



Dunmow's new station - Page 3



A look at life at Ashford - Centre



Reunited with the past - Page 11

Unsolved cases attract Crimestoppers rewards

GETTING AWAY WITH MURDER

Embracing the public



● Museum Curator Sarah Ward shows a youngster how to use the equipment of yesteryear. Photo: Evening Gazette.

AN open day at Harwich Police Station attracted 1,000 visitors.

More than 400 of them were willing to queue for a guided tour of the building and the response was so great that some had to be disappointed.

Organiser Sgt Peter Wood said: "We're thrilled at the response from the public and the day stands as an important example of building bridges with the community."

Exhibits included many aspects of

police work, including marine, dogs and road policing.

Essex Police museum was also represented, along with the fire and ambulance services, Victim Support and Neighbourhood Watch.

The opportunity to pelt police officers in the stocks with wet sponges was a popular sideshow.

Harwich Mayor Andy Morrison was among the visitors and he took the opportunity to target Sgt Wood in the stocks.

DETAILS of unsolved murders dating back nearly 30 years have been released to the media in a high-profile campaign aimed at bringing long-awaited answers to grieving families.

Crimestoppers rewards of up to £5,000 are being offered to help solve the 10 undetected murder investigations in a joint initiative by the charity and Essex Police.

The move comes just over a year after an Investigative Review Team was set up in the force to systematically review all ongoing serious crime and so-called 'cold cases'.

The team focused initially on 'live' cases, but embarked on its first cold-case review when new information was received about the 26-year-old murder of Norah Trott in Rochford, one of the cases which features in the initiative.

The reward announcement reinforces the belief of Essex Police and Crimestoppers that investigations, no matter how dated, still have the potential to be solved.

New technology and advances in forensic science may hold the key to cracking some of these cases, but it is the public who are likely to hold the most crucial information.

Head of the Investigative Review Team, Det Supt Simon Coxall, said: "Cases of this seriousness will never

By Kim Perks

be put to rest, and we will continue to do all that is possible to bring the offenders involved to justice and continue to make the county a safe place where criminals will always have to look over their shoulder and await that knock on the door."

It is hoped that due to the passage of time, changes in allegiances and the offer of enhanced rewards will encourage people to share any information they may have.

Closure

Essex Crimestoppers Chairman David Bright said: "You can never bring back the victim of a murder, but in my experience as a former senior investigating officer one of the most important things for bereaved families is to have some sort of closure - a chance to put their loved one to rest.

"Someone somewhere where must know something about at least one of these investigations. Now is the time to help, and what better way to do it than anonymously."

The oldest case to feature in the campaign is the murder of Ivy Davies, a café owner from Westcliff, who was found dead in her home in 1975.

Her daughter Ivy Slark has told how she is "glad it is being looked at again now".

She added: "I don't bear any malice to the person who did this, I just want them caught. The new investigation is opening old wounds, but I just want some kind of closure to this. Until the person is caught, it will never be over for us."

Let's not be hoodwinked

LAST month's HMIC report was, to say the least, disappointing as it missed an opportunity to clarify the different roles of police officers and civilian police staff.

Instead, it blurs the division causing even more confusion. Change is not new and the federation is not opposed to change, modernisation and development.

However, it is a key role for sworn police officers to deliver front-line policing and we are not convinced that this report makes it clear.

It creates further confusion by proposing additional powers be given to Police Community Support Officers (PCSOs) to undertake the front-line policing role which leaves little difference between them and police officers.

More specialists are needed within the service and we agree that police officers should not be deployed on tasks that do not require the exercise of police powers, experience or expertise.

Police officers are not better or more valuable than support staff but they are different. They carry personal, legal and criminal responsibility and full accountability for every action they may take as police officers, whether on or off duty.

With the proposed introduction of 20,000 PCSOs, I believe and hope, the public will not be hoodwinked into thinking that there is an extra police presence.

I hope the Government does not cut spending to the detriment of police numbers purely because the PCSO is a cheaper option - I won't hold my breath.

Taking it easy on foreign soil

OVER the past few years, more and more people are choosing to retire overseas and take up a new lifestyle abroad.

Whether it is a warmer climate or cheaper lifestyle, the thought of living abroad becomes more attractive.

Easier communication and cheaper flights has made international travel more popular and the prospect of living in another country is no longer as daunting as it was in the past.

There are now more television programmes on buying property abroad and it looks so easy.

All you have to do is to take a few weeks off and go over to your chosen country, spend some time looking at the properties and then you can

**Federation
Newline**
by Terry Spelman



be the proud owner of your new home.

Everyone is doing it and buying a house overseas (whether it is to be a holiday home or your future retirement home) is so easy.

The local property agents help with the loan and also talk you through the legal contracts, so everything could not be any easier.

But is it? Here are just some of the issues that you need to think about:

- Pension
- Healthcare
- Taxation
- Investments
- Succession Laws

We have arranged two seminars on Monday, September 20 in the headquarters sports pavilion, with the first commencing at

3.00pm and the second at 7.00pm.

Each session should last just over two hours and all officers and police staff, retired and serving, are welcome.

Subject to numbers, places will be allocated on a first come, first serve basis so ring Trish Morley on extension 54555 to book your place.

Memorial Day memorabilia

BADGES and ribbons should be available from the Federation Office from the middle of August.

For further details, please contact Jackie Card by email or on extension 54555.

Improved pay packets in the pocket

AS most of you are now aware, a three per cent pay increase for the federated ranks was agreed at the Police Negotiating Board, to be paid with effect from September 1, 2004.

In addition, a three per cent increase in the Competency Related Threshold Payment was agreed which, if you are not aware, is pensionable.

The annual leave increase which I reported on in May has now been published and Policy Guideline P119/04 refers.

Thanks go to Payroll for the hard work involved in adjusting the pay anomaly for inspectors.

This was for sergeants who were on the top pay scale on August 31, 1994 and who were promoted to the rank of inspector between September 1996 and March 2003.

I believe everybody has now applied and been dealt with but, if you are uncertain, contact Chief Insp Tony Rayner, the Inspectors Board Federation Secretary, who has done a lot of work on this matter.

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Spirited drive Closer ties to curb crime forged with MOD

THE consequences of drinking to much is a daily problem on the streets of many towns in the UK and, as part of a Home Office initiative, Southend has been selected to take part in an operation to determine the scale of the problem and to proactively tackle it.

Looking at how the police service deals with alcohol-related incidents and crimes across the country, the five-week campaign will provide data on the size of the problem, identify drinking trends, the impact of alcohol misuse on crime and disorder, the effects on health and other areas of concern.

The multi-agency operation will involve gathering data on arrests where alcohol is a major factor, the number of people caught drinking in areas designated as 'drink-free' zones and how much alcohol is confiscated.

Information will be obtained on where the drinks were purchased and this will allow licensing officers to talk to licensees about limiting the sale of alcohol to people who are drunk.

Acting Insp Jeff Appleby said: "This operation will give us a true picture of the part alcohol plays in crime and disorder.

"Data collection will provide us with valuable intelligence and assist us to identify pubs, clubs and off-licences that fail to comply with licensing laws.

Operation Quicksand will have officers out on Friday and Saturday evenings with local authority staff undertaking test purchases and visiting licensed premises to ensure they are complying with regulations.

The division is also arranging for senior officials from the health department, council and a local MP to shadow police officers to see first-hand the problems faced on the streets and at the pubs and clubs and also to see the initiatives introduced such as club buses, improved street lighting and late-night parking restrictions.

A/Insp Appleby added: "We now have powers to close down a club for 24 hours in the event of disorder or excessive noise or in the interests of public safety

"Additionally we encourage officers to apply for anti-social behaviour orders following conviction for alcohol-related crimes as well as using fixed penalty notices and confiscation of alcohol powers."

WORKING together under a new joint protocol, the force and the Ministry of Defence (MOD) Police are now tackling crime with clearly-defined areas of responsibility.

The aim was to ensure a consistency of approach to investigations, identifying the roles and responsibilities of those involved and to provide an effective working relationship between the two forces.

While primary responsibility for the enforcement of criminal law in Essex remains with the Chief Constable, the new protocol recognises the need for consultation and exchange of information on matters of shared interest - specifically criminal offences on MOD property.

