

# The Law



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## ESSEX OFFICERS HELP G8 POLICING

by Nishan Wijeratne

**MORE than 150 Essex officers will be travelling to Scotland next month to assist with the policing of the G8 Summit – the largest contingent being sent by an eastern region police force.**

With each UK police force asked to deploy just under five per cent of their operational numbers, Essex officers will be joining 5,000 counterparts from England and Wales as they assist with the five-day operation in Perthshire at the beginning of July.

Officers from road policing, the dog section and the rope access team will be joining search advisors (POLSAs) and colleagues from the Force Support Unit as they make the 430-mile journey to join the 3,000 Scottish officers policing the high-security meeting.

The G8 Summit will see the heads of state or government from the UK, France, Germany, Japan, Italy, Canada, the USA and Russia discussing subjects such as world poverty and debt relief at the Gleneagles Hotel.

### Public order problems

With previous G8 meetings attracting public order problems across Europe, security is not being taken lightly and Essex, known to have some of the best officers in the UK, is looking to complement the policing operation being handled by the Tayside and Strathclyde forces.

Chief officers will be holding a ceremony to mark the officers' send-off – similar to that shown at the start of the miners' strike policing operation in 1984.

Force co-ordinator Chief Insp Tim Stokes recognises that this will be the biggest deployment of Essex officers to a national 'mutual-aid' event in recent history. All costs are being met by the Government.

### Specialist resources

"We're proud to have been asked to send a number of our specialist resources as this demonstrates just how much the force is highly-regarded when it comes to high-profile, major-event policing," he said.

"There's no doubt that it will have an impact on those officers and resources left in the county during this time but rest assured that the force can and will cope – otherwise we would not be sending the numbers we are.

### Not an 'open shop'

"However, if people in Essex, especially the criminals, think that it's going to be open shop in the county during these few days, they are advised to think again as 150 or so officers being abstracted will have very little visible impact on every day policing across the county."

Holiday entitlement for police officers has had to be cancelled during this week, except in exceptional circumstances such as the birth of a baby, and, with rest days also being relocated, the resilience left in force 'should hardly be affected'.

As well as the high visibility element of the special deployment, officers will also be monitoring Harwich Port and Stansted Airport in order to identify any known protestors who attempt to enter the UK from the south.



● Sgt Gerry Parker, of Special Operations, checks a supply of riot shields during his preparations to help police the G8 Summit being held in Scotland next month





# Fight for fair pension

**THE Police Federation has consistently fought for a fair pension scheme and has managed to ensure those in the current pension scheme are not affected by changes in conditions.**

We have also made sure that new recruits still have an attractive pension package for the risk they take - more favourable than others in the public sector - ensuring their surviving families and partners are protected if they lose their lives while on duty.

Pensions costs in the police service are expected to increase considerably in the next five years due to the high numbers of officers now retiring who were recruited during the late 1970s.

It has been apparent for some time that police authorities may face shortfalls in their pension funds for police officers and the authorities have been pushing for changes to the scheme.

A review of police pensions has been taking place but the Police Federation has faced a challenge between protecting police pensions arrangements and trying to ensure they are keeping pace with changes in society - eg co-habiting and same sex couples are not currently recognised in the Police Pension Scheme (PPS).

The New Police Pension Scheme

(NPPS) will come into effect on April 6, 2006, and will be the only occupational pension scheme in the police service available to officers who join on or after that date.

**So what does all this mean?**

The most important point to remember is that the introduction of the NPPS will not affect the benefits of existing members of the PPS. For instance, you will still be entitled to:

- Immediate payment of an ordinary pension after 30 years' pensionable service, or
- An ordinary pension payable from the age of 50 for those with at least 25 years' pensionable service. Further, we have been assured that these provisions will not change, even when the minimum pension age is raised to 55 by 2010.

