Braintree event has been nominated to stage the national police sprint championships. All the information is available from Mark Harman at tribraintree@aol.com.

Each year the club also attends the national police

championships in Guernsey which will also be the venue for the Essex club's 2004 AGM on the weekend of September 17 to 19. All club members are welcome to attend.

For more information about the club and events contact Sgt Peter Bryan at Laindon Traffic, Insp Mark Harman at Bocking Traffic, or Pc Kevin Rowe, community officer at Dunmow. Why not find out how they started, it will encourage you to think "if they can do it so can I".

Festive treat from choir

MUSIC lovers have a lot to look forward to this month with two concerts by the Essex Police Choir.

On December 9 the choir will be at St Luke's Church in Tiptree for a concert with the Swift Singers.

December 13 will see the Christmas Concert take place at Trinity Methodist Church in Chelmsford.

Tickets for both events are available from Julie Brown on 01245 494811, and money raised will go to local charities.

The choir is also looking for tenors and basses to join.

Anyone interested can either contact Peter Simpson on 01245 452580, Norman Eastbrook on 01245 281412, or go along to rehearsal at 7.30pm on Tuesdays at EPTC.

ESSEX POLICE SPORTS PAVILION AND BAR

(open 7.30pm to 11pm Mon to Thurs inclusive)

'HAPPY TIME' EVERY MONDAY 7.30PM TO 9.30PM

UP AND COMING SOCIAL EVENTS WILL INCLUDE:

CHRISTMAS EVE

Open from midday.

Come and join us for mince pies and sausage rolls to celebrate the beginning of the festive season.

ST VALENTINES DAY FANCY DRESS DISCO

Saturday, February 14, 2004

Come as famous lovers - prize for best costume

IRISH CEILIDH EVENING

March 2004

More details nearer the date

We don't just provide a friendly atmosphere for you to unwind during the week. We offer an ideal venue for any special occasion, from birthday parties and quizzes to anniversaries and wedding receptions.

Cost of hire is £25 plus a returnable £100 deposit s.t.c)

FOR QUERIES ABOUT EVENTS OR TO BOOK FUNCTIONS AND CORPORATE MEETINGS CONTACT SAM OR JO ON EXT 58884 BETWEEN 9.30AM, AND 12.30PM WEEKDAYS