Crime Division's Ds Tony Kantaris said: "This protocol clearly defines the responsibilities of each force and should mean closer co-operation to benefit both."

The new protocol ensures that any investigation into a serious criminal offence occurring within MOD property will immediately be brought to the attention of Essex Police and, following consultation, it will be agreed how the investigation will proceed.

Offbeat

OOOH, I love you when you tell me off.

An officer was shocked to learn that he was the subject of a recent letter of appreciation sent to the force website as he had given the sender a stern warning.

However, she went on to recognise his professionalism and wanted to know if the officer had a girlfriend as "the moment you stepped into my house I thought wow!".

□□□□□

AS MOST parents know, school open evenings can bring out a few of the family secrets and often a few surprises after children have picked up on parents conversations.

A road policing inspector leafing through his 11-year-old son's school books came across entries of good and bad people.

In the bad people his son had got people like Adolf Hitler and in the good people he had Chief Insp Tom Diment.

Blind as a bat

ROAD policing officers from Bocking were left perplexed by the number of motorists who failed simple roadside eyesight tests, with one sent home after failing to read a registration number plate from just eight metres away.

In the month-long campaign, seven people were ordered off the roads during the stop-checks in the Braintree and Uttlesford district.

In one stop-check, the officer was so horrified with the near blindness of a driver that he actually drove the man to his nearby home.

● THE annual summer drink-drive campaign is taking place this month, with road policing officers, supported by their divisional colleagues, eager to clampdown on the menace which blights Essex.

Taking a lead in trauma training

AN ever-increasing number of people across the organisation are seeking support from colleagues following traumatic events since the introduction of a programme designed by the Royal Marines.

A total of 75 officers and police staff have completed Trauma Risk Management (TRiM) training during the past 12 months, with Essex being one of the first forces to deliver training to its staff.

The courses, which have been hailed as "a great success", equip individuals with the necessary skills to support

By Nishan Wljeratne

colleagues by identifying, at an early stage, those who may be at greater risk of suffering distressing symptoms following an incident involving death or serious injury.

TRiM is brought into play when practitioners are informed of an incident, with vulnerable people identified and spoken to.

Thurrock's Adrian Ranson believes that these initial few hours' worth of input can "save weeks of sickness further down the line".

"I've been on the course and it came into its own right less than a month later when a colleague, a relatively new officer, became traumatised after witnessing his first dead body," said Pc Ranson. "At that point, a TRiM session was

carried out between the two of us during which time he admitted that he couldn't get the vision of the body out of his mind and that he was drinking more than usual.

"I reassured him and he had further sessions with welfare and myself. Suffice to say, that a few months down the line, he contacted me just to let me know that he had finally attended another sudden death with no problems.

"He also informed me that if it hadn't been for the TRiM session, he not only would have gone off sick, but probably would have resigned."

Welfare Officer, Vickie Bond, believes more people throughout the force now recognise that "if an individual suffers side effects following a death or even a 'near miss' that the feelings associated with that are normal and on the whole need not be long-lasting".

She said: "While nothing can prevent a severe reaction to a

trauma, we believe this process can identify those who are suffering early signs.

"We're encouraging people to seek support from their peers and colleagues and not see stress as a sign of weakness."

The latest batch of newly-trained practitioners saw officers from Crime, Mobile Support and territorial divisions learning alongside staff from the Force Information Room and the Press Office.

One of these practitioners was Sgt Kellie Golding from Basildon's tactical unit who enrolled on the two-day course.

She said: "There was even a journalist from a police magazine sitting in on our course which just goes to show just how highly-regarded TRiM must be and also just how far ahead we are here in Essex are with our welfare support."

A new forum for the office

DOMESTIC violence enters the workplace next month with the launch of a booklet – *Domestic Violence and the Workplace*.

The booklet is aimed to inform employers how to put in place policies for dealing with domestic violence issues.

Vulnerable Victims Co-ordinator, and author of the booklet, Insp Alan Stevens said: "We are delivering one of the key aims of the Essex inter-agency domestic violence strategy by providing education in the workplace to develop personnel policies for responding to staff who are either victims or perpetrators of domestic violence.

"Unfortunately, one of the factors which makes it difficult to address domestic violence is its hidden nature.

"It's often apparent to fellow employees that a person is suffering from domestic violence as victims often confide in workplace colleagues.

"The problem for management is what to do with this information and this workbook will give them guidance on how they can help."

The Essex Inter-Agency Domestic Violence Forum will be introducing the booklet to statutory agencies, Chamber of Commerce and large employers in the county.

Paperwork flashed away

OFFICERS who set off safety cameras when travelling to emergency situations are no longer required to notify the Force Information Room.

The new policy in Essex has been agreed following a survey undertaken by the Essex Safety Camera Partnership (ESCP).

The results were shared with Association of Chief Police Officers (ACPO) who subsequently requested other forces across England and Wales adhere to the same protocol used in Essex with immediate effect.

Police vehicles using blue lights to respond to incidents

will be allowed the exemptions which exist in law should they activate a safety or red-light camera while en route to a scene, with officers no longer required to fill out any forms.

Emergency service exemptions to speed and red lights are set out in the Road Traffic Act, with ESCP staff taking no further action against officers unless there is evidence otherwise to support a prosecution.

The new policy also affects vehicles being used by the fire, NHS ambulance, bomb disposal and national blood services.

Accommodating times

PLANNING permission has been granted for a new police station at Dunmow.

The £4.5 million project was approved by Uttlesford District Council's development control committee, despite one councillor being concerned that the design was reminiscent of the 1960s.

The new building is due to open in 2007 in Chelmsford Road and will replace the existing police station in Stortford Road which was built in 1842.

The project heralds a major improvement, with the new site serving as a base for the Dunmow Community Policing Team and a

centre for other police activity in Braintree Division.

Divisional Commander, Chief Supt Sue Harrison, said: "The planning approval is excellent news. Bringing so many services under one roof will provide a crossflow of information which will be of great benefit."

It will accommodate road policing officers currently based at Bocking, a dog unit, a laboratory for scenes of crime officers and will also offer space for major incident teams.

The new station will house up to 100 staff, but shift patterns mean no more than 70 will be on the premises at any time.



● A computer-generated impression of the new police station.

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

Car park cop out

THERE are rumours going around that car parking at headquarters is going to be reduced and therefore more restrictive.

As a person who is compelled to a car to enable me to get to work, living over 20 miles away, I begin to question how much thought or consultation has been given to these proposals?

Although at present they are only 'proposals', I find it very difficult to believe that they will not come to fruition.

Having had people spend some time working on them at the request of senior officers, they are unlikely to be thrown out.

Whilst I understand that parking space is required for operational vehicles and shift workers at headquarters, surely these are already supplied as we do not see

operational vehicles parked in the roads around the headquarters complex.

There are some disabled driver spaces outside the main training school building, which appear very rarely used.

One of the proposals to reduce car usage is to reserve spaces for people who, in fact, car share.

Car sharing for Essex Police has been decided as three or more persons. How this number was arrived at I cannot imagine when the Government has decided that sharing would be two.

Obviously Essex Police considers the Government too lenient.

There are, I would suspect, a large number of people who do not live close enough to others to car share.

Essex Police states in its adverts that it is a 'caring organisation'. There does not appear to be much care, thought, or consideration for employees who live a great distance away from headquarters and have difficulty in using public transport to get to work.

Another of the proposals, I understand, is for superintendents and above, and heads of departments to have their own parking space. Essex Police signed up to 'equality'. This seems to have been by-passed as far as car parking is concerned.

We have been told that no more grass area can be converted into parking area. Yet, when it suits, like the pensioners' garden party, be it just for one afternoon, cars are allowed to be parked on a fair proportion of the sports field. There is an area of grass between the rear of the practical skills wing building and training centre which is not used for anything - this could easily be 'grasscreted' and used for car parking.

One must ask where students are going to park when attending courses. Obviously they will be required to park in the surrounding roads, which I suspect will snarl up local traffic and annoy the local residents.

Another proposal is to clamp vehicles which park in

contravention of these proposals, with release money going to the police benevolent fund. Who is going to police this area and how much is it going to cost?

In my view, when people apply for positions in the headquarters complex find out that there are no or little parking facilities, they will think again; unless the pay is raised or concessions given for public car parks and transport to and from the said car parks.