- You will not need to elect to stay in the PPS. Also, should you temporarily leave the service on a force-approved career break or, if having been medically retired you are required to re-join, you can remain in the PPS when you return to service.

**I am not currently a member of the PPS, can I opt in to the scheme before April 2006?**

An officer can elect to re-join the PPS only once, subject to medical and age criteria. If you are currently not a member of the PPS, remember that, after April 6, 2006, the only occupational pension scheme available to you will be the NPPS.

**Can I transfer from the**

**PPS to the NPPS?**

Yes. The Home Office has yet to confirm the details but it is likely that there will be a three-month transfer window in 2006/07.

Officers should receive individual projections of benefits in both schemes. However, we strongly suggest you get independent financial advice before making any decision to change pension scheme. The conversion rate between schemes is yet to be decided. If you are considering the transfer of accrued PPS rights to the NPPS, it will be important to understand how much your PPS service will 'buy' in the NPPS.

**What are the main differences between the schemes?**

The main differences between provisions are shown in the table below. The Police Federation has worked extremely hard to secure a defined-benefit, 35-year - rather than 40-year - scheme, with a retirement age of 55 for new entrants.

**Contribution rate: PPS 11%**  
(NPPS 9.5%)

**Length of service: 30 years** (35 years)  
**Minimum pension age: Dependent on service** (55)

**Retirement age: Dependent on rank** (55 at earliest)

**Final benefits: Maximum 2/3 salary before commutation**  
(1/2 salary before lump sum)

**Commutation/Lump sum: Commute up to 1/4 pension**  
(Lump sum 2x salary)

**Survivor benefits (death in service): Max**

**33% final salary + ill-health enhancement** (Max 25% salary + ill-health enhancement)

**Survivor benefits: Spouse/civil partner** (Spouse/nominated partner/civil partner)

**Survivor benefits: Cease on remarriage/co-habitation** (Lifelong)

**Death-in-service lump sum: 2 x salary**  
(3 x salary)

**Ill-health retirement: One tier - enhanced after five years' service**

(Two tiers - no enhancement on lower tier, enhanced on upper tier after two years' service)

**Parts of the new pension scheme yet to be finalised**

Ill-health arrangements - the Police Federation has been in discussions on a two-tier ill-health benefit scheme, which would assess whether an officer is fit for regular full-time employment or fit to continue to work in the police service. The Federation disagrees on the principle of such a scheme - concerns that quotas may be applied and cases would not be decided on merit - but Government policy has imposed this measure.

**Review for injury awards**

A Government review of the process for injury awards and a separate consultation exercise are taking place.

This will start with public consultation before the Police Negotiating Board is formally consulted. The new arrangements are planned to follow the

consultation in April 2006.

**Adult dependent pension**

The NPPS will provide survivor benefits for unmarried and same-sex partners but the Police Federation is opposed to any 'requirement' that officers should move to the new pension scheme to benefit from this provision.

The Civil Partnership Act, which comes into force in December, will provide a new 'legal' relationship for same-sex partners.

Couples in a civil partnership after this date will have a new legal status - like marriage - for police pension purposes and can have accrued pension benefits back-dated to 1988.

Discussions are taking place to introduce a registration system for exclusive, committed and long-term co-habiting relationships.

**What does the new scheme mean for spouses and partners of officers killed on duty?**

The new pension scheme will see the widows and partners, including same-sex partners, of officers killed in the line of duty receive the pension for life, regardless of their living arrangements.

The current pension is only given to the spouses of police officers killed in the line of duty and they have to give it up if they co-habit or remarry. Following a recent campaign, Home Secretary Charles Clarke has ordered a review of this position and will examine whether this pension payment could be made retrospectively.

# Hard work repaid with national success

SCIENTIFIC Support has once again shown its quality on the national stage with the naming of Dc Alan Bennett as winner of the 2004 Fingerprint Society Award.

The award follows Alan's completion of the Fingerprint Enhancement Course at the National Training Centre for Scientific Support to Crime Investigation in County Durham last year.

