



**Awarded for  
bravery - P8**



**A look back at the policing of  
the miners' strike - centre**



**Tributes paid to  
detective - P5**

Government funding will finance dedicated immigration unit

# TASK FORCE TO TACKLE HUMAN TRAFFICKING

## Choc full of generosity



● Caroline Goodey peers through the chocolate mountain.

PHOTO: HQ Photographic.

DISADVANTAGED children across Essex are 'happy bunnies' following the kind generosity of staff from Essex Police who donated over 700 chocolate eggs following their annual Easter concert in Chelmsford.

Police band spokeswoman Joy Madigan said: "We managed to collect nearly double the number

of eggs we usually get, due to some valiant efforts from staff. Lot of kids across the county will be egg-static this Easter as a result of the goodwill of Essex Police."

Essex Social Services will ensure the chocolate eggs are distributed to less fortunate children and needy families around the county.

**A NEW unit dedicated to tackling organised immigration crime is to be set up in the coming months after the force secured Home Office funding.**

The five-strong team, to be based out of police headquarters, will gather intelligence aiming to detect, disrupt and prevent organised immigration crimes.

They will focus on the facilitation of human trafficking into the UK and criminal networks supporting entry and residence in the UK through false documentation.

Although recent events in Morecambe have brought such activity to the forefront of public attention, Operation Reflex was established in 2000.

The operation oversees the creation of joint intelligence units consisting of police and immigration service teams, which currently operate within Metropolitan, South Yorkshire and Kent police areas

Now the force, in partnership with the Immigration Service, is joining the operation after bidding successfully for government

**by Ben Pennington**

funding for the next two years.

The unit will be staffed by a detective sergeant and two detective constables, an immigration service intelligence officer and an analyst. Posts will be advertised in the next few months.

Assistant Director of Intelligence, DCI Paul Everett, is heading Operation Reflex for the force.

He said: "The remit of the new unit will be to gather, analyse and disseminate intelligence relating to organised immigration crime throughout the county, working closely with existing intelligence officers.

"By these means we will aim to raise the risks that criminals must take and reduce their opportunities to profit by exploiting communities."

The project will be evaluated at the end of the two years' funding, to see how best Essex can take this work forward.

DCI Everett added: "One of the main jobs for the unit will be to fill the gaps in the intelligence we have about these sort of crimes. We need to see exactly what the picture is in Essex, after which we can focus resources with a view to impacting heavily on the offenders."

## All set for canine challenge

ESSEX will again be represented at the National Police Dog Trials, with Pc Colin Elsegood and Ronnie flying the force's flag in this month's event hosted by the Metropolitan Police.

The deadly duo from Laindun qualify as one of the highest-placed runners-up from the regional trials where they finished third, in addition to winning the individual trophies for obedience and criminal work.

Head of the Dog Section Insp Martin Parkin said: "I'm so pleased for Colin as he has worked really hard with Ronnie. At last year's event, his second-place finish showed others the high standards that we set in training our dogs."

# Changes to injury scheme

**ANOTHER review of the Criminal Injuries Compensation Scheme is being planned by the Government, and a consultation paper has been published.**

In the paper's introduction, Home Secretary David Blunkett states: "We want compensation to victims to be targeted in the right way and to come from the most appropriate sources and, subject to the outcome of the consultation exercise, we propose to make the changes, where necessary, through amendments to the Domestic Violence and Victims Bill currently before Parliament."

Proposed details of how fines can be topped up, and used for compensation, have been reported in the press. Examples given are:

- Offenders' surcharges on criminal convictions and fixed penalty notices for those convicted of a criminal offence
- Those who receive a fixed penalty notice under the Road Traffic Offences Act 1988 and the Criminal Justice and Police Act 2001
- To establish a victims' fund by making offenders pay with a wider use of compensation orders - "We want compensation to victims to be targeted in the right way and to come from the most appropriate source." This statement is repeated throughout the document.

However, there are two reasons why this does not happen:

- The offender would not have the means to pay while in prison and, on release, the burden of a compensation order could lead

## Federation Newsline

by Mick Englefield

them to re-offend.

● A compensation order as well as custody is often perceived to be a disproportionately severe punishment.

Another point to consider is that punishment is not commonly ordered in conjunction with the fine.

The principle sounds fine in theory but I anticipate that, in reality, it will create another bureaucratic monster. The alternative idea, which seems to be gaining momentum and is in danger of becoming a real possibility, is to ask employers to pay the amount of compensation assessed by the CICA.

Statistics gathered in 2002 and 2003 show that more than 3,200 awards were made to victims who sustained their injuries at work or on duty and the total compensation paid to such victims approached £12 million. Most of those victims were employed in the public sector as follows:

- Police - 1,700 awards**
- Medical Profession - 750 awards**
- Education - 230 awards**

The Government states: "We would like to explore with employers the possibility of piloting arrangements to compensate their employees for criminal injuries. We will, of course, want to consult with employers to

clarify the cost of this proposal and wish to ensure that the local authority sector is appropriately compensated in keeping with the 'new burdens' principle." (whatever that means).

Whether or not this is achievable, or even workable, only time will tell, but I do believe it will focus the minds of management on health and safety issues, with the need to create a safer working

environment.

Note that one other proposal hidden away in this 60-page document is to do away completely with exceptional risk claims. This effectively means that about 30 per cent of claims from officers in this force will fail, because the injuries they sustain are not intentional assaults but the result of a sequence of events when confronting the criminal.

## Hard to be positive about 30+

WE seem to be answering more queries about the 30+ scheme with a constant theme being that there is not enough information available.

The force has published details of the scheme in policy guideline 91/03 and I suggest anyone considering the scheme reads this in conjunction with Pers94 and Pers95, the application forms you have to submit to participate.

From a personal point of view, I cannot see any advantage for anyone to join, other than the obvious carrot of the lump sum in advance.

I have been accused of negativity in my answers to queries, but no matter how many times I look at the scheme I cannot change this view point. The questioners seem to want me to say what a good idea it is and, hand on heart, I cannot do that.

There are real disadvantages, the principle being that you are no longer able to contribute to the police pension fund so that, in effect, your pension remains static rather than increasing in value in real terms, as it does in contributing years.

There is also confusion over the scheme

and retirement age. Officers in the rank of constable and sergeant have the right to remain in service and may continue to contribute towards their pension until they reach the age of 55.

However, ultimately the decision must be that of the individual.

## Protecting the vulnerable

**A NEW set of guidelines for professional workers who "try to make a real difference" to disadvantaged people in the county has been launched by Chief Constable David Stevens, in his role as chairman of the Essex Vulnerable Adults Protection Committee (EVAPC).**

"The launch of this guide will, hopefully, safeguard vulnerable adults here in Essex from abuse," said Mr Stevens. "The guidebook will be distributed to all those who work with vulnerable adults, whether in carer or residential homes."

Nearly 1m vulnerable adults in the UK are abused at any one time.