I feel that if these proposals are implemented, present staff will become demoralised and may well look for employment where there is car parking.

Mr VA WILCOCKSON
Driving Instructor
Practical Skills Wing

EDITOR'S NOTE: A draft policy is being circulated to heads of department at headquarters. The results of this consultation process will then be discussed with chief officers, with final decisions only then being made after issues have been raised.

Fooling people with this 'visible' policing

LAST month, the Chancellor announced, or maybe re-announced, more funding for the police and made specific mention of Police Community Support Officers (PCSOs).

But who pays the price? Which tax is it that pays for the police? Until now, we knew that the police precept separately identifies the portion of council tax we pay for the police.

But the Home Secretary has encouraged councils to part-fund PCSOs in return for some assurances about their deployment.

This disguises the real local cost of policing, which has been exercising the minds of councillors up and down the country, who bear the brunt of ever-growing postbags full of letters of complaint.

The result is that many councils have signed up to subsidise PCSOs for the next three years, but Harlow has not been so quick to commit taxpayers to this method of meeting the Home Secretary's promise to increase police numbers.

The major reason for this reluctance has been the belief that it should be proper police officers who perform patrol duties on our streets - properly trained and equipped with full powers.

I feared for the future when I heard a superintendent say he envisaged PCSOs would eventually take over the patrolling function from police officers.

At the same time, we learn that Essex now has a record total of police officers. So where are they and what are they doing?

I question whether the national total of 3,000 or so PCSOs add as much value to police work as the 8,837 special constables did and who have disappeared from our streets.

The euphemism, 'visible policing', seems to mean no more than someone in a uniform walking the streets, making people feel better.

Ask any officer who learned the skills and craft of beat work before 1980.

Others may differ about the date, but there was certainly a turning point when recruits ceased to acquire beat skills.

It can be no coincidence that this went hand-in-hand with sergeants and inspectors losing the desire to make the hard decisions that go with the rank; perhaps because those senior to them saw no advantage for themselves in ensuring service to the public remained our first priority.

I recently met two officers along one of Harlow's deserted cycle paths. At a distance I could not tell if they were constables or PCSOs, because neither wore a helmet, but were patrolling in caps. As we drew closer I recognised them as constables I knew.

They told me they were out enjoying the weather, while putting the world to rights.

Probably, no one now mentions dress code, or double-crewing, which halves patrol levels at a stroke.

Doubtless there are a dozen reasons why they were patrolling together, but these reasons wear thin when experience is that a lone

officer on patrol is the exception, rather than the rule.

We all know all is not well in the force. I have not spoken to one person still serving who believes the job is better, nor one member of the public who feels the police are doing the job expected of them.

Something went drastically wrong sometime in the last 20 years.

Perhaps it has been government policies, or society, or the media, or half a dozen other factors, but in the end it seems the difficult choices are still not being made inside the force, and if they are, they are not showing up where it matters.

Tony Hall
Harlow

Thoughtful regards

I WOULD like to say a big thank you to Mike Tarbin and his colleagues in the welfare department for the lovely flowers they bought me on my 100th birthday.

How good of you to remember my birthday in June and for you to visit me.

I would also like to thank the Chief Constable for a nice letter and card.

I am glad I made it.

Brenda Turtell
Widow of former
DCI Edward Turtell

So long Denis, it's been great

HAVING served with Denis Sheppard on the Force Support Unit and also participated for a short time in his favourite sport of race walking, I was very pleased to be invited to his retirement bash.

I knew from the start that it was bound to be an excellent evening and, when I released he had booked a theatre in Basildon, I knew it would be an occasion not to be missed.

I was right - Denis' retirement was an occasion that will never be matched.

The effort, humour and a passion put in by Denis and his family had everybody rooted to their seats and the speeches towards the end only confirmed what a character the force is losing.

During this wonderful evening, I learned what an excellent servant Denis has been to the community.

Everybody who knows Denis would describe him as a 'one-off' character, even mad in the nicest possible way, but what I also learned was that Denis was very much aware of his uniqueness and used it to such great advantage in both his social and professional life.

Denis, thank you for inviting me. I had a wonderful time. Essex Police will not be the same or as effective without you.

I wish you all the very best in your new career and I wish you and your family every happiness.

John Weatherley
Ex-FSU, retired

A privilege to work for Essex

I AM medically retiring from Essex Police on August 15 and it is with the extreme of emotions that I am to retire and not at all under circumstances anybody would wish.

On June 2003, I was deliberately run at by a vehicle driven by a man whom I was attempting to arrest for rape. As a result I received a nasty head injury and now suffer extreme post-traumatic stress.

In March of this year, I had surgery to remove some tumours at the base of my spine which were discovered to be cancerous. Last month, I found out that the cancer was contained and I should be fine.

I really just want to take this opportunity to say goodbye to all friends and colleagues at Essex Police.

I have had a fabulous time and all those who know me

would agree, my motto was 'fun, fun, fun', while getting on with the job in hand.

I joined the police cadets in February 1986, going on to serve as a constable and finally as a detective in Southend Division. I have met many friends while also serving at Basildon and Thurrock.

When I feel much better we will have a proper party to

say goodbye. I really will miss the Essex Police community of which I have been a member for what seems like a lifetime. I must say it has really prepared me well for real life and my new job in hand - a mum.

Who'd have thought it? Thanks again.

Kerry Tolliday
(nee Allen)
Southend

An air of gratitude

I WOULD like to thank all those who completed the 140-mile sea-to-sea bike trip for my son's charity.

It is fair to say that the whole trip was hard work, with some of the peaks near Keswick being particularly testing.

Also, a big thanks to all those who sponsored us and to the fleet service who came to our aid with the use of a

trailer for the bikes.

If you would like to add your support to the Tuberos Sclerosis charity, Darren Bruce at Stansted has some very nice tie pins and they can be purchased for a £2.50 donation.

Once again thanks to everyone who has helped support us.

Sgt Andy Bartlett
Stansted Airport

Old faces to reunite

PAST and present Thurrock police officers and staff are invited to silver anniversary celebrations in Grays next month.

A provisional date of September 25 has been set for all serving and former members of the division to get together and celebrate 25 years of the police station.

Former officer, and now Media Co-ordinator, Laurie Rampling said: "Chief Superintendent Terry Sheern does not want this milestone to go without some form of recognition.

"It would certainly be a great way to get personnel, past and present, together in the common theme 'We served in the Grays division, were and still are proud to do so'."

"From a personal point of view I spent 32 years here and loved every minute - the camaraderie was special and always will be.

"So, if you served here and want one fantastic reunion, then Grays is the place to be on September 25."

Off roaders on the road

TWO new vehicles have joined the Essex fleet.

Chief Constable David Stevens took delivery of two Cherokee Jeeps as part of the launch of the *Essex FM's* 'Our Essex' charity initiative.

These vehicles, provided by Lancaster Jeep, will be used to keep Essex safe.

The campaign focuses on promoting community safety and security, with officers from the Marine Unit and Community Safety department having first call on the vehicles.

A third jeep has been donated to Essex Air Ambulance to aid its team when the helicopter is unable to fly.

Membership outlawed

POLICE officers and staff have been banned from belonging to the British National Party.

The policy has been agreed by the Association of Chief Police Officers, who anticipate non-compliance to result in dismissal.

New booklet

AN updated version of the 'Essex Police Talking to the Media' guidelines can now be found on the force intranet site.

It contains advice on dealing with the media in the most common areas of contact and can be accessed via the press office section of the Media and PR Department website.

Award for high morale

ESSEX POLICE has been granted the prestigious 'Investors in People' (IIP) award after independent assessors indicated the force generally has "high morale and job satisfaction, with staff feeling valued" in a healthy working environment.

A mock assessment was carried out in 2003 and an interim assessment made earlier this year, before assessors carried out an in-depth review last month.

Assistant Chief Constable (Personnel) Andy Bliss was full of praise for staff.



"This is a real accolade for us," said Mr Bliss. "Congratulations are due not only to Charles Obazuaye and his team in Personnel and Training, but also, importantly, to staff right across the force who have helped us to reach the high standard required.

"This recognises our real commitment to valuing and developing our staff with the aim of delivering an even better policing service to the public."

A cross-section of staff at all levels were spoken to, with assessors reporting good internal communications throughout the organisation.