Of all who passed the course in 2004, Alan was selected as the outstanding student. The course centres on the range of fingerprint enhancement techniques, such as the use of Quaser, a high-intensity light source.

Alan, 42, spent 17 years on division as a Scenes of Crime Officer (SOCO) before undertaking the course, which he needed to take up his current role in the HQ Scenes of Crime Laboratory. There, he and his colleagues deal with fingerprint jobs which can't be done in the field, such as those on paper and plastics.

"I think my success on the course was down to an interest in learning a different field to what I'd been doing for the last 17 years," said Alan. "Because of that I was prepared to work hard on the two-week course."

In the first week of the course, students learn techniques in the field and face exams on the five different disciplines in the second.

Winners of the award are invited to Durham Castle for the National Awards Day next month. However, Alan will be on holiday in the US, so

will be presented with his award at a special event at the Chief Constable's House on Wednesday, June 22.

Head of Scientific Support, DCI Tom Harper, said: "I am very pleased for Alan as an individual, who richly deserves this recognition."

"This is also great news for the force and keeps us at the forefront of scientific support work."

- A BASILDON-based sergeant working with youth offenders has become the first officer in Essex to pick up a national qualification in his field.

Sgt Mick Armstrong, who works on the Youth Offending Team (YOT)

representing Rayleigh, Basildon and the Brentwood section of Harlow, has received the Professional Certificate in Effective Practice (Youth Justice).

He worked on the course in his own time over a nine-month period last year, undertaking six days of structured learning followed by large amounts of private reading and research. That culminated in three large essays, which Mick passed.

The certificate is the first accredited qualification which covers all of the disciplines within the YOT. The multi-agency YOTs are a major plank in the British Youth

Justice system. Focused on preventing and reducing youth offending, six officers are currently seconded to YOTs in Essex.

Mick said: "By studying elements of the work of other practitioners in the YOT, such as social services, we can all start to think about issues in the same way, rather than just from our own viewpoints."

"It's a starting block for learning to see through other professionals' eyes, and reaffirms the need to assess people properly to address what needs to be done."

For more information about the work Mick carries out with the YOT, contact him on 01268 520612.



● Dc Alan Bennett

# Officers commended for their tenacity

A HOST of officers from around the county have been praised for their brave and courageous efforts tackling a variety of incidents during the latest round of Chief Constable's Commendations.

Road policing officer Steven Tisseyre was the primary investigator into a hit-and-run inquiry after a collision which left a Brentwood man hospitalised for several months.

The Chigwell Road Policing Unit was

commended for his professionalism, tenacity, determination and attention to detail during the investigation.

Pc Tisseyre, who has 11 years' service, interviewed nearly 50 people before he was eventually able to identify the driver; who was subsequently jailed for three-and-a-half years for a variety of motoring offences.

A group of officers from Thurrock were commended for their actions during an incident in Aveley in January 2004.

Sgt Graham Freeman, Pcs Scott Stevens, Lisa Brodie, Matthew Gordon, Stephen Bowyer and Det Con Phil Pullinger were praised for their professionalism, tenacity and bravery when faced with a hostile family who were threatening the officers with violence while they were trying to arrest one of the family's relatives.

They had arrived at a house in order to make a pre-planned arrest. In the end, as well as the intended target, four other people

were arrested, charged and brought before the courts to be tried for a variety of offences. The defendants received sentences ranging from six months' imprisonment to a conditional discharge.

And Pc Alan Ratnage was commended for his determination to eradicate anti-social behaviour from an estate in Billericay. He was praised for his hard work and professionalism in investigating intolerance and criminal damage

committed over a 12-month period.

Several youths had committed numerous criminal acts against residents, causing them to have an unnecessary fear of crime and creating unacceptable living conditions.

Pc Ratnage has liaised with the local community to identify those youngsters believed to be responsible. Since then, the officer has also kept in touch with the children's parents in a bid to encourage the youngsters to steer away from crime.