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6.9% APR	£5,000	Monthly	£99.57	£74.72	£122.56	£98.29	£179.94	£153.70	£252.54	£223.20
		Total	£8,363.77	£6,276.12	£7,353.08	£5,897.21	£6,477.50	£5,533.11	£6,060.88	£5,356.61
8.9% APR	£3,000	Monthly	£63.45	£47.61	£76.87	£61.65	£110.99	£94.81	£154.42	£136.48
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## Retired detective attacked

RETIRED senior detective David Bright suffered a minor head wound when he was attacked by a man while making a personal appearance at a Grays book shop to sign copies of his memoirs, *Catching Monsters*.

A man hit Mr Bright on the head with a stick and a plastic shopping bag filled with stones, then ran out of the shop, making his getaway in a waiting car driven by an accomplice.

Mr Bright retired from Essex Police in 1999 after 33 years' service. He rose to detective superintendent and investigated high-profile cases.

After being treated in hospital, he said: "This seems to have been a planned assault and I can't rule out the possibility it was a revenge attack connected with one of my investigations."

● Meanwhile David Bright is once again collecting for Convoy 2000 which takes aid to Romania.

He is asking for items such as soap, toothpaste, or small items of toiletries which can be loaded onto lorries by April 23. Donations should be taken to the Force Information Room and the contact is Lis Bingham on ext 55120.

## Scooter safety

ROAD policing officers from Bocking have been focusing their efforts on young moped riders after it was discovered that some were modifying their machines to exceed the legal limit of 30mph.

By doing so the moped licences of 16-year-olds are invalidated.

The education programme extends beyond the youths to include parents who may not be aware that their children are making these moped modifications.

## All change for call-takers

STAFF in the force information room have switched to a five-shift system after two-thirds of staff voted to change working patterns.

The change will see staff working six days on and four days off after opting for longer rest periods to address welfare issues.

Shift Sgt Gary Corsham said: "FIR will be working the same shift pattern as the majority of divisions around the county."

"Overlapping shifts allow flexibility for us to match staffing levels to demand, and gives time which can be used specifically to deal with training and developmental issues."

# Taking cash away from the criminals

NEW powers to hit criminals even harder in the pocket are being welcomed by the force in the drive against organised crime.

Recent legislation under the Government's Proceeds of Crime Act 2002 means that any recovered cash over £5,000, which an officer believes is related to criminal activity, can now be seized. The previous amount was £10,000.

The force's Economic Crime Unit (ECU), based at Brentwood, is keen to spread the word about the change in the law, particularly to officers from proactive teams, road policing and custody. Once an officer has highlighted an appropri-

ate case, ECU will apply to the court to keep any cash seized.

Ds Kay Meiklejohn said: "We're looking to target anyone who is making a profit out of crime, from drug dealers to fraudsters."

"It's not much work for the officers who identify such cases for us as we will deal from there on, but we must be told immediately as we only get 48 hours to apply to a court to retain the money."

Another government incentive is that each force will get a proportion of the money seized regionally after the next year, to be used in any

way the organisation sees fit.

Since the start of the year, more than £70,000 has been seized in operations in Chelmsford, Grays, Southend and Buckhurst Hill. All of the cash is suspected to have been generated by or for use in criminal activity.

"We are committed to taking the profit out of crime and to deterring those who may consider it the route to easy money," said Ds Meiklejohn.

"We need the public to help us by reporting lifestyle criminals."

For more information on asset recovery contact the ECU on ext 76546.

# Leading through inspiration

**ACTION has been taken from the top to improve public satisfaction with the force.**

Chief Constable David Stevens has thrown down a challenge to all managers and supervisors to hone their leadership skills.

With a year-on-year rise in council tax, the public increasingly wants to know what improvements we are making to its policing service.

A considerable investment by the force in buildings, equipment, technology and staff has meant that we perform well in many areas, providing a service at a relatively low cost, but it is recognised that we can do more.

The Action Leadership Programme (ACTION) has been introduced to improve performance.

At a number of presentations, due to finish in May, supervisory staff have been given clear guidelines about the behaviour required from them.

David Stevens said: "It is about

inspiring those we lead, being clear about what is wanted and giving help and support in order to achieve it.

"It is also about challenging those who do not reach the high standards we expect and helping them to improve, working together to achieve the necessary results, or recognising their contribution might be better made elsewhere."

"We must balance the welfare of our staff with our responsibility to serve the people of Essex."

Problem solving has been identified as the heart of our policing style with good leadership being about finding the right way forward, not the easiest way.

A number of workshops will identify how the organisation can help all

leaders be more proactive and challenging, to maximise the full potential of staff that they supervise.

All leaders will complete PDR action plans and identify behaviour to reach their objectives and improve their performance.

To support this new approach, leaders will need to constantly, and directly, reinforce good work through recognition and to challenge the poor through intervention.

All other staff will receive awareness training about ACTION and how the new leadership style will affect them.

David Stevens said: "Everyone can be a winner through the ACTION programme but, most importantly, the public, because they will get an even better service from Essex Police."

## Chaplains on hand to help

NEW faces will be seen in Southend division following the introduction of a police chaplaincy scheme.

At Southend police station last month, a commissioning service was held to launch the additional support network for staff.

Chaplains will have access to stations and wear police support staff identity cards and will visit on an informal basis.

Staff from backgrounds other than Christian will be able to use the chaplains as a conduit into their religions if they are unaware of local contacts.

The chaplains will be happy to talk to staff, who can consult them about any subject.

## Chipping away at car thieves

A DRAMATIC fall in car radio thefts in Chelmsford has been recorded since the introduction of a scheme which involves the use of microchips.

The initiative was launched in January following reports that up to 20 radios were being grabbed from Ford cars.

Since the installation of microchips in radio, coupled with the use of special scanners, the figure has now dropped to as little as one or two thefts a week.

Dovercourt Ford has been fitting the £5 chips free of charge, and eight scanners have been loaned to Essex Police by a company called Datatag. There are now plans to extend the scheme across the county.

Crime reduction officer Kathy Payne, who launched the scheme, said: "It is a simple way of making sure that when a radio gets stolen we can tell within 24 hours where that radio is."



● Sgt Jo Byrne demonstrates the scanners which have helped reduce the number of thefts of car radios.

PHOTO: Essex Chronicle Series.

# Goodbye to a career full of pride

ON behalf of Kathryn, and our children Danny, Claire, Katie and Laura, can I please thank all the kind people who sent letters of best wishes, attended my retirement bash, and provided interesting gifts for me to make use of following my retirement from Essex Police on

February 29.

I consider I have had a wonderful career in the police service spanning over 30 years.

I have been lucky through the service to have met many people, not only in Essex, but nationally and abroad, who in their own style

are connected to policing.

Through those opportunities I am confident in stating that as individuals we sometimes can feel frustrated with our organisation 'Essex Police'. However, compared to others we are not that bad.

Yes, we can always do better and

so we should, but our progress must be by being positive, and not through negative comments and behaviour.