Head of Personnel, Charles Obazuaye, said: "I am delighted that Essex Police commitment to its most valuable asset has been formally recognised and rewarded.

"We take seriously our commitment to IIP as a vehicle for individual and organisational development and improvement.

"The principles of IIP are being reinforced through Action Leadership which goes to show that IIP is part and parcel of good practice."

The three assessors carried out their visit in mid-July, with the lead assessor concentrating on headquarters while others visited other departments and divisions across the remainder of the county.

An end to dangerous pursuits

A NUMBER of significant changes in managing pursuits in the force were introduced earlier this summer following new guidance from ACPO.

The guiding principle in the new force policy on managing pursuits is that public and officer safety is paramount and can never be compromised.

If common sense dictates that an activity is a pursuit, then it is and the word 'follow' has been removed from the policy.

Implementation of changes will take some time to complete with those officers trained in the use of Stinger and TPAC deployment before February 9 of this year having to be retrained.

While the training to support these changes takes place, and as an interim measure only, silver commanders will be able to authorise pursuits that fall outside the new policy based on a dynamic risk assessment.

Tactical capability for resolving pursuits will remain with those drivers who have received advanced training.

Training is underway for road policing officers to be pursuit tactical advisors and Force Information Room staff are receiving training in pursuit management.

The changes ensure the force maintains a pursuit capability - if no tactical options exist to end a pursuit, then that pursuit must cease.

IT literacy on the increase

WE are rapidly becoming a driving force in the skills market with over 1,220 people registered for the European Computer Driving Licence (ECDL).

Since its launch in the force two years ago, 88 people have successfully completed all seven modules.

ECDL holder Publication Unit Manager John Johnson said: "I considered the course was very good value, very beneficial to my work and was paid for by the force."

As from beginning of next month, the British Computer Syllabus changes from Syllabus 3 to Syllabus 4.

Any examinations taken under Syllabus 3 will still count but after September all examinations will be under Syllabus 4.

A supply of updated CD-ROMS will be available on request.

A new ECDL website can be found on the EPTC pages which is full of information including forthcoming examination dates.

Not much response

HEADQUARTERS staff were given the opportunity to shape the future of catering and rest facilities following last month's announcement that the main restaurant will close in August 2005.

A very small number of staff attended a meeting to discuss proposals for next year when the current caterer's contract expires.

Catering companies that are invited to tender will be required to provide innovation around a café concept at headquarters within a compatible dining area and a main catering service at training centre from summer 2005.

The training centre canteen will continue to provide meals for students, staff, visitors, weekend courses and the casualty bureau and provide emergency feeding on site.

The advertisement for the new contract will be placed in the autumn with the contract award anticipated in spring 2005.

It's open doors at Pitsea



● Basildon Council Chairman Sandra Miller helps Chief Constable David Stevens open the new station. Photo: Evening Echo.

STAFF and members of the public alike are enjoying the new facilities available to them following the reopening of Pitsea Police Station.

The £600,000 makeover, which was jointly funded by the force and the Home Office's premises improvement fund, saw four houses and a single-storey office converted into the modern-day police station.

The station now has excellent facilities

for the 63 officers and police staff, including large locker rooms and showers, drying room for wet weather gear and a room for a gym.

Sgt Catherine Gray said: "The new facilities have definitely boosted morale - it is so much better. Now that the constables share part of the accommodation with CID, it makes for closer co-operation and liaison."

A new challenge on the horizon

FIREARMS, traffic, CID or training? Just four of the many specialist areas available, but how many officers choose or even consider the latter?

How many understand just what the role entails? How many officers know the benefits that go hand in hand with it?

Well, if you are a trainer based at Centrex (Ashford), how does free accommodation, an extra £5,000 per year and three meals a day sound?

Gary Chapman certainly liked the deal and has never looked back after taking up the challenge nearly three years ago.

The 30-year-old sergeant has eight years' service with the force and, after serving at Epping, Harlow and Clacton, began work across the border in Kent at the regional police training school.

Essex is just one of several forces in the south east which sends its probationers to Ashford, with the centre so highly-rated that the British Transport Police has its student officers from across England and Wales trained there too.

The complex is huge and it has to be in order to accommodate nearly 500 students and 200 members of staff.

Constables who become trainers at Centrex can look forward to an annual

With so many diverse areas for police officers to specialise in these days, NISHAN WIJERATNE looks at a rather unique role which is often overlooked – a trainer at Centrex (Ashford).



● All faiths are catered for with this specially-designed prayer room.

Home Office allowance of £3,000 in addition to their present salary, up to £3,500 travelling expenses depending on the distance you travel each week and an en suite single bedroom equipped with a free telephone.

On top of this, breakfast, lunch and dinner are provided and Fridays are half-day. Furthermore, there is free use of the swimming pool and a fully-equipped gymnasium.

So, why is there no queue of people lining up for the vacancies?

"I just don't think people are aware of the positions and the attractive package

that goes with it," said Sgt Chapman. "People look at the more conventional avenues; for example, mobile support or CID, without even exploring the benefits that being a Centrex trainer has to offer.

"For those who wish to move up the career ladder, it's the ideal place to do so."

Sgt Chapman joined Centrex as a constable in January 2002 (when it was the old National Police Training school) and gained promotion while at Ashford. He joined as a law trainer, but progressed swiftly to his current position.

"I wanted to become a sergeant, but was having problems passing Part 2 of the OSPRE exam," said Sgt Chapman. "I wanted to work in an environment that would enable me to do this and Centrex has been ideal for this.

"I don't think people back in the force realise the modernisation programme that this place, and in general police training, has undergone.

"The complex has undergone a tremendous amount of transformation as part of the refurbishment, with dining rooms and interview suites re-designed and, earlier this summer, we



● A recently refurbished pool forms part of the leisure activities on offer.

had an internet room built and fully kitted out with 30-odd computers. We're actually the first Centrex in the UK to get this facility."

"I've worked with various people from all over the country, developing my knowledge of criminal law and, now as a sergeant, my management skills. I've also acquired a nationally-accredited, external qualification in teaching."

As a sergeant, Gary works with two other colleagues as he manages a training team of 16 and oversees eight classes of 20 students, with additional responsibility for both support (police) staff and officers.

"A sergeant at Centrex can have more responsibility than a sergeant back in force," added Sgt Chapman. "Here, I have to deal with discipline and welfare issues as well as performance targets and force liaison."

Sgt Chapman said: "All trainers must be well disciplined as they are going to be dealing with students who will see them as role models and, in some ways, they are representing Essex Police at an institute where we integrate with officers from other forces.

"A trainer is not a worthless role as there is certainly scope for promotion while you represent the force on a national level. We travel to the other Centrex sites where we meet other trainers who become good friends and contacts. In addition, you become widely-known throughout Essex as you are a point of contact for each division.

"Constables here take on more responsibility as they carry out supervisory roles looking after 20 students and so there are various in-house courses which can be completed not only to complement your job, but to also further your career."

The Essex trainers take great pride in their students and will become involved

in case conferences when a student is not performing to their full potential.

Sgt Chapman added: "Here at Centrex, everything we teach the students is to national standards and also to those used by the Crown Prosecution Service so, when they go back to force, the files and paperwork is completed diligently and properly.

"Students are looked after here, with Divisional Training Officers making regular trips to check up on student welfare.

"There is no set criteria required for becoming a Centrex trainer, but those applying must pass an assessment centre and, of course, should have a certain amount of knowledge of police procedures while also being able to learn more.

"Officers with only three years' service have been successful in becoming trainers at Ashford."

With Sgt Chapman are Essex constables Colin Smy, Ali Crick, Barry Reynolds and Mairi Mowbray. They all have different lengths of service, but they bring with them several attributes – discipline, confidence and knowledge of police procedure.

There is currently a national review of probationer training and all forces have been asked to consider how they wish to deliver Stage 2 training in the future.

In Essex, Assistant Chief Constable (Personnel) Andy Bliss chairs a steering group which is considering the way forward for the force.

The future of Ashford as a district training centre beyond March 2006 is uncertain as forces may be required to deliver Stage 2 in-house.

For those constables interested in taking up a position as a trainer, please contact Probationer Training Manager, Paula Skidmore, on extension 56111.