# Applicants love eye-catching adverts



● This ad was aimed at officers interested in the High Potential Development Scheme

EYE-catching recruiting ads placed in Police Review and Police Professional have attracted far more response than conventional campaigns. The ad for inspectors and sergeants, which appeared in Police Review, used words and abbreviations more commonly found in the 'lonely hearts' column of newspapers and magazines.

The style of the ad was the brainchild of staff development officer Chief Insp Steve Robinson and was refined by his colleagues Pc Jan Chown and Sgt Chris Galley.

There were 19 responses to the April publication - more than those received from a more expensive campaign across Greater London. Jan said: "One inspector from another force said he was

attracted by the style of the ad which suggested Essex was a friendly and go-ahead force." Some individuals have raised their eyebrows, saying they didn't think the ads portrayed Essex Police as 'professional' but ACC (Personnel) Andy Bliss said: "Like many forces we are keen to attract high-calibre transferees and I asked Steve to run a campaign.

"Rather than stick to the traditional advert style, he used creativity and innovation to come up with adverts that catch the eye of potential applicants. Certainly the early indications are that the adverts have provoked quite a lot of interest."

Police Review is also interested in the response to an ad which differed from a



● The Police Review ad for inspectors and sergeants

traditional, word-based ad. The 'heart' ad has now been incorporated into the Essex Police website.

The second 'jigsaw' ad appeared in Police Professional last month and

was designed to catch the eye of officers interested in the High Potential Development Scheme who may think that they can play a part in completing the Essex Police picture.

## Chief meets all involved in tsunami relief effort

WITH the effort to aid the tsunami-struck people of Asia still involving the force, Chief Constable David Stevens has been meeting those who have travelled to the affected areas.

Officers and support staff providing support to the relief effort have all undergone support briefings before their deployment overseas.

Staff from Occupational Health have talked volunteers through ways and means of looking after themselves, as well as providing information and contact numbers.

Welfare officer Vickie Bond said: "It's impossible to truly prepare anyone for the sights that they'll find in the affected parts of Thailand, but we can take them through things to look out for."

On their return, staff and officers have been debriefed by the team and met the Chief Constable to discuss work undertaken and how things could be improved for Essex Police personnel.

DI Nick Hale, of Scientific Support, was the first Essex officer to travel to Thailand. He said: "Mr Stevens was anxious to find out what it was like over there, and for us to outline any problems.

"He also took the opportunity to express his gratitude to everyone who has contributed to the effort."