It has been a ball. Thank you Essex Police, I have been proud to be part of you.

**Dick Madden, Chelmsford**

# Are we driving officers to crash?

**IN the news and on the police oracle, we hear of the alarming rise in, what is referred to, as 'police car chase deaths'.**

Sir Alistair Graham of the PCA has raised concerns about the reduction in police driver training.

As a police driving instructor I so want to say "told you so", and so do the others in the office, this has long been a thoroughly debated issue among us.

The national training package came into effect last April which

shortened the driving course (which in itself, I felt was too short) to a mere three weeks. This course is for officers still in their probation.

When I first started at driving school, it didn't take me long to realise that I had arrived with higher expectations, with reference to the quality of drivers that would be sent on our roads, through no fault of their own.

Shorter courses equal poorer quality.

We do not have enough time to smooth out those rough edges, and the rough edges in driving terms

mean not just a poorly submitted file, but possibly the life of a road user!

We very much rely on the newly trained driver to return to their division with all the responsibilities that involves, to have a bit of pride, and responsibility in their driving, and to retain the standard they went back with.

I think because of the longer courses we used to run, a lot more of what was learned became ingrained and second nature. As a result the standards we turned out were higher.

We, as driving instructors, try to do the very best we can in the time limit given to us.

Once Essex cars are equipped with data recorders it will be interesting to look at the causes of crashes - I suspect that shorter courses will correlate with an increase in crashes.

Is this fair that we put this pressure on our younger serving officers?

It will be interesting to see what now happens, if anything at all. Still we can always shuffle those goal posts can't we?

**Pc Lesley Rosenwold, HQ**

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## RIGHT TO REPLY: Sgt Colin Day, Driver Training

IN an ideal world, I would certainly like all police driving courses to be somewhat longer in duration.

I am sure that we could achieve some exceptionally high standards of driving with most students, given more time. However, I accept that there are always going to be constraints on training.

It is important to remember that Essex Police does follow the nationally approved Centrex model of police driver

training courses. This was put together as a result of extensive consultation with, amongst others, all police driving schools across the country.

I know that my instructors here at the HQ driving school put 100 per cent effort into the training time currently available. This is evidenced, not only by what I see, but also from the feedback from students who have completed courses with us.

## Something to crow about

FOR those who wish to forget the 'good old days' forgive me for sharing this memory.

During one night shift a gentleman of the travelling fraternity was detained for a suspected drink driving offence. He insisted on bringing with him into the police station a hessian sack which he considered his personal property.

When asked by the custody officer to declare the contents of the sack, the man undid it and out jumped the biggest white cockerel I had ever seen. The bird began to strut his stuff - the charge room table in a rather threatening manner, to the delight of the prisoner.

By pure coincidence our office constable that night had spent many years on a deep rural detached beat and I remembered that one of his hobbies had been chicken keeping.

In fact he had often told stories about his vast knowledge of the hobby and had boasted that he could actually put a chicken to sleep . . . I don't mean permanently, but by a form of hypnosis.

After brief consultation with the custody officer the said constable was ushered into the charge room to perform his ritual. He approached the huge bird and to our amazement, with a few deft hand

movements (no cruelty involved), the bird was lying on the charge room table with his head tucked under one wing and totally motionless.

The previous smile on the face of the prisoner changed to an expression of total disbelief and a few words of resignation that the drink must have been stronger than he thought.

Following the custody procedure just one touch from our heroic constable was all that was needed for the giant bird to spring back to life.

**Dave Rose, Cambs**

## It's sad but true

THIRTY, hands on, fully operational years with Essex Police has been rewarding, stimulating, exciting, interesting, and endlessly humorous with a sprinkling of sadness and emotion.

The politics, the bureaucracy and the ever-increasing blame culture are, however, dreadful.

It is a sad indictment upon the police service that confrontation with the latter is a guaranteed consequence of embracing the former.

**Tony Buckley, Rayleigh**

## Crime training undergoes major change

MAJOR changes in investigative training at HQ will ensure that officers are fully equipped to do their job directly relevant to the needs of the force.

The introduction of regular CID seminar days for fully fledged investigators and specialist officers at the Essex Police Training Centre, will address a recognised lack of update or development training.

Officers of all ranks will have considerable input to the content of the seminars, which become bi-monthly from 2005.

Crime Training Manager, DI Tim Raymond said: "I see the ongoing training of detectives as a core function of crime management. If you would like training on a specific subject that will help you do your job better please contact me or Ds Nigel Cooper to discuss how EPTC can directly support you."

There are currently not enough sexual offences trained officers (SOTOs) and a seminar has been arranged for May 19 for trained SOTO officers.

### Challenging

DI Raymond said: "SOTO's have a very difficult and challenging role to perform and twice yearly seminars will share good practice and bad experiences."

A similar series of days are planned for family liaison officers with their first seminar on September 21.

Newly introduced to the force is the National Initial Crime Investigators Development Programme (ICIDP), which DI Raymond feels in many ways is the most important course run.

"Officers who want to get on this national foundation course have three months to study for, and pass, a challenging exam before six weeks of intensive instruction at EPTC," he said. "Before becoming fully fledged detectives they have to prove their abilities to perform in the workplace."

"With the right training the future of the CID will be in the hands of officers who are better prepared for the role than ever before and that can only improve our investigative performance."

A comprehensive package of training opportunities includes the introduction of the 5 Tier National Investigative Interview Strategy and occasional specialist courses.

## Youth conference hailed a success

FEEDBACK from the trailblazing Essex Police Youth Conference has been very encouraging and positive.

Deputy Chief Constable Charles Clark said: "It was two good days of highly-charged professional input and contribution by the participants."

Meanwhile Chief Superintendent Howard Stone, who is seconded to the Youth Justice Board from Thames Valley has hailed it as "the best youth conference ever" and says it should be used as a best practice model for all to follow.

Over 300 delegates attended the two-day conference to introduce the Essex Police Youth Strategy (PEPYS) to officers and partner agencies.

Over 40 Essex-based agencies were given the police perspective which follows on from the Association of Chief Police Officers' strategy 'It's never too early... it's never too late'.

Agencies were asked to come up with points that they can commit to in principle in order to take the first steps towards a shared vision and all inclusive multi-agency strategy.

PEPYS Project Manager Sergeant Ian Carter said: "The conference exceeded expectations in terms of practical feedback and the willingness to share experience and ideas."

"This enthusiasm will help us to draw together a conference report in the shape of a draft multi-agency strategy, or initial blueprint of the Essex wide response to the Children Bill and other new government challenges in the children and young people's arena."

"We are now in a much stronger position locally and strategically."

# Football stars back police campaign

**A SUCCESSFUL bid for regional funding has allowed the force to raise awareness of Hate Crime through a TV unit production and roadshows.**

The Hate Crime project - which aims to encourage reporting of crimes related to race, sexual orientation, disability and religion - was recently awarded £15,000 by the East of England Community Safety Fund.