Between now and April 2006, *The Law* will be following students Richard Yapp and Mandy Davies as they get to grips with life in the police service. We begin the series when the two are just beginning Stage 3 - they've been Essex officers for 17 weeks.

MANDY epitomises the very qualities required to become a police officer. She has the desire to succeed, motivation, youth and, most importantly, the gift of the gab.

Beginning her policing career in April after completing her GCSEs and a public service course at Harlow College, Mandy, who is single and lives with her parents, was both looking forward to Ashford, but was at the same time apprehensive.

"Ever since I was 11, I've wanted to join the police service," says Pc Davies. "A school liaison officer came to my school (Passmores) and got me hooked on policing.

"I had never lived away from home and so found the first few weeks very tough. However, my friend and I both applied at the same time in July 2003.

"She was accepted before me because she had reached the minimum age requirement, whereas I still had a few months to go before I became 18 and a half.

"Although I lost her in the system for a while, it was good in the long-term as she is giving me advice and pointing out the pitfalls that lie ahead for the probationer at Ashford. She's back at Harlow now while on tutor patrol."

Life for the probationer at Ashford is tough and strict, with students having to perform to high standards in order to complete their Performance Development Portfolios (PDPs) with some credibility.

Mandy said: "I thought they were booklets which contained only negative aspects of your life, but they actually provide you with a record of positive stuff. Like the rest of the police service, they are very time-consuming to fill in, but they are worth it in the end as it is a documented evidence of achievements. They are a good idea."

Many students roll up to Ashford believing they are going to play just as hard as they work, but the trainers give you enough (and then some) work to knock this out of you, with only the brave sticking to their original beliefs.

Together with being away from home, Mandy found this first five-week period to be the make-or-break period, with only those having the right attitude being the ones who got through.

"The first five weeks are jam-packed full of work on criminal law and it can be quite a struggle for most people," said Mandy. "It was for me, but I kept in touch with my folks and friends via the telephone. However, being a police officer has been my one and only goal since childhood and I wasn't going to let a

mountain of work become my one and only hurdle which would prevent me from achieving this goal."

Ashford can be a centre of stress for many so it is important that students are looked after and problems identified and solved as soon as possible.

Mandy adds: "The trainers down here are brilliant. I struggled in the first few weeks, but they, who we call staff, take an interest in your welfare. Many are different in their styles, but then this is a good thing as we are all different.

"I've learnt a lot from them and this is reflected in my exam results which have improved from day one. My two trainers who take a closer interest in me are from Sussex and



● Pc Mandy Davies logs on at new internet room at Centrex Ashford.

British Transport; they're both female. I find it easy to talk to them because of this."

With so much intensive learning to cram in then, is there anytime for a social life at Ashford?

"I would say there is some time, but just not during those first five weeks! Once you get to grips with

the workload, then it's fine and then the downtime we have in the evenings is great.

"I set myself a target for homework each night and then I relax. By doing this, I can keep up to speed with the work that we are given and also keep on top of the stuff we have learnt."

Steep learning curves



● Pc Richard Yapp.

Richard says: "I have found it very useful, despite not believing in them at first. However, they provide a record of evidence at the end.

"Trainers can also identify weak areas and get these addressed at an early stage.

"It's very tempting to get carried away with the social scene down here, but the trainers bombard you with work to ensure that things don't get out of hand.

"The work eases off now and again and most people have Wednesday evenings off as it's charity night in the bar.

"Our course raised £2,000 for a cancer charity which was an excellent effort."

When asked how he was going to cope with shift work when back in force at Leigh-on-Sea, Richard shrugs his shoulders.

"I used to work nights at Safeways so it shouldn't bother me – it will be difficult at first, but I'll get into the swing of things."

RICHARD reflects most graduates in their 20s today who have grown tired of their current job.

The 25-year-old from Benfleet had been working for the NatWest bank when he decided to opt for a different career – one that would provide him with a different challenge each day. He applied in May 2003 and began life as a probationer in April of this year.

"My parents were extremely supportive when I told them I wanted to become a police officer," said Richard. "I had no hang-ups about life at Ashford and, in fact, was looking forward to it more than anything else I had ever ventured into."

With a retail management degree recently acquired, Richard found it easy to slot back into a learning environment, but understands how others may find it difficult.

"At university, you explore different learning strategies so the

workload hasn't been too bad," added Richard. "However, those who are a generation ahead of me usually find it difficult to adapt; although, you find that they compensate for any deficiencies in their role-play scenarios as they have more life experience. So, all in all, it balances itself out."

Richard is single at the moment so does not find the travelling or the long periods away from home as daunting as some of his colleagues who have families.

He said: "It's probably difficult for those who have partners back home, but it's easy to adapt; it's worth the hassle and most cope. Plus, the social scene ensures people mix together. Everyone can fit in at Ashford – old and young alike."

To help record their achievements and progress, students have to complete PDPs which measures their professional and ethical standards, decision-making skills, self-motivation and communication.



● A satellite view of the Centrex complex at Ashford shows the layout and space on campus.

Putting safety first

OFFICERS on division are to be trained in dealing with incidents on fast roads in order to increase and maintain police and public safety.

Part of a dynamic risk assessment for attending incidents on fast roads, defined as any road with a speed limit of over 40mph, has identified a need for divisional officers to have the capability to put in place a rolling road block.

Road policing officers will be demonstrating the safe method of applying a rolling road block to divisional response drivers who may have to attend any such incidents, with people given the opportunity to perform the technique themselves.

Safely controlling the speed of approaching traffic on a fast road gives those officers arriving at the scene, the time to make decisions about stopping traffic or safely securing the scene.

This will be taught as part of the 'Fast Roads - Staying Alive' course.

Footing The Bill

THE Matt Green Trust Fund is set to grow even further with a charity five-a-side football tournament.

The all-day competition will be held at headquarters on Sunday, September 19 with the sports pavilion also hosting a barbecue, live music and bouncy castle.

Producers of cop television series, *The Bill*, are set to be approached with a view to them turning out a celebrity team to rival the truer boys in blue on the pitch.

An evening raffle, disco and bouncy castle aim to make it a fun day out for all the family, with all proceeds going to the trust fund.

Organisers are looking for sponsors, with brewery giants, *Ridleys*, already signing up to the event and *Dovercourt Ford* hoping to have a stand on the day.

Matt has been left paralysed following a car crash last autumn and his father, Stansted Airport's *Dc Ed Green*, is looking to purchase a fully-equipped vehicle that the teenager can drive himself in order to regain his independence.

● Prior to this event, people are asked to dust off the 78s and study the charts for a fundraising pop music quiz.

Teams of eight are required for the quiz to be held at the headquarters sports pavilion on August 27 to raise money for the *Matthew Green Special Needs Trust*.

The entry fee for the quiz is £5 per person with prizes for the winning team.

Please contact *John deVries* by email for further details or to book a team.

Trailblazers in crimebusting

THE first few officers to pass a new national exam for detectives received their certificates at a special ceremony attended by senior officers.

Five divisional CIDs can now boast the force's first batch of fully-trained and qualified detectives who are trained to a national standard.

Tendring's *Sean Adams*, Colchester's *Barry Burman* and *Gavin Watson*, Southend's *Andy Lovett*, Chelmsford's *Neil Miller* and child protection's *Rob Smallcombe* all collected their awards from Assistant Chief Constable (Personnel) *Andy Bliss*.

The Initial Crime Investigators Development Programme (ICIDP) was introduced by the Home Office last summer

following a nationwide review which highlighted differing standards of in-force training to potential detectives.

Mr Bliss described the first batch of officers to pass as 'trailblazers' and commended the force for taking such a "terrific step forward" in investigating crime.

"Policing has changed somewhat over the years and the legislation that exists today puts many officers off from investigating crime," said *Mr Bliss*. "The role of investigating and detecting serious crime is a critical one and the six detectives who have successfully qualified have every right to be proud of this fine achievement."

In order to gain the ICIDP qualification, officers must go through months of study, with training centre staff working out that, on average, an officer needs to invest at

least 112 hours of their time if they are to pass the exam; of which 40 hours are given by the organisation.

Dc Gavin Watson said: "There is so much legislation these days that dictates what you can and can't do and this course teaches you all about it. However, I think being a detective is one of the most satisfying jobs in the force and I'm glad *Essex Police* took on board the ICIDP programme."