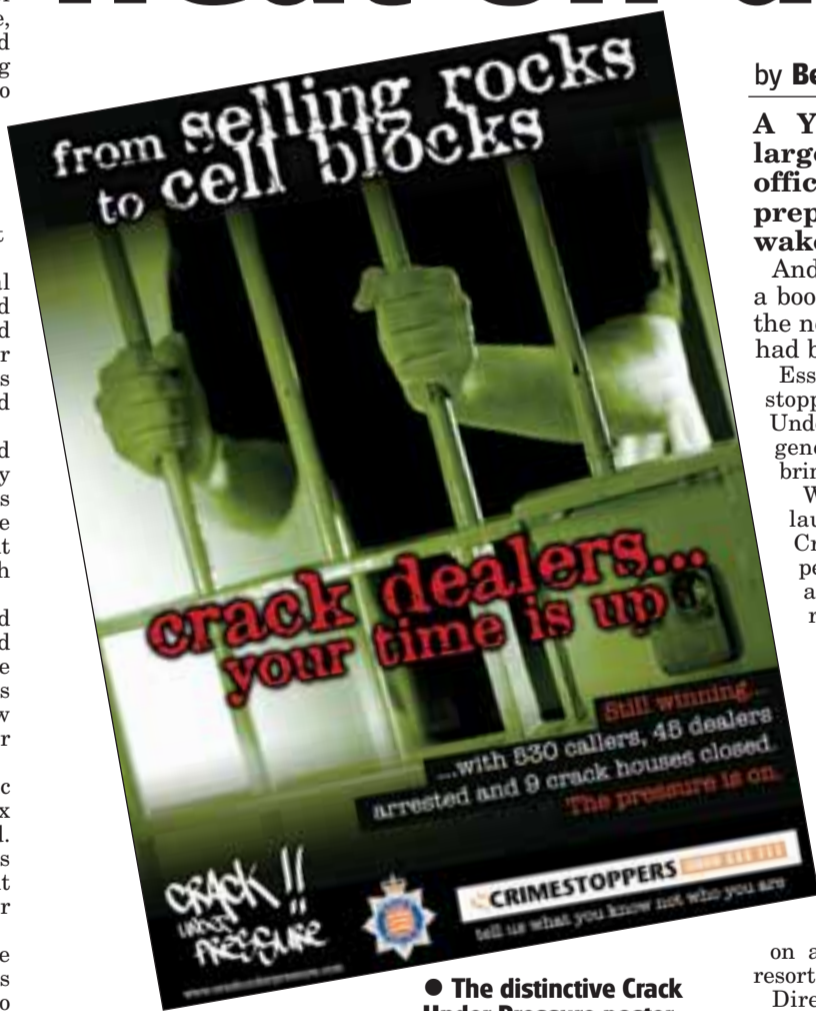
## Walking tall for charity

A DETECTIVE dons her walking boots in August as she bids to raise funds for Multiple Sclerosis.

Dc Karen Nicolau will be walking 50 miles for the charity event, and hopes to raise more than £400.

All donations can be sent to Karen at Stansted Airport. Please include your full address so the charity can claim back the tax.

# Force is turning up heat on drug dealers



● The distinctive Crack Under Pressure poster

by Ben Pennington

**A YEAR on from the force's largest anti-drugs initiative, officers across the county are preparing to give dealers the wake-up call they dread.**

And Crack Under Pressure was given a boost on the day of its re-launch with the news that a crack house in Basildon had been closed for three months.

Essex Police joined forces with Crimestoppers in May 2004 to launch Crack Under Pressure, to educate the public and generate intelligence about those bringing Class A drugs into the county.

Within six months of the campaign's launch, calls from the public to Crimestoppers had helped to catch 29 people for 60 offences involving crack, and drug-related calls to the charity had risen by more than 25 per cent.

Now the heat is on the dealers once again, as the force reinforces its stance against drug use in Essex.

Raids, test purchase jobs - even the force's website - will be used to bring activity to the attention of those involved in the dealing, and those trying to stop them.

It is estimated that as much as a third of acquisitive crime in Essex can be linked to drug use.

Users can spend anything between £200 and £2,000 a week on a crack cocaine habit, and frequently resort to crime to foot the bill.

Director of Intelligence Det Supt Tim Newcomb is delighted that the public have

been so proactive in helping to root out the dealers.

"As well as making it clear that they didn't want these people in their towns, residents have sent a strong message that they are quite prepared to help us do something about it," said Det Supt Newcomb.

"That is an enviable position for any police force to be in."

Senior officers from the force and the Prison Service were at Basildon police station to kick-start the campaign last month and those present were treated to a display from the Prison Service's drugs dogs.

Det Supt Newcomb added: "We've made our stance on drug dealing very clear over the last year.

"For those who don't want to listen, it's wake-up time."

The same day, Basildon Tactical Team was delighted to secure a result using anti-social behaviour legislation.

Officers had executed a warrant in the Cross Green area the week before and a district judge at Southend Magistrates' Court granted an order, effectively evicting the occupants of a house there for three months.

Sgt Kellie Ferrier, of the Tactical Team, said she would urge colleagues to consider the option when dealing with similar instances.