The money allowed the scheme to run four roadshows in Basildon and Thurrock, attracting around 700 people for advice and information.

But the jewel in the campaign's crown has been the capacity to remake the hate crime video originally produced three years ago.

### by Ben Pennington

Co-ordinator of the scheme Sgt Stuart Hooper said: "With this funding we wanted to increase people's confidence in reporting hate crime."

"There's evidence that we're already making inroads in that respect - in the last year we've had nearly twice as many reports, and we've detected nearly 60 per cent of those crimes."

The project enlisted the help of the force's TV Unit in order to communicate their aims to a younger audience.

Producer David Fogerty said: "The original film was made in 2001, and some of the content was getting dated, such as the support networks available to victims."

"But the messages are still the same, and we wanted to find a way of

bringing it up to date."

To do that, the unit enlisted the help of Tottenham Hotspur's first team coach, Chris Hughton, as well as players Ledley King and Anthony Gardiner.

Gary Lineker was also happy to help, filming a section at the Match of the Day studios.

At Spurs' recent home game against Portsmouth, the campaign received an extra boost when it was featured in the match program and clips were shown on the big screen at White Hart Lane.

Mr Fogerty added: "The old film had three accounts from victims who had been abused because of disability, race and sexuality, and we've added the experience of an asylum seeker who overcame abuse and now works for a support organisation."

## Celebrating ten 'special' worthy walks

WALKING the Essex Way this year will be extra special for Deputy Commandant George Cook and his faithful followers as it will be the 10th time that the Special Constabulary has trodden the path for charity.

It is hoped that as many people from all divisions, departments and sections will join them in raising money for local Essex causes.

The walk begins on Friday, May 14 in Epping and finishes in Harwich, on Wednesday, May 19, a total distance of over 70 miles but on Saturday, May 15 they will be walking a circular 10 miles, known as the Admiral McHardy walk, which is ideal for friends and family.

George Cook can be contacted at Southend police station or by email.

## Fun appeal

DO you know any children with special needs who would benefit from a fun day of 4x4 frolics?

Essex Police and the Royal Military Police are preparing for another of their annual events at the new location of Marsh Farm in South Woodham Ferrers.

With the support of local businesses throughout the county, the day is aimed at children aged between five and 16 with physical and/or learning difficulties.

If you do know someone who would benefit or you are prepared to give up a little of your time to help with the event contact Michelle France on 01245 491491 ext 56322.

## Tribute to a great and dedicated detective

HUNDREDS of people from all over the country came to pay tribute to serving officer Ds Graham Carter at a funeral service in thanksgiving for his life at St John's Church, Grays last month.

Graham died suddenly on Friday, March 12 aged just 50.

A beautiful Spring day, the sun shone, lighting up the church during the service and bathing many of the floral tributes with warmth.

That warmth was echoed with real feeling by the congregation for a man who was known for his love of the sun, his love of his family and his love of the job.

Tributes were paid by Chief Constable David Stevens and friend and colleague Dc Steve Hunt.

Most people will remember Graham for his role within Essex Police but he was also a dedicated family man.

He leaves wife Donna, who he met in 1986 when he was working as a detective constable in South Ockendon, and children Elle and Mikey.

Born in Tilbury, Graham lived in Thurrock all his life, joining Essex Police in 1979.

He was described as the detective's detective by friend and colleague Steve Hunt who said: "If you were half as good as Graham then you were a good detective. He was an inspiration to me and many more - the best detective sergeant ever, respected by colleagues and criminals alike."



● Ds Graham Carter proudly receives a Lifetime Achievement in Policing award from Chief Constable David Stevens, just last year.

# Memories of the miners



## 20 years after Arthur Scargill called a national strike Ben Pennington looks back at the biggest policing operation in history

**O**N March 12, 1984, coalminers across the country took up the call of Arthur Scargill in a national strike against pit closures, a strike that would prompt the largest mobilisation in the history of the police service.

Scargill, president of the National Union of Mineworkers (NUM), hoped to force power stations to cut supplies of coal and cripple the nation's manufacturing, just as the union had done ten years earlier.

In Essex, the force was divided between fulfilling its mutual aid commitments, policing the import of coal through its ports and maintaining a workable police service.

Many of the battlelines for the miner's strike were drawn in the heart of England, where Essex officers found themselves standing watch over pits in Nottingham, Leicestershire and South Yorkshire.

The force's mutual aid quota at the time was more than 300 officers, from a force of around 2,600. For many, the journey north was the first they would spend away from their families, spending weeks out of touch with their own communities.

Deputy Chief Constable Charles Clark was an inspector when the strike began.

"I remember congregating at HQ for the first time," said Mr Clark. "There were about 20 vans and half a dozen trucks full of kit, and it struck me that things were becoming almost militaristic."

### Strange feeling

"It left you with a strange feeling. You knew your own community and had joined to be an Essex police officer, and here you were going away and not sure where you'd be sleeping, how long you'd be away and what you would be facing."

In the main, officers were on friendly terms with pickets, and much of the time spent at pits was good-natured. The well catered-for officers would share their provisions with miners and their children, and happily chat with the protesters.

However, all bets were off when the pickets had a target to aim for and press coverage to gain.

"From a personal perspective some of those encounters left us very scared," said Mr Clark. "To have hundreds of angry miners throwing things at vans and calling you 'Maggie's boot boys' is quite intimidating."

"When the media turned up everyone would play to the gallery. Confrontation between police and miners was stage-managed for the press, and the officers who came to reinforce wouldn't know the miners as we did."

Despite the year-long standoff, police sympathy for the plight of the pitworkers was not in short supply.

"Police officers are just people doing their job and none of us liked to see the situation the miners found themselves in," said Mr Clark. "The law had to be upheld, but on a personal level you felt something for people who were clearly desperate in terms of their future employment."

Many officers came from a mining background, and found themselves on opposite sides of the fence from their own family.

Adrian Tyson, now Thurrock's detective inspector in charge of divisional intelligence, was then a 21-year-old constable. Halfway through the strike, the young constable found himself the owner of a brand new Ford Cortina, a luxury which his father-in-law could not afford when the strike pay dried up.

"At the time of the strike I was married to a woman whose father was a miner, and my own father was a miner, and my grandfather had been one," he recalls.

"For me, the policing of the miners was relatively easy."

"But the fact that my own family came from a mining background was the difficult part. You had to be very careful at home not to be insensitive."

The county's ports became a focus for pickets early on in the strike. By April 8, 1984, pickets from Kent were making for Wivenhoe, where the bulk of the imported coal would dock. Fifty flying pickets were soon on hand in an attempt to cover not only Wivenhoe, but Brightlingsea and Mistley too.

The NUM was soon describing Essex as "a key battlefield", and arrests at Wivenhoe began to rise sharply.

A rendezvous point was established at Wivenhoe Football Club, a base which would also see the tread of officers' boots from the Met and Suffolk.

On May 1 and 2, police arrested more than 80 protesters who were taken straight to Colchester Magistrates Court to face public order charges.