Crime Training Manager *DI Tim Raymond* paid tribute to the people behind the scenes who are often forgotten.

"A lot of credit and thanks must go to their partners and family members for supporting them throughout these past few months. Without them, I'm sure these six officers wouldn't have achieved their qualifications."

Praise for players in real-life drama

A DRAMATIC and highly dangerous incident on the *M11* motorway has seen three police officers commended by Chief Constable *David Stevens*.

Former road policing constable *Geoff Poyser* was working with colleague *Pc Lorraine Lambert* when they stopped a speeding car and arrested the driver for disqualified driving when the driver assaulted *Geoff* and drove off with him clinging to the open driver's door.

Lorraine was assaulted by the passenger and was left lying on the floor when an off-duty officer stopped to offer help.

The stolen *Mercedes* reached speeds of up to 70mph and swerved across all three lanes of the carriageway as *Geoff*, hanging off the driver's door, tried to reason with the driver.

Meanwhile, other drivers spotted the dramatic scenes and slowed down other traffic by forming a block across the carriageway; actions which undoubtedly saved *Geoff* from greater injury when he finally fell into the road.

The driver was eventually caught and was convicted of attempting to inflict grievous bodily harm with intent to resist arrest and was sentenced

to 10 years' imprisonment.

Child Protection's Jane Glassfield was commended for her continued professionalism, commitment and dedication to child protection investigations.

The 40-year-old detective sergeant from *Rayleigh* has undertaken a liaison role during *Operation Ore* since 2002 and her efforts have been a major contribution to the success of this operation.

Throughout this time, she continued to supervise her team of detectives as well as continuing with her personal caseload of sensitive, high profile investigations.

Former constable *Barry Woods*, now working as an assistant investigator in *Crime Division*, was commended for his outstanding skill and innovation in the design and development of the *Police Researchable Integrated Search Management System*.

This database has proved an invaluable aid in searching for missing people and murder investigations, both her in *Essex* and other force areas.

It was used in the search for *Thurrock* teenager *Danielle Jones* and in *Cambridgeshire* for *Holly Wells* and *Jessica Chapman*.

Opening up IT borders

THE gateway to Europe will be opened up for *Essex* officers next summer with access to a European data system.

Sirene UK, a Home Office-funded project, will allow all UK police forces to gain access to the *Schengen Information System (SIS)* - an established law enforcement information system - via a seamless link on the *Police National Computer (PNC)*.

Schengen Liaison Officer, Ds Tony Kantaris, said: "Sirene UK is a major step forward for law enforcement, with direct benefits to policing and public safety within the UK and throughout the European Union (EU) as it allows officers access to a much wider range of information.

"Criminals don't respect borders, so it is extremely beneficial to law enforcement officers in all member states to have the support of their European colleagues in tracing fugitives from justice and stolen property."

SIS will give officers the ability to share and use certain information with other EU police forces and agencies and all EU countries will have access by 2007.

Use of this information will allow officers to locate missing people and people wanted by the courts, disrupt the movement of criminals and stolen goods and reduce identity fraud; thereby increasing opportunities to deal with cross-border crime and extending the reach of officers across Europe.

Essex officers will be able to request alerts to be placed on SIS, as well as respond to hits generated by an alert created by a member state when checking foreign nationals or foreign vehicles.

Once an officer has received a hit on SIS, by way of *PNC*, *Essex Police* will be required to contact the *Sirene UK Bureau* located at *NCIS* headquarters in London, which will be staffed 24 hours a day, in order to obtain further supplementary information.

The *Sirene Bureau* can confirm details of any warrants or arrests and liaise with other *Sirene Bureaux* in other EU countries.

More information can be found on the *Sirene* website at www.sirene.gov.uk.

Exercising thoughts on counter terrorism

A SERIES of 25 exercises over the next nine months should help to keep *Essex* fighting fit to face any situation.

In line with Home Office requests, *Essex* is concentrating on counter-terrorism plans and the critical national infrastructure.

Exercise Planning Officer, *Sgt Steve Kettle*, has been working alongside contingency planning officers responsible for producing and updating more than 120 plans, covering a wide variety of incidents, including flooding and terrorism.

Sgt Kettle is a trained *Police Search Adviser (POLSA)* who has been involved in planning VIP visits, national counter-terrorist and in-force kidnap exercises.

He said: "Our contingency planning officers draw up emergency plans in consultation with divisions and, where appropriate, other agencies, including local authorities.

"This programme is a test of our plans relating to terrorist matters whether generic or site specific."

All territorial divisions will be hosting at least two exercises, mainly 'table-top' versions, with officers who 'work the ground' participating by working through a scenario to ensure relevance and effectiveness of our emergency plans.

The first exercise took place last month at *Stansted Airport* and involved the live deployment of the logistics team in response to a pseudo incident.



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Crime for a change

IT'S all change in Crime Division, with a new divisional commander and two new Senior Investigating Officers (SIOs)

Promotion sees **Wil Kennedy** permanently take up the reins as Head of Crime - a post he has been covering since October. Det Chief Supt Steve Reynolds is continuing with corporate investigative work.

Det Chief Supt Kennedy was formerly Director of Intelligence.

He has worked in uniform and in CID at every rank and feels that, while he is settled in the post, he can now move forward with priority given to supporting territorial divisions and "delivering in the fight against organised and serious crime".

"Overwhelmed" is how Chief Supt **Win Bernard** describes his promotion to divisional commander at Chelmsford, which he takes up at the end of this month.

He joined the force in 1978 and is currently the SIO at Harlow MIT.

Promotion to detective superintendent for **Colin Steele** sees him travelling north where he takes over as SIO at Stanway MIT at the end of the month.

Det Supt **Gareth Wilson** moves across the county from Stanway to Harlow MIT, with Det Supt **Kevin Macey** returning to Brentwood MIT.

Other moves afoot with the Major Investigation Section (MIS) include Southend's **Simon Dinsdale** moving to temporary detective superintendent and heading up Rayleigh MIT from mid September. He will work alongside TDet Supt **Peter Clarke** for a period of time before the latter takes up his position with the Investigative Review Team.

Retirements

Ed Toomey retired at the end of last month after completing 30 years' service, with Chelmsford, Braintree, Harlow and Colchester divisions, together with stints in MIS, the fraud squad, TSU and FIB.

For the past two years, he has been working with a team of detectives on the National Crime and Operations Faculty where his portfolio included telecommunications, facial identification, serious crime in the medical environment and recently arranging an SIO seminar in Scotland.

Keen on technology, the former sergeant 'talent-spotted' for new and emerging science and technologies from academic contacts.

Ed enjoyed serving the public and is taking up consultancy including a new concept for internet security, which stops unsolicited SPAM viruses and pornography.

A couple of years as an accountant at Colchester Borough Council before joining the police service means that **Dave Bouckley** retires after 27 years 212 days service, but it's not goodbye as he is still treasurer for Braintree Sports and Social Club.

Serving mostly in the Braintree and Colchester divisions, including enjoyable years with traffic, the former sergeant will now indulge in his love of travelling.

It's a case of *deja vue* for former constable **Alan Coley** as retirement sees him back at the same desk as manager of the divisional crime

management unit at Clacton. Alan served 30 years and especially enjoyed the rural policing role that saw him win Community Police Officer of the Year in the 90s, receiving his award from then Prime Minister John Major.

"I have really enjoyed my police service and the time has gone very quickly," he said. "It has given me the opportunity to see things and go places and meet some fantastic people. Despite the pressure of the job, I think there are great people out there who will carry the job forward."

Michael McSweeney, known as 'Strutty', has

retired after 30 years, the last 24 as a road policing constable at Bocking.

He says he plans to do as little as possible, maybe a bit of fishing. While he will miss the people he won't miss the shift system.

Barry Woods retired as an officer in April, but finally leaves the force this month.

The former constable joined in 1981 after working as an analytical chemist and in the printing industry. He had been a special constable too.

He spent most of his 22 years' service in Basildon and Rayleigh divisions.

However, a particular interest in computers saw his

skills utilised by the force.

As a search officer during Operation Spinnaker, Barry found his niche in setting up a database and running the office.

After retiring, he joined the Investigative Review Team to set up their database and now plans to expand his computer skills and set up his own consultancy after he moves home to Norfolk.

He said: "It has been great and the camaraderie within the police service is very special, I will miss the people."