● As part of the drive to raise awareness of operational activity, a free information service is now available via the Essex Police website's news pages, Newline.

By visiting the News home page, scrolling to the bottom righthand corner and signing up for email alerts about drugs-related stories, you can keep up to date with the latest information.

# Emergency lifeline gets a good response

A NEW lifesaving device is to be fitted to all response cars after proving its worth in the rescue of a Clacton woman from the sea.

The Balcan Emergency Life Line (BELL) is a bright orange capsule which contains a 40m, high-strength, braided-plastic line secured to the container with a steel washer.

Designed for its strength

and the accuracy with which it can be thrown, the distance a BELL can be used outstrips lifebuoys and throwbags by more than 20m.

Last year, a woman off the Tendring coast discovered the full benefit of the BELL's capabilities when she wandered into the sea.

Pc Lee Clifton responded to the call within two minutes and found the woman 60m

from the shore, going under the water.

He waded out with the line and, when he was neck-deep in water, tied the line to a seawall jutting into the sea.

Pc Clifton then threw the line to the woman and swam out to tie it around her.

While he held her above water, her partner pulled the pair back on to land with the BELL.

Assistant Chief Constable (Personnel) Andy Bliss, said: "This piece of kit has already demonstrated its worth in circumstances such as that in which Pc Clifton used it.

"It is important, both for our officers and the people we serve that we have the best equipment available for use in emergency situations."

BELLS can be slid 40m across ice, as well as thrown

to people stranded in mud, giving faster and easier contact with victims and increasing the chance of a successful rescue before the elements take hold - in water, the body's temperature drops 30 times faster than it would do in the open air.

The BELL will be fitted on a bracket visible in the boots of all Essex Police response cars.



**HAVE YOUR SAY:** Write to Heather Turner, Law Letters, Press Office, Police HQ, PO Box 2, Springfield, Chelmsford, Essex CM2 6DA.  
Letters and emails must include full name and home town. We reserve the right to edit letters.

## Insurance for health to be renewed

NEXT month will see the renewal of the AXA PPP medical insurance scheme for Federation members and Essex Police staff.

As in previous years, the premiums have increased but I am pleased to point out that they have not increased by as much as they have in the past.

This year each member has received a letter from Berwick Devoil Healthcare Ltd in their packs, with details of their new premiums and how to contact us to discuss their options should they wish to consider making any changes.

We feel it is important for members to receive advice on all their options before they make any decisions, including options outside the AXA PPP arrangement.

The medical insurance market is changing, with more product variations being made available with innovative benefits and cost-reducing options.

Last year we had calls from many of the members. Most either continued on cover with a higher excess or switched to an alternative option from AXA PPP.

Some took advantage of the alternative insurers available. However, the important aspect is that everyone was given impartial, independent advice.

Please let all your police officers and police staff know that we would be happy to discuss their personal requirements and arrange cover for them.

We would also be happy to discuss any other health-related policy the members may require.

You can contact me via email at [guy@bdhl.co.uk](mailto:guy@bdhl.co.uk) or by ringing 01892 838124 or you can get more information from our website at [www.bdhl.co.uk](http://www.bdhl.co.uk)

**Guy Jones**  
Managing director  
Berwick Devoil Healthcare Ltd

## Floating out responsibility

READING Jack Faulkner's adventure 'Muddy hell for boys in brown' (The Law Letters, April), reminded me that during my grandfather's (the late Supt John Wood) first year of service, he received a report of a body floating in a creek.

Alone and with great difficulty and danger, slipping up to his thighs in mud, he got the corpse ashore.

When he told his Inspector he received the peevish reply: "You should have pushed it out, it would have floated across to the Borough and they would have dealt with it!"

**Steve Williams**  
Coggeshall

## Come and join our happy throng

AN ex-Romford Division reunion lunch is again being held, on Saturday, October 29. Wives are also invited.