Mr Clark said: "The policing of Essex's port protests was very well organised. "Compared to elsewhere the numbers of protesters were relatively modest, but they were putting on a show and hell-bent on causing trouble."

By mid-May arrests at the county's ports had topped 100, and the numbers of striking miners had been bolstered by students and locals.

"To be honest, they weren't criminals, they were people fighting for their jobs," said Mr Clark. "They were angry but not particularly angry at us. They played their part and we played ours."

June saw the NUM claim that its action at Essex ports had cut the amount of imported coal by half. What certainly wasn't halved was the cost to taxpayers, who were told they faced a £250,000 police overtime bill.

By July pickets were leaving the county. By September the last protesters had left Essex ports, and the force could concentrate on helping colleagues around the country.

Stories about the strike told by police officers are now notoriously tall - one current Essex divisional commander claimed to have guarded a power station for two weeks at the start of the strike before he was told it had been disused since 1959.

### Unusual tales

But one of the more unusual tales - of a police base on an Army camp being used as the set for a German prisoner-of-war camp - was all too true.

Camp Proteus in Nottinghamshire was famed for its Spartan conditions, as then 27-year-old Craig Robertson, working the main roads on traffic, recalls.

Craig, now a chief inspector in Corporate Support, said: "The conditions weren't good. All the dormitories had a brazier in the middle to warm the room, and we'd come back from patrol to find German soldiers wandering around the place. It was surreal."

But by the turn of the year most officers were returning to their homes for good.

The picket lines were thinning out, and on March 3, 1985, the NUM voted to call off the strike.

"There were mixed feelings when it came to an end," said Mr Clark. "I think officers missed the buzz of being in something completely different, but it was good to get back to what they joined for - policing your own community."

Although 20 years have now passed since the strike, senior officers remain convinced that the approach taken to the dispute then would work just as well now.

Mr Clark said: "Policing remains fairly basic - if you're facing a large number of people you aim to contain a situation by matching those numbers. I'd be hopeful we could apply many of the same approaches - building relationships with the people we come into contact with."

# Calling time on 'blanket' drinking

BLANKET approval for pubs and clubs to extend drinking hours on occasions such as bank holidays hangs in the balance after a divisional commander made an unusual appearance in court.

Chief Supt Dave Murthwaite is determined to crack down on alcohol-related crime in Colchester, particularly as figures for the first half of 2003 show 717 public order incidents, 55 per cent of which involved drink and eight per cent of which involved glass or bottle attacks.

Blanket extensions have previously been granted to members of the Licensed Victuallers' Association (LVA) but this has allowed

more commercial town centre pubs, which hold happy hours and cheap drink promotions, to seek equality and 'piggy back' on LVA applications knowing a precedent has been set.

A major concern is that the extensions prevent the police from planning resources properly, as 'spilling out' continues from 11pm to 1am causing a spiral of alcohol-related incidents. The cost of attending drink-related incidents in the town, in December alone, was almost £25,000 - not including police vehicle costs and subsequent proceedings.

At Colchester magistrates Chief Supt Muthwaite said he wanted to end the waste

and he urged magistrates to dismiss blanket approval for a group of pubs wanting to stay open around bank holidays this year.

Although police objections came too late for the current LVA application to be refused, chairman of the licensing justices, John Valentine, ruled that future applications would require LVA publicans to state when they actually wanted an extension, rather than giving an across-the-board time of 1am.

Applications from other town centre premises will be judged on individual merit.

Chief Supt Murthwaite has hailed the ruling a "major step forward".

## Club gets in to the spirit

A NIGHTCLUB in Chelmsford is the first in the county to be glass-free and introduce a fingerprint identity system.

Licensing Officer Martin Reed is delighted that The Cave in Viaduct Road, working closely with the licensing team, has been open to new ideas. All drinks are served in plastic bottles or glasses and spirits are decanted into plastic containers.

A number of breweries are now looking at

replacing glass with plastic, ahead of the new Licensing Act which will come into force next year and includes a number of objectives, such as prevention of crime and disorder.

The club has also introduced an identity system. A customer's details are entered on the system, age is confirmed by their passport or driving licence and their fingerprint is stored electronically, making identity cards on others visits unnecessary.

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# River rescue leads to accolade

**BRAVERY is a word that is frequently over used, but in the case of Pc Paul Randall it is almost inadequate for the risk he took in saving a man's life.**

His bravery has seen him nominated for the The Sun Police Bravery Awards and earned him the prestigious Wilson Trophy, presented annually by Essex Police for the most meritorious act.

It was a bitterly cold, evening in February last year when Pc Randall was on was called to a man, suffering from trauma or mental illness, and lying by the road.

The man ran off and jumped from a bridge into a fast flowing icy river. As Pc Randall tried to persuade him to get out of the water, the man lost his footing and was swept away. The man was losing strength and struggling to keep his head above water.

Pc Randall had to make probably

the most difficult decision of his life. The man had been aggressive but if Pc Randall didn't go into the river he would surely die.

Stripping off his coat and jumping in, the freezing water which came up to Pc Randall's neck made breathing difficult. The man was now floating face down but struggled as Pc Randall tried to hold his head above the water. Suffering from hypothermia and well aware of the danger he was in, Pc Randall managed to inch his way to the bank where paramedics helped treat and restrain the man until more officers arrived.

Pc Randall has been presented with the Wilson Trophy by Lord Lieutenant of Essex Lord Petre and will learn whether he has won the national award later this year.

He said: "On the day I just did what I had to do, you don't really get time to think about the consequences. It was one of those rare situations where I either did something, or watched him die - I could already see the guy ebbing away in front of me. I can't say that

the danger I was in didn't cross my mind, because even when I was in the river holding his head above the water he was still fighting against me. The water temperature was the biggest problem, the cold just strips away your strength, but you just have to find a way to keep going and, thankfully, we all survived to tell the tale.

"I'm both surprised and honoured to receive the award and to be nominated for a national accolade. It makes me feel very proud to be a police officer and lets the public know a little more about the type of situations we face. I consider myself very lucky to have been recognised, as police officers across the country face equally dangerous situations on a daily basis, yet remain anonymous."

● **Insp Paul Butcher, Sgt Lynne Hall, Pc Paul Redgewell, Pc Michael Bignell and Pc Jonathan Loudon, from Clacton, have received commendations for rescuing a man who waded into the sea after a domestic dispute.**



● **Awarded for bravery, Pc Paul Randall.**

## Community commitment brings real results

A COMBINATION of policing skills and community initiatives have had a significant impact on the lives of residents in Clacton, and the work has led to Sgt Bob Walsham being presented with the Millard Trophy.

The trophy is awarded to the individual who has given the greatest contribution to social services in the community in the furtherance of police public relations.

Sgt Walsham said: "I am chuffed to bits and certainly didn't see the award coming. I took over 'D' beat about 18 months ago and have tried to do what is right for the estate.