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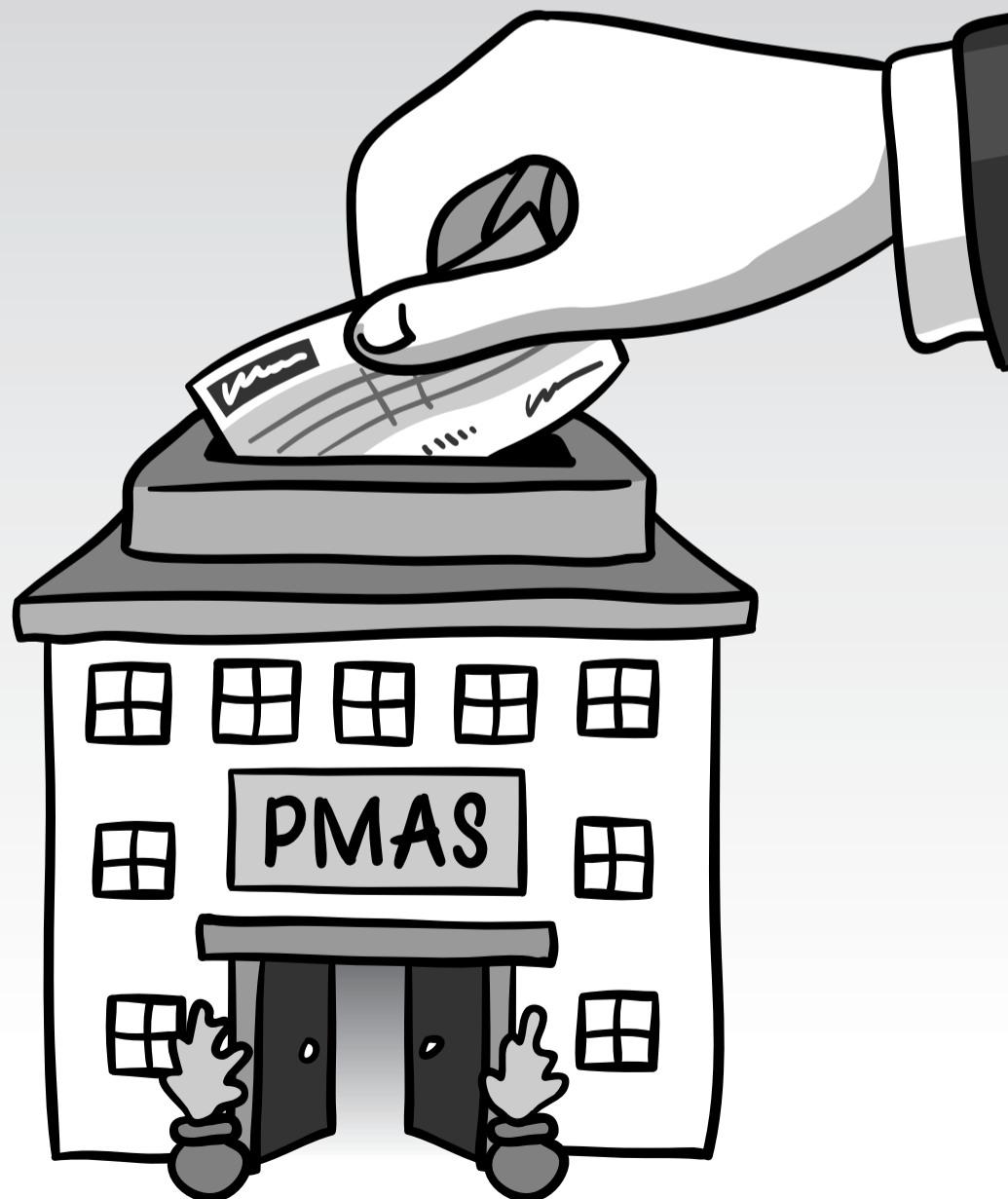
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**POLICE
MUTUAL**



School's a safer place to develop

THE first officer to be appointed to a school in Essex under the Safer Schools Partnership was introduced into Southend in November.

Police authority funding has made provision for up to nine officers to be appointed to a school or schools as part of the force's youth strategy.

It is envisaged that most territorial divisions will have an officer allocated to a school or schools to work alongside the school's management and may take the option of having the officer based on site.

Safer School Partnership (SSP) officers will work with schools to identify, support and work with children and young people regarded as being at risk of victimisation, offending and social exclusion.

Officers will also be on hand to help vulnerable pupils cope with the transition to secondary school.

The scheme will aim to prevent and reduce crime, anti-social behaviour and related incidents in and around the school, such as bullying and violence experienced by pupils and staff.

Assistant Chief Constable (Crime), Liam Briggins said: "The vast majority of students are law-abiding and having an officer on hand will help them to understand citizenship all the better.

"Unfortunately in the present day, many young people may only come across a police officer in trying or difficult circumstances.

"We want SSP officers to act as the old 'village bobby' used to - a friendly, approachable face who knows the challenges that their community faces.

"In this way a policeman will be a positive everyday part of life for young people.

"Schools are at the heart of our communities; it is vital that we have an open channel of communication with them."

Force pledges to bring to justice the 'killer criminals' on our roads

Putting drivers off their drinks

A WOMAN whose husband was killed in a road crash has helped launch the force's Christmas campaign against drink-driving.

Julia Browning's husband Tony was involved in a head-on crash on the A132 in 1999 and was certified dead at the scene.

The other driver was found to be three times over the legal alcohol limit when a blood sample was taken three hours after the collision.

John Lee, who was also a diabetic and disqualified from driving due to previous drink-drive offences, was sentenced to seven years' imprisonment.

At a news conference held in Chelmsford, the 55-year-old woman from Hornchurch told journalists how the event had changed her life.

"I can still vividly recall the

by Nishan Wijeratne

events of that night in June when two police officers knocked on my door," said Mrs Browning. "The investigation into my husband's death was carried out very proficiently by the officers at Laindon traffic and I'm grateful to them all. They were able to help put away my husband's killer for a long time. However, he is soon due out for parole, providing he has behaved himself inside, and this does worry my family and I as we don't know if he has learnt his lesson - maybe he will go out and drink-drive again and end up wrecking another family's life."