Obituaries

Former superintendent, **Leonard Cole** from Clacton, has died aged 80. Mr Cole served from 1946 to 1983 at Southend Borough and at Clacton.

Former inspector **Alan Coe** from Chelmsford has died aged 90.

He served 30 years having joined in 1935, serving at Brentwood, Grays and traffic. He leaves a widow Bernice.

At the age of 90, former constable, **Thomas James** from Holland on Sea, died at the end of June.

Mr James served at Billericay and Laindon between 1936 to 1942. He leaves a widow Ivy.

Donald Barrell, former constable, has died aged 77. Mr Barrell, from Maldon, served from 1952 to 1980 at Chelmsford, traffic, driving school and at headquarters.

He leaves a widow Jean who requests any donations to the Essex Air Ambulance.

A treasure lost to teaching

THE force has lost its second chief superintendent through retirement in the space of just a few months, with the departure of **Denis Sheppard**.

The man from Brentwood hung up his uniform for the last time in July after just over 31 years with the force.

He joined the cadets in 1971 before moving onto the full force and beginning life on the streets in Thurrock.

The 49-year-old moved through the ranks, serving elsewhere at Harlow, Chelmsford, Special Branch, Force Support Unit before becoming the superintendent at EPTC.

Promotion to chief superintendent saw him become divisional commander at Basildon where he remained for several years, before taking up his final post as Head of Review at Corporate Support.

Mr Sheppard 'silvered' many major incidents in his police career with the force, with the animal rights demonstrations at Brightlingsea and the last hijack at Stansted Airport being his two most

memorable achievements in addition to one other.

"When I was sub-divisional commander at Brentwood in the early 90s," said Mr Sheppard. "I invented the beat team which everybody, including me, thought was a mad idea, but, hey, it became the forerunner of the community policing team which is the style of policing used nationally today."

Mr Sheppard is now looking forward to a brief spell as a student as he studies for his PGCE after which he hopes to qualify as a secondary school teacher with a view to teaching history.

Mr Sheppard added: "I would like to thank everyone I've ever worked with throughout my enjoyable 30-odd years' service. I would especially like to thank those who attended my farewell party in Basildon and to those who contributed to my retirement gifts.

"As my parting shot, I promise to not to write any letter to *The Law* complaining of the way the police service is today?"

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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.

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

NORMANDY manor house and converted cider press. Sleeps 8 +4. Set in beautiful walled garden. Total tranquillity. Just visit the website www.Twilightshadows.net/les-vignes Tel. Ann Jones ednet 20713 or 01920 411219.

PORTUGAL Vilamoura. Spacious apartment. Lounge, dining area, fully equipped kitchen. Close to beach and golf course. Contact Jo Hilute on 01245 421465.

RENAULT Rapido motorhome, 1984. 19ft long, 2.1 diesel originally 4 berth. Elevating roof, many extras. Reason for sale, age, mine not the van. Ex condit, price negotiable. Tel Leo Lonergan on 01702 525147.

SOUTHERN Spain, luxury apartment, 3 double bedrooms, sleeps 6. 2 bath, 1 ensuite, lounge, fully equipped kitchen, dining area, large patio, shared pool, Sky tv. Beach 5 mins. Phone MikeSue Gosling 0034 650124382.

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@openworld.com.

TUSCANY, Italy. Nestling in the foothills of the mountains of northern Tuscany, rustic and romantic medieval village house. Breathtaking views. One hour to Florence, Pisa and coast. Contact Barry Wix on 07919 057437.

'Mad Cows' home in second

A GROUP of women from Southend's Criminal Justice Unit has raised over £1,000 for charity in a 'It's A Knockout'-style competition.

The John Grooms charity is planning to build a new care home in the seaside resort which will aim to give disabled people greater independence, choice and freedom.

The team, nick-named 'Mad Cows', was the only all-women team in the competition and finished second out of the six who took part.

The women won themselves a couple of bottles of champagne and a big, cuddly toy for raising the most money.

Drop outs wanted

KNOWING the ropes will help members of Essex Police and their families who want to take part in a charity abseil event planned for next month.

Organised by the force's rope access team, the event will take place in Colchester on September 25.

Anybody who wants to take part in the event will need to raise sponsorship and be aged 18 or over.

The abseil will raise funds for the Market Field School and Stepping Stones Playgroup who educate special needs children in Colchester.

For further details, sponsorship forms and booking times please contact Sgt Tim Johnstone by email or phone extension 53082.

What a lot he's got

THE winner of the new £3,000 first-prize lottery is Licensing Officer Martin Reed from Chelmsford.

The runner-up prize of £1,000 also goes to Chelmsford, but to Pc Nicky Clarke, with £500 going to Dc Shirley Culliton who is second to the National Crime Squad.

Winners of £100 are: Rayleigh's Pc Dylan Barry, Harlow's Trevor Clark, Neville Robinson, retired; Jackie Merrison, retired; Basildon's Pc Mark Shaw and Harlow MIT's Dc Richie Adams.

The consolation prizes of £50 went to: Pc Rob Wickins from Laindon Dog Unit, Tendring's Pc Helen Bazzoni, Pc Gary Cushing, FSU; Thurrock's Pc Dean Batson; Pc Neville Dean, FIR; Pc Chas Harris, TIU; Michael Ashton, retired; and Maureen Pardoe, Admin Services.

A Caribbean touch for Austin Powers

ESSEX is through to the final of the regional PSUK cricket competition after victory over Norfolk in the semi-final at Old Buckenham.

After a poor performance in the national competition when they lost to Leicestershire the previous month, Essex's cricketers stepped up a gear when they took on their East Anglian counterparts.

Despite losing the toss on what appeared to be a damp wicket, a competitive start saw them reach 216-9 from their 45 overs.

Opener Jon Butcher made 46, with the reliable Laurie Austin batting resolutely to make 30. Paul Gamman then made a crucial 68 as the middle order collapsed.

The tail wagged however as James Cousen (22), Steve Berry (10) and Duncan Collyer (11no) took the total over the 200 mark.

The Norfolk reply started slowing due to tight bowling from Adrian Garnham and Vince Bird. The Essex spin trio then came into the attack to blow away the hosts batting line-up.

Phil Mellon and Chris Roper claimed two wickets apiece, but it was that man Austin who took the man of the match award as he rolled back the years to mop up the tail and finish with 5-14.

The bowlers were backed up by superb fielding, capped by four great catches in the deep.

The win gives Essex the opportunity to take on Suffolk in the final, whom they beat in the same competition last year.

● MEANWHILE, the Gents of Essex CID were in sizzling form too as the selectors handed the captaincy to Dave Griffiths for the day.

On a gloriously hot and sunny July afternoon, the Gents travelled to Dagenham to play the chemical manufacturing outfit May and Baker in a 40-over affair.

Losing the toss was Griffiths only mistake of the day as the decision by the hosts to put the Gents into bat first looked a sound one as, with only two on the board, Mike Long was making his way back to the pavilion after being given out leg before wicket.

However, this brought out Kenny Hazel – the overseas guest from Trinidad – to join Bob Richards at the crease where the pair promptly gave a master class in the art of batting as they put on a record

second-wicket stand of 225, with Hazel scoring 22 boundaries in his total of 134.

Richards added 77 before both fell with just four overs to go.

Captain Griffiths then added a brisk 20 runs before the innings closed on 257-4.

In reply, May and Baker were kept at bay by opening bowlers Bob Miller (2-29) and Micky Collins (1-8).

However, the run chase then began in earnest as the Dagenham boys smashed the ball to all parts of the ground before an outstanding diving catch by the man of the moment Griffiths rocked the home side.

Hazel then demonstrated the fine art of spin bowling, dismissing three before the home side closed on 200-8 giving the Gents a well-deserved victory.

NARPO

TONY COOPER has now taken on an additional role as welfare officer for the Chelmsford NARPO branch following the planned move to France by Colin Trim.

Tony is sure members have his phone number and would be pleased to hear from members if they would like help or advice.

Just a reminder that the next Branch committee meeting will now be on Wednesday, August 25 at headquarters sports pavilion at 7.30pm.

Musical fun raises funds

A CHEQUE for £600 was handed over to Farleigh Hospice by Transport Services following a recent charity fund raising evening at headquarters sports pavilion.