"Without community policing it would make the job of response officers much harder, as we are getting to the root of the problem and taking preventative measures. We've had quite a lot of success with young people who would have gone down the criminal path but now have jobs, or are going to college, and have turned their lives around.

"With the support of this multi-agency team the community is receiving a better quality of life.

"When you work together with other agencies you start to realise how much impact it can have."



● **Sgt Bob Walsham.**

● **Commendations were awarded to Sgt John Ross, from Clacton, and Pc Jessica Fisher, from Canvey Island.**

**Pc Ross is part of the Tendring Problem Solving Team and has set up a multi-agency initiative working with youths and housing agencies to make people aware of expected behaviour. Pc Fisher has devised numerous initiatives to solve local crime problems, and has formed strong agency partnerships.**

An innovative initiative which helped a prolific offender turn his back on crime is one of the reasons Ds Martin Pasmore, from Basildon has been awarded the Anthony Peel Trophy for meritorious achievement in the field of crime reduction.

The offender in question accepted the opportunity to enter a rehabilitation programme, set up by Ds Pasmore with support from a variety of agencies, to break the criminal cycle.

Ds Pasmore said: "It's great to be recognised for hard work but this award is not just for me, it is for all the people who worked with me for

18 months on the tactical team and car crime unit. It was the result of a big team effort."

**In recognition of large numbers of arrests and detections, commendations have been awarded to Pc Kevin Gladman from Laindon Road Policing Unit, constables Samantha Garwood and Jamie Edwards, from Basildon and Wickford, and Pc Richard Ambrose, from Harlow.**



● **Ds Martin Pasmore.**

**Pc Gladman's self-generated arrests were not always in the realm of road policing, while constables Garwood and Edwards set themselves extremely high standards during their probation. The arrests and detections made by Pc Ambrose were alongside a great deal of hard work to meet divisional objectives.**

The Sir Jonathan Peel Trophy for academic achievement, by being the highest-placed Essex officer in the police promotion exam to sergeant in 2003, goes this year to Pc Jonathan Loudon, who is based at Clacton.

## Long service recognised

MEDALS commemorating 22 years' service and good conduct have been presented to:

Pc Kenneth Baptist, FIR; Sgt Andrew Bray, Youth Offending Team (HQ); Pc Steven Brown, Brentwood; Dc Sally Brown, Harlow MIT; Pc Stephen Buscall, EPTC; Pc Robert Cater, Crown Court Liaison; Supt Glenn Caton, Basildon; Pc Paul Chesney, Southend; DI Nigel Cockrell, Chelmsford; Sgt Gary Corsham, FIR; Dc Shirley Culliton, NCS (Hainault); Sgt Michael Davey, Dunmow; Supt Dave Folkard, EPTC; Pc Mark Galbraith, EPTC; Pc Michele Gentile, Colchester Dog Unit; Pc David Gilbey, FIR; Sgt Vaughan Hancock, Harwich; Sgt James Hayter, Harlow; Insp Martin Mueller, Chelmsford Road Policing Unit; Dc Mark Pickett, NCS (Hainault); Ds Peter Redman, Rayleigh; Pc Derek Rust, Harlow; Sgt Roy Scanes, Stansted Airport; Dc Angela Seavers, Crime Division (HQ); Sgt David Smith, Brightlingsea; Dc Mark Spice, Loughton; Sgt Bernard Tompsett, Dunmow; Pc Kevin Tuck, Rayleigh Road Policing Unit; Insp Kevin Turner, Shoebury; Pc John Walsh, Wickford; Ds Gary

Washbrook, Harlow MIT; Insp Henri White, South Woodham Ferrers; Chief Insp Gwynneth Williams, Thurrock; Pc Barry Woods, HQ; Marlene Davies, Thurrock; Helen Hartley, Fingerprint Bureau (HQ); Kathy Heaysman, Crime Division (HQ); Stuart Lawrence, FIR (HQ); Marilyn Mayo, Clacton; Jacqueline McBurney, Southend; and James Webster, Laindon.

## Commendable

CHASING an armed man has led to commendations for Clacton constables Mike Bignell and Mike Suley.

The suspect had fired two shots at the officers, but they chased and overpowered him recovering a blank-firing imitation weapon.

When a suspected burglar leapt from a courtroom dock, and tried to throw himself head first out of a second storey window, Dc Ian Steele had to react fast by grabbing the man's trouser belt.

Dc Steele was awarded a commendation by the Chief Constable. Both he and Group 4 custody officer Henry McKenna received commendations from the judge.



● **Pc Jonathan Loudon.**



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## Last chance to book buffet

A FINAL reminder that the Spring buffet for the Comrades' Association will be held on Saturday, May 15 at the Essex Police Training Centre, HQ.

The bar at the sports pavilion will be open from 11.30am and lunch will be served at 1pm.

This is an opportunity not only to attend, but to bring partners and guests to renew old friendships and, hopefully, make some new ones in convivial surroundings.

The cost will be £16 per head inclusive of mineral water, fruit juice and table wine. Booking forms and cheques need to be forwarded to honorary secretary Sue Kelly at the Police Federation office as soon as possible.

## Bye bye Bill

COLLEAGUES past and present are being asked to share in the retirement celebrations of Sgt Bill Prowse.

A send-off for Bill is planned for June 11 at the sports pavilion at Police HQ starting at 7.30pm.

Anyone who wants to attend is asked to contact Martin Spensley on 07773

## Police march

BILLED as an 'excellent' opportunity to meet colleagues from around the world, several officers from Essex will be travelling to Belgium for the International Police March.

The three-day event in Anderlecht will begin on May 14, with officers and police staff from Belgium, Holland, Germany, Poland, Hungary and USA participating.

# Rush into retirement

CONSTABLE Robin Rush has turned off the blues and twos after serving most of his 31 year career with traffic.

He won't be taking his eyes off the road though as he is now working as a coach driver.

Robin was one of the first traffic officers to be trained as a family liaison officer and struck up a rapport with many bereaved families.

However he wasn't always known for his tact in dealing with motorists as one poor lady driving her BMW discovered in the days before political correctness.

When asked what BMW stood for the woman smilingly replied with the correct answer only for Robin to retort: "No, it stands for 'bloody minded woman' - when a police car signals you to stop, you do just that."

## Names in the news

The happiest years of **De Ian Pryke's** 30 years' service were in weapons training at headquarters where he enjoyed the variety of work.

Before his retirement last month Ian was with SOCO at Colchester and Tendring. Taking a breather for a while he then plans to look for work with regular hours.

Driving instructor **Richard Barham** is retiring on medical grounds having been a member of police staff since 1992 after 30 years 'police service.

PNC officer **Chris Sigourney** has retired on medical grounds after 20 years' service.

## Obituaries

FORMER constable **James Issitt** from Basildon died last month, aged 75. Mr Issitt served from 1954 to 1980 at Brentwood, Laindon, Pitsea, Basildon, Tilbury and on retiring became a warrants officer.