Supporting Mrs Browning at the news conference held in Chelmsford was her then family liaison officer Pc Mick Wills and Stanway road policing unit's commander Insp Steve Brewer.

To help police rid the roads of such killer criminals, the campaign is being supported by Chelmsford-based radio station Dream FM and First Great Eastern in a bid to promote the force's message to a wide cross-section of the motoring community.



● Officers from Chelmsford road policing unit carry out the first stop-check of the campaign

All aspects of drink-driving will be the focused upon, with 'morning-after' motorists and those who drive home from railway stations after drinking in London being the targets of attention.

Head of Road Policing, Chief Insp Tom Diment, said: "The support and partnership approach offered by both First Great Eastern and Dream FM is appreciated as it is important

that companies help convey such road safety messages to the community. I hope their efforts will have a positive impact throughout the Christmas period."

Figures from last year's campaign showed 3.4 per cent of motorists were prosecuted for drink-driving offences after 250 drivers either failed or refused to provide a legal specimen of breath.

New look news site

THE latest Essex Police news can now be sent direct to your email thanks to a revamp of the 'news' section of the force internet site.

Anyone in the world can sign up to receive a free weekly or monthly newsletter, with the option of receiving all countywide items or just those relevant to a specific area, and by selecting the 'daily' option they will be sent an email the instant something is published live on the site.

This is just one of the changes to the revamped Newline which is also sporting a new image.

The six latest headlines are displayed on the front page alongside maps

showing their area of relevance.

On the right of the page there are a variety of search mechanisms with surfers able to search via area, year, keyword or category. Visitors can also read the latest version of *The Law* newspaper and provide feedback about the site and its content to the news team.

Behind the scenes there are even more advancements in the design and running of the website.

Run in association with Neighbourhood Watch, it means that co-ordinators, officers and staff out on division, once trained, can submit news direct to the web site.

As soon as they submit an item, an email is sent to the press office, which reviews the submission and either publishes it live or returns it to the author requesting amendments or with a reason for rejection.

This review process not only ensures a consistency of style, but it provides authors with the added insurance that their

submissions are being checked for any legal requirements - a necessity for which press officers are trained.

It also helps to keep the press office aware of what information is being circulated remotely.

Internet Officer Steve Pollard said: "The site is being well received both internally and externally but it is early days and we are looking to encourage more people to log on, sign up to the newsletter and provide us with feedback.

"The focus is currently on general news and crime prevention advice but, in the longer term, we aim to extend its use to crime appeals. As it develops we hope it will become one of the key sources for the press and the public to obtain up-to-the-minute news."

Anyone who feels they should be authorised to submit news via this system should contact Steve Pollard on ext 56510 or email. Training only takes half-an-hour.

The web site can be found on www.essex.police.uk/news

Your opportunity to take the lead

A CHANCE to increase your expertise in team leading, business administration and customer care is being offered by the headquarters training centre.

Anyone who takes up the opportunity and passes the courses will receive an NVQ level 2 qualification.

Initially the courses are being offered to police staff only. Police officers may be included further along the line dependant on popularity.

Anyone interested needs to meet some criteria. You must be over 19, and currently qualified no higher than NVQ level or 5 GCSEs. Those with 'A' levels are not eligible.

You will also need your support of your line manager as the course will be completed during work time with arrangements to make up any lost work time.

Once someone is accepted on a course the Learning Skills Council will send in assessors to establish

what time individuals need to spend on the NVQs.

If you are interested in taking up the opportunity you need to email Daisy Lodmore or go via your divisional administration manager. If there is enough interest the courses may be launched in January so you need to be quick.

Charity cheer

THE generosity of Braintree service desk assistant Carol Bailey has helped boost cancer charity funds once again.

Last year Carol held a sale in aid of breast cancer and such was the success that she sought permission to repeat the event this year.

Yet again colleagues dug deep into their pockets and Carol will be able to hand over a cheque for £1,000 to a very worthy cause.