It will be held in the sports club bar at Essex Police HQ at 1pm - the bar will open at 11.30am. A fork buffet with wine and/or orange juice is included in the ticket price of £12.75.

Cheques should be made payable to S P Mather (Lunch account) and sent to Stu Mather at Copper Leaves, 25 Queen's Avenue, Pooles Lane, Hullbridge, Essex SS5 6PS. Ring me on 01702 231383 for more details.

**Stuart Mather**  
Hullbridge

## Not happy with the way youths are dealt with

I READ with interest the article 'Eradicating erroneous individuals' (The Law, May) about the 'new' techniques to be employed to reduce and tackle anti-social behaviour by local youths in Rochford.

Terms like 'disproportionate fear of crime', 'dedicated group of officers', 'co-ordinated and focused response', 'monitoring crime levels', etc are once again used and sound very good - the same type of jargon used by politicians!

I have lived in the Rochford

Golden Cross area for a number of years - local officers and residents are familiar with this area as a 'crime hotspot'.

Two years ago, I attended a public meeting where enraged residents spoke of incident after incident that had occurred to them and to me but I felt no solutions were offered.

I did suggest local police should make direct contact with parents of the target group but nothing appears to have happened. I know of a number of incidents where

complaints made by residents and myself to the local police have been 'written off' as 'nuisance youths', 'no offence' or 'no trace'.

Since when has missile-throwing at houses not been an offence? A recent incident in the area started this way, involving a resident's home, apparently up to 20 youths were there, throwing missiles.

Police attended but no arrests were made. These youths are exactly the ones who are terrorising residents and now will feel even more 'untouchable'.

I have never seen a police officer on foot patrol in this area. It seems that what is needed is not these flash-sounding terms but positive, assertive policing.

It is sad that we let a small percentage of youths get away with this behaviour, while we waste time trying to convince the public that something is being done about it. If this situation is allowed to continue, who knows what will happen next?

**Pat Harle**  
Rochford

# I will fight to honour all our police deaths

**THANK you for the article in the May edition of The Law, in which you mentioned my late husband Pc Sidney Dodd.**

I feel that those men who lost their lives on duty should be remembered and honoured.

I feel particularly strongly regarding the National Police memorial, unveiled by the Queen in London in April, when criteria were laid down regarding who should be mentioned in the book of remembrance.

The decision regarding these criteria, I believe, was made by the National Police Memorial Trust without consultation with the forces.

I feel devastated - and I am sure I am not alone that my husband and many other men who lost their lives while on duty have not been included in this honour.

This memorial should be for all men whose lives were taken while they were on duty as police officers but who did not die from natural causes. My husband's name and those of many others are included in the National Police Roll of Honour but are obviously not deemed worthy for this memorial.

My husband Sidney was a young man of 32 who fought through World War II in the Army on the D-Day beaches and faced the horrors of Belsen concentration camp.

When he returned, we married and started our family and he was contented and proud to be an officer in the Essex Constabulary.

One night in February 1957, around midnight, he was cycling on his beat when he was hit by a car driven by a drunk and killed. With no witnesses, there was insufficient evidence to obtain a conviction for manslaughter and the charge was changed to drunken driving - which was not perceived as a serious offence then.

My husband's case illustrates very clearly why the criteria set are entirely unacceptable as they are incapable of being applied fairly.

1. Sidney was clearly killed as a result of 'criminal action' but it was not possible to obtain a conviction.

Is a conviction necessary to meet the criteria? I doubt convictions were obtained in all cases accepted for the national memorial.

2. Even if the driver's intention had not been malicious, the offence for which he was convicted would nowadays have carried a criminal penalty.

How do the criteria reconcile changes in attitudes of the judiciary to the status of offences/incidents which caused the death of the officers in question?