Former detective inspector **Tooms Hardy** from Southend died last month, aged 87. He served with Southend Borough Police for 34 years before his retirement in 1969.

Former chief superintendent **Frederick Bonfield** from Leigh-on-Sea died last month, aged 87. He served from 1939 to 1976 at Wickford, Pitsea, Ramsden Heath, Canvey

Island, Hornchurch, Rainham, Upminster, Harlow, Brentwood and Southend.

Former chief superintendent **Norman Wood** from Kettering died last month, aged 84. He served from 1938 to 1970 at Harwich, Romford, Clacton and Colchester.

Former chief inspector **Brian Townley** from Manningtree died last month, aged 65. He served from 1961 to 1987 at Tilbury, Basildon, HQ, Southend, Grays and Benfleet and Basildon admin.

Former sergeant **Walter Allen** from Sawston, Cambs died last month aged 87. He retired in 1967 after 30 years service at Pitsea, Laindon, Tilbury, Purfleet and Wethersfield and Saffron Walden.

A well-known figure in the CPS, **Rowland Hardy**, has tragically lost his fight against cancer.



● Prizewinner Eileen Kingston accepts her stereo from Acting Chief Superintendent Peter Coltman.

PHOTO: Harlow Star.

## Armchair sleuth is a winner

A WOMAN from Harlow has won a stereo system after playing detective at a fake burglary scene in the town centre.

In a competition run by Crimestoppers in conjunction with a local newspaper, empty shop premises in Little Walk were transformed into a scene of crime.

Passers-by had to find the clue left behind by the burglar and also had the opportunity to receive home security advice from the Safer Harlow Partnership.

Eileen Kingston correctly guessed the item was an aerosol can and was presented with her prize by Acting Chief Superintendent Peter Coltman.

The 52-year-old winner said: "I've been a victim of crime in the past and was really keen on taking part. I can't believe I won."

## Market Place

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

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**FORD** Sierra GLX, 2l, 1992, silver, six months' tax, MOT January 2005, e/w, sunroof, excellent runner, vgc. £600. Contact John Walne on ext 35238 or 07966 492395.

**FLORIDA**. 4 bedroom pool home overlooking water. Nice quiet location. Price from £450pw. Ask to see video. Call Peter or Lin on 01245 321378 or email petewtaylor@yahoo.com.

**FLORIDA**. Luxury 4 bed villa near Disney and attractions. Sleeps 10, heated pool, free brochure. Contact Jill on 01702 586092 or www.my-florida-villa.net.

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

**GREAT** Brays, Harlow. 2 bed house to let, 6 months from June 1. Fully furnished including TV, video and appliances. £650pcm. Contact Luther Blissett on 07970 953714.

**HOUSE** contents for sale. Mostly pine furniture including triple wardrobe, dressing table etc, dining table (extendable) and four chairs, sideboard, Offers welcome. Contact Sarah on 07968 810635.

**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.

**LA MANGA**, classy southern Spain. Panoramic sea views close to beaches, 2 bed, 2 bath apartment. May, June availability £250, £300 pw. Cheap flights. Bernie Tompsett on 07986 098422.

**LUXURY** Florida vacation villa for rent. Fully equipped, 4 bed, 3 bath, 2 master suites. Own south facing pool and jacuzzi. Within 10 mins of Disney. www.the-haven-at-westbury.co.uk or Tony Adams on 07776 162868. Discounts to police personnel.

**MAINLAND** Greece. Freehold bungalow for sale. Fully furnished, equipped, 2 dbl bedrooms, lounge, kitchen/diner, many extras. 30kms Kalamata Airport, beautiful beaches. Contact Sylvia on 07817 328045.

**MOUNTAIN** bike. As new £25. Office chair, black leather, high back revolver, vgc, £12. Contact Brian Targrass on 01245 443281.

**ORLANDO**. Luxury villa. 4 bed, 2 bath, sleeps up to 10. Private screened pool near Disney and other central Florida attractions. For more details contact 01245 266949 or 01371 573406.

**ORLANDO**, Florida. Luxury 4 bed executive villa. Sleeps 8/10. 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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**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.sunholsdirect.com (ref C185).

## News in brief

PC Robert Richards from Harlow was the lucky winner of £1,500 in the March lottery. Scooping £750 was Dc Mark Tegerdine, from Crime Division, while retired Dace Delamain won £375 and Pc Dawn Senior, from Braintree won £200.

Consolation prizes of £50 were awarded to: Pc Eric Turnbull, Colchester; Dc Norman Stone, Crime; Frankie Oliver, Harlow CJD; Pc Simon Tassel, Braintree; S. Holloway, retired; Pc Derek Wheddon, Chelmsford RPU; Pc Matt Waters, Basildon; Pc Dave Blaxland, Basildon; Louise Barrs, Harlow.



THE Essex Police ladies' hockey team is through to the national PAA final and will take on the RUC later this month.



CRICKET fans who are still contemplating booking days out at the county ground are urged to book soon to avoid disappointment.

All the 20/20 games and the one day matches against New Zealand and Lancashire have already been booked. For further details contact the secretary on ext 58888 asap.



FOLLOWING victory over Northamptonshire and Wiltshire, the force football team is playing Warwickshire in the semi-final of the South Midlands Cup this month.



PC Vince Bird, has been selected for the Police Sport UK National Cricket squad for the 2004 season; Pc Nicky Simpson was selected to represent the British Police in a football fixture against the British Fire Brigade at Dundee FC last month; and Dc John Stewart represented his own bowls club at the All England Championships in Melton Mowbray.



FOLLOWING a successful Irish evening, staff at the sports pavilion are considering a St George's Day knees up on April 23.

Disco and fish and chips will cost £10 per person in advance. Let Sam or Jo, on 01245 491491 ext 58884, know if you are interested.



THE 2004 National Police Marathon Championship will be held on June 20 in conjunction with this year's Blackpool Marathon.

Any members of the EPSA are eligible to take part and should contact Pc Mick Bond at Maldon on extension 61013.

# Chief sings the choir's praises

THE tireless fund-raising efforts of the Essex Police Choir have been recognised at a special presentation by the Chief Constable.

Since its first concert in 1989 the choir has performed 107 times and raised an incredible £140,000 for a variety of charities.

The mixed voice choir is also self-funded, and with musical director Norman Eastbrook and accompanist Clive Eastbrook, has performed around the eastern region and as far afield as Canada, France, the Czech Republic and Northern Ireland.

At its AGM, Chief Constable David Stevens presented musical director Norman Eastbrook with a Certificate of Congratulation praising the work of the choir and the great credit it has brought on itself and Essex Police.



● Chief Constable David Stevens presents a Certificate of Congratulation to Peter Simpson (left) and Norman Eastbrook.

# Batting for new recruits

WITH the new cricket season just weeks away, the Gents of Essex CID are hunting for new talent to ensure they enjoy another entertaining, successful summer.

Manger Bob Miller believes that with a couple of extra signings his side could be capable of a good season and says: "We would welcome new players to ensure a consistent season."