Team members Keith Morris and Richard "The Dog" Elborn proved themselves to be a real driving force behind the fundraising, with Keith on bass guitar with The Curves and Richard mixing the music for the disco.

Price drop at leisure complex

HUGE savings on membership fees are on offer at Five Lakes Resort, with staff able to save £234 on annual membership.

Furthermore, a massive £300 on golf membership can be saved at the country club at Tolleshunt Knights near Tiptree, bringing the cost down to as little as £37 per month for individual or £68 for joint membership.

The four star hotel and leisure complex offers some of the finest and most extensive leisure, beauty and sporting facilities in the county and has recently opened a state of the art gym and aerobics studio.

General Manager, Lisa Salvato, said: "Essex Police personnel have demanding and challenging jobs and Five Lakes resort would like to do our bit to ensure that staff remain in peak physical condition."

New friendships blossom



● Cadet Leeann Moore shows Vera Bayliss how to have a good time - or is that vice versa?

MEMORIES were rekindled and stories exchanged at last month's pensioners' garden party where old mixed with the new as cadets and Police Community Support Officers also enjoyed the rays of the sun and the beats of the band.

Vera Bayliss, 78, was just one such former officer who spent some time with the new generation as well as catching up with familiar faces.

The former fraud squad sergeant first started coming to the garden party in 1979 after originally raising money for the event as an officer.

She said: "There were 38 of us policewomen who raised £300 during a sponsored walk along

Southend seafront back in 1973 for the first-ever garden party."

One unique combination of former officers bumped into each other, with former detective chief inspector Geordie Wright in the hub of the story as usual.

When joining the force in 1950, former constable Ray Skillin became a tenant of Kit Dodd, the wife of the late Pc Sid Dodd. Then, Mr Skillin's wife, Agnes, became landlady to Mr Wright when he first joined the force a decade later.

"It's quite an unusual, amusing story," said Mr Wright. "I always seem to unearth old friends and new stories each time I come here."

Sport
and Leisure

Essex rack up the medals

Sweet silver success

ESSEX claimed second place in three of the four tug-of-war weights at this year's PSUK Championship also held at Colchester Garrison.

The sport has grown so popular during the past 12 months that the force was able to field an 'A' and a 'B' team for the first time.

The squad of just under 20 from across the force were beaten into second place by Staffordshire in the 640, 680 and 720kg sections, with South Wales and the Metropolitan Police behind in third and fourth places respectively.

The Met took gold in the only other category – catchweight.

The sparkling performance from Essex earned several a call-up into the national squad, with Dave Gorbitt, Skelly Lambert, Paul Fountain, Joel Martin, Steve Tyrell and Jim Finnigan representing the British Police in the triangular tournament involving the armed forces and the civil service.

Three times a winner

MALDON's marathon man Mick Bond completed an unprecedented hat-trick of title wins by finishing fourth in the Blackpool marathon which incorporated the PUSK national championship.

Mick, 47, was already the winner of the M45 title for the 10-mile and cross-country events and then went on to complete the trio of wins despite difficult weather as he made his way along the seafront to the finish on the Golden Mile.

Mick finished in a time of 3hrs 4mins – a good time in the conditions and only eight weeks after finishing the London Marathon.

The only other Essex entrant was Basildon's Pippa Dove who was competing in her first marathon.

THE county hosted the inaugural Police Sport UK and fire service athletics championship in June, with Colchester Garrison proving to be a wonderful venue for the 200 competitors who travelled to Essex.

The force was semi-depleted through injury and illness to Mick Bond, Diane Frew, Sue Bunting and Denis Sheppard, but the 15-strong team showed their worth with many making their PSUK debuts.

With the Metropolitan Police and Police Service of Northern Ireland dominating the short-distance events, the Essex men concentrated on the other track disciplines.

Chelmsford's Russ Welch and Mark Schofield, from headquarters (and soon to be Braintree), flew the flag for the force in the 1,500m with the former finishing fifth in a time of five minutes exactly and Schofield coming in strongly with 5m 42s on the clock.

With Sheppard injured, it was left to the Colchester duo of Steve King and Lance Williams to battle it out for Essex in the 3,000m walk; King bringing a bronze medal home in a time of just under 17 minutes.

Essex were pipped into fourth place by Strathclyde – and by just two seconds – in the relay as Walker, Rob Foster (Harlow), Trevor Edwards (Basildon) and Colchester's Paul Arthey were left heartbroken.

Lancashire and West Midlands dominated the track events, but Colchester's Courtney Cowell (long jump and triple jump) and Foster (javelin), making his debut, both finished sixth in their respective disciplines, with the difficult weather conditions ensuring all competitors were facing uphill struggles.

In the women's section, Essex, led by Colchester's Debbie Batey, grabbed silver in the 4x100m relay after the Met were disqualified for running out of lane.

Southend's Lisa Bolton was then awarded an individual silver medal in the high jump, with Harlow's Sarah Purdey on the winners' rostrum too when she claimed bronze.

However, not to be outdone, Harlow's Natalie Benjamin



● **Winners (l-r) Sarah Purdy, Lisa Bolton and Natalie Benjamin show off their medal tally while taking a breather.**
Photo: Laurie Rampling.

leapt into bronze-medal position in the triple jump, with Shirley Quinn (headquarters), also making her bow, grabbing silver in the hammer event after throwing 26.49m and following this up with a fourth-spot finish in the discus with a throw of 30.89m.

With so many star performances, it is hoped Essex put on an even stronger showing at next year's championship.

Support for athletics has increased since PSUK was launched last year and, with Chief Constable David Stevens at the helm as chairman, the sport is

certainly riding on the crest of a wave.

Anyone interested in participating at future athletics, road or cross country events should contact either Mick Bond at Chelmsford or Derek Walker at Colchester.

Derek Walker

Triple peak success

THE aptly named Struggle formed part of a challenging triathlon taken on by Graham Perks from Harlow.

The Helvellyn Triathlon consists of a one mile swim across Ullswater Lake, a 38-mile bike ride over Kirkstone Pass and an eight-mile run up and down Helvellyn.

The top of Kirkstone Pass, often under the cover of clouds and boasting the third highest public house in Britain, is reached by an infamous winding hill known as The Struggle which gets the better of many an athlete.

However, Graham managed to reach the top without dismounting his trusty steed and completed the gruelling challenge in 4hrs and 49 mins.

First home was Lakeland lad Geoff Ayers in 3hrs 37mins with the last brave soul crossing the line in just over seven hours.

Croker Cup joy for Harlow

COLCHESTER once again played host to this year's Croker Cup athletics competition, with the event unearthing some future talent – especially in the women's section.

Only Thurrock, Southend and Rayleigh were missing on the big day as Colchester looked to retain the trophy they won last year.

Their women certainly kicked matters off, with Debbie Batey and Teresa Lucas, together with Lucy Bradley (headquarters), the star performers in the women's events, with Batey snapping up gold medals in the 100, 200 and 800m.

Bradley warmed up for winter competition by winning the 400 and 1,500m distances, while the multi-talented Lucas competed in almost every track event as she gained a silver in the 100m vets distance and bronze in the

long jump.

Tendring's Debbie Wrycraft returned to Croker Cup action after a year on the sidelines with a bronze in the 100m vets event too.

However, it was Harlow who discovered the force's future talent as both Natalie Benjamin and Sarah Purdy sealed their places at the nationals with excellent all-round performances.

The duo won four gold, five silver and another five bronze medals as they turned on the style in the women's section.

With star showings from Colchester's Sarah Newark, Braintree's Jane Godfrey and Harlow duo Helen Webb and Anita Chumley, the future is certainly bright for the force women.

Colchester's Courtney Cowell was the man of the day as he

turned out for no less than 11 events, helping him to earn the Victor Ludorum prize for the highest number of points accumulated by an individual – this to go alongside his 100m gold.

Derek Walker stole the show in the 200, 400 and 800m events, with Steve King pipping the now-retired Denis Sheppard to the walking title.

Braintree's Alex Webb won the 5,000m, with Chelmsford's Russ Welch coming second.

Another star athlete from Colchester was Phil Molloy who won one gold, two silvers and a bronze in the various track events.

Colchester were unable to hold on to the cup though as Harlow ran away winners, with Braintree having to be content with bronze behind the garrison division.