3. How does 'criteria' define 'hazardous duty'? Nowadays, would it not be regarded as 'hazardous duty' for an officer to undertake an unaccompanied foot patrol at night without access to communications or motorised transport? Would this be regarded as more, or less, hazardous than working at the site of an accident with all the modern safety, display and communications equipment with which officers nowadays are equipped? My argument is not that the officers who died in these circumstances are any less worthy of inclusion on a memorial, only that the criteria for inclusion are unfair and insulting to officers who 'fail' to meet them. Every time a police officer goes out on patrol, he knows he is placing himself in a hazardous situation and the national memorial should be a symbol to serving officers that the public appreciate the bravery and dedication which they display every day in carrying out their duty.

Those who show conspicuous bravery in exceptional circumstances should indeed be honoured with medals and commendations but this memorial should honour those who died whilst demonstrating their bravery and dedication, solely by doing their duty, whatever brought about their death.

4. I would like to know how the criteria were set and by whom, how the criteria were applied and by whom and what evidence was examined and who provided it.

This might enable me and others who share my views to understand how this situation has come about.

I would have walked barefoot to London to be at the unveiling of that memorial - it would have meant so much to me.

I am now 79 and know there will not be another occasion like it. There must be so many people like me who were not deemed important enough to be invited to attend. I feel it was very wrong to be so selective.

I cannot imagine what possessed the powers that be to agree to such an insult to these officers and their families. I shall fight in any way I can to right this wrong.

**Catherine Dodd**  
Leigh on Sea



## Gone . . . but not forgotten

**Police Constable 2216 - Essex Police.**  
**Served from June 4, 1970. Died February 8, 2001.**

ON February 8, 2001, Pc Rod Daniels was on duty in an unmarked car - returning down the A12 from court at Harwich - when he stopped at the scene of a minor road accident close to a bend in the road at Kelvedon.

The accident had happened shortly before 12.30pm. The inside lane was blocked and Pc Daniels realised the danger to other motorists.

He called for assistance and colleagues in a marked police car arrived and began to clear the accident.

Wearing a fluorescent jacket, Pc Daniels had started walking down the verge to warn other drivers when he was struck

by a maroon Ford Sierra and killed. Pc Daniels had served with Essex Police for 30 years, most of his career had been served on Traffic. He was 53 years old and left a widow and two sons.

His colleagues have described him as an officer who would never pass by a difficult situation and who would always try to help. He put the safety of other road-users as his first priority.

Pc Daniels had received four Chief Constable's commendations during his career - one for calmness when confronted by a man with a loaded shotgun. He had also received a Court Commendation and a Letter of Congratulations.

**For details of all those featured in the Essex Police Roll of Honour visit the Memorial Trust website at [www.essex.police.uk](http://www.essex.police.uk). If you have any information you feel could be added to the website email [memorialtrust@essex.pnn.police.uk](mailto:memorialtrust@essex.pnn.police.uk) or write to the Memorial Trust at police headquarters.**





# ACTION gets its big-screen break at last

COMPUTERS throughout the force are soon to have a new screensaver to replace the existing 'Log On' one which has been used for the past eight years.

The ACTION team has been working closely with IT to produce the new design, which will be able to include images submitted by other departments.

These images, to be rotated on a regular basis, will be more eye-catching and able to distribute

information. A protocol is currently being written to determine what can be included.

IT Manager Brian Jaggs said: "Screensavers are necessary to minimise screen damage and are also an excellent security tool."

"If someone forgets to log off from their terminal, the screensaver will auto-activate and prevent unauthorised viewing of the screen."

And IT Systems Administration Manager Tony Johnson

added: "The new screensavers will be more interesting than the old one."

"They will also provide Essex Police with another vehicle by which information can be shared."

He thanked Southend service desk technician Mark Haney for his help with the project.

Trials of the new screensaver are due to take place this month, during which time the new format will be developed.



## Our quick response impresses Met officer

MET Police officer Peter Healy was very impressed with the quick response from Thurrock officers when he saw a motorbike being stolen near his home.

Pc Healy, who lives in the Grays area, was