Beginning in Sandon on May 10, the Gents take on the Chelmsford Clergy in a first match will loosen the joints and set the pace for the new season.

A host of grounds around the county are on the fixture list, with journeys to Cambridgeshire and Buckingham also included.

An end of summer tour to Jersey will round off the season, with the end of season dinner scheduled at Chelmsford's County Hotel in December.

There are many reasons why you should sign up - improve your fitness, enjoy the social side of cricket and you might even get a sun tan.

Any detectives who are interested in turning out for the Gents are asked to contact Phil Mellon on extension 52117 or via email.

## Can anyone topple Braintree?

THE headquarters' team took top slot in the Croker Cup Badminton competition beating Colchester and Harlow in to 2nd and 3rd places.

It was Rayleigh, however, who stole the tennis title with Harlow finishing 2nd and Basildon 3rd. Rayleigh also reeled in victory in the beach angling competition with Chelmsford and Southend taking 2nd and 3rd places.

The angling competition was held alongside the Eastern Region PSUK tournament where Essex was pipped at the post by Cambridgeshire.

With just four events remaining, Braintree are odds on favourite to retain the title topping the table with 110 points. Harlow have 85, Colchester 83, HQ 78, Chelmsford 77, Southend 65, Rayleigh 64, Basildon 53,

## ESSEX POLICE SPORTS PAVILION AND BAR

(open 7.30pm - 11pm, Mon - Thurs inc)

"HAPPY TIME" EVERY MONDAY 7.30PM - 9.30PM

UP AND COMING SOCIAL EVENTS INCLUDE:

### FAMILY NIGHT

An ideal opportunity to come out with the whole family, have a drink in a sociable environment and enjoy the live music of the excellent teenage band STARWAY

Thursday, May 13

Doors open 6pm, band on stage 7pm.

£3 adults, £2 under 16s. Tickets in advance

For tickets contact Tim Raymond at EPTC on ext 56113

### BARN DANCE

Sept 4

More details to be given nearer the date.

We don't just provide a friendly atmosphere for you to unwind during the week. We also 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 deposit of £100 (stc)

FOR ANY QUERIES REGARDING THE ABOVE OR TO BOOK FUNCTIONS AND CORPORATE MEETINGS, PLEASE CONTACT SAM OR JO ON EXT 58884 BETWEEN 9.30AM AND 12.30PM WEEKDAYS.

## Changes to personnel database

THE way in which personnel data is stored is to change as Essex joins a growing group of police forces which are implementing specially designed software.

By introducing the Human Resources (HR) system the amount of duplicated information across the force will be significantly reduced as staff and managers with personnel functions share information from one source.

HR is being introduced as part of the National Strategy for Police Information Systems (NSPIS).

The noticeable change for staff will be that their personal data, training records, duties, sickness and accident at work reports will all be maintained on one system.

The system comprises four modules:

- Police Personnel is the core module and will maintain all employee related data including details of recruitment, staff development, PDRs, and the skills and experience of officers, police staff and special constables.

- The Duty Management System (DMS) will eventually supercede the current interim PROMIS program and other duty spreadsheets.

- The Training Administration System (TAS) will provide a course and student administration tool to plan internal and external courses centrally at EPTC and divisional training.

- Health and Safety Reporting (HSR) will facilitate the recording and reporting of accidents, incidents, diseases and risk assessments.

Implementation has started with Personnel and Training and the replacement of Delphi and training centre software by October.

By March 2005 the personnel functions of recruitment and staff development will be complete and the health and safety module implemented. The final phase, introducing duty management, will be from June 2005.

## Website revamp

A GROUND-breaking database giving staff access to orders placed on anti-social behaviour offenders has been revamped to make it more user-friendly.

Designed by Sgt Kevin Whipps, it details anti-social behaviour orders, acceptable behaviour contracts and restraining orders and can be searched by name or division.

It gives officers 24-hour access to crucial information, including relevant policies and Home Office links.

# Disorder slashed by dispersal tool

**ANTI-SOCIAL** behaviour in parts of Harlow has been slashed to nothing following a month-long campaign which saw the county's first use of a Dispersal of Groups Order.

With over 1,003 incidents of anti-social behaviour recorded in the town over a 12-month period, an extensive study into the worst affected areas was carried out.

by Heather Watts

Harlow District Council ASB co-ordinator, Marysia Rudgley, sent diaries to residents and retailers in the worst affected areas of Potter Street and Prentice Place for them to record incidents.

Once the order was put in place police and police community support officers spent the first week carrying out high-visibility patrols.

The order itself is issued by a superintendent and copies are

placed around the area. It allows police staff to disperse groups of people (of any age) if anti-social behaviour has or could occur.

It also allows people (except those living in the vicinity) to be prohibited from returning to the area for periods of up to 24 hours.

After 9pm any person under the age of 16, and not in the company of a responsible adult, may be taken from the area to their home address.

Police Problem Solving Co-ordinator Rick Jones said: "After speaking to local residents and

businesses we realised that a Dispersal of Groups Order could be a highly effective problem-solving tool.

"Before the order was in place many residents, especially the elderly, felt intimidated by groups of youths.

"We asked people to keep an ASB diary, both before the order was put in place, and afterwards.

"The results have been staggering; our local incident reports showed that there had been no further reports of anti-social behaviour in the area."

## Police balloon lifts off



● Gloria Diamond with her winning balloon design.

Photo: HQ Photographic.

**MORE** than 300 children entered a competition to design the 2004 Essex Police balloon, but it's a youngster from Saffron Walden who is floating on cloud nine after being declared the winner.

The competition was launched in December to promote the new kids' pages on the Essex Police

website, which have safety information and fun activities for our younger audience.

Gloria Diamond, age 9, from St Thomas More School in Saffron Walden, will now see her winning design on balloons given out at events all around the county.

There were also five runners-up and the schools they represent have all visited HQ as part of their prize.

If there are any staff attending summer fetes etc, this year, balloons are available from the Public Relations office on 01245 452395.

## Children's plea to speeders

SCHOOLCHILDREN in north Essex have again been teaching speeding motorists a few lessons in safe driving as part of a road policing initiative.

Pupils from Great Easton Primary School teamed up with officers from Bocking Road Policing Unit to raise awareness of the dangers of driving too fast outside their school.

Motorists who were found speeding were stopped by police and, where appropriate, given a 'telling-off' by pupils who explained why speeding past their school is so dangerous.

The children designed leaflets and posters, with the aim of ensuring drivers realised that there is a human cost to their impatience.

The motorists caught speeding in the two hours outside the school all opted for the advice given by the children rather than the option of a fine and driving licence penalty points.

Road Policing Inspector Mark Harman said: "So often, children are the victims of drivers' careless and unthinking actions. This initiative allows them to play a part in improving their environment, spreading the message that speed kills."

The school is situated alongside the busy B184 between Great Dunmow and Thaxted. The 30mph speed limit was introduced recently to specifically cater for the safety needs of the children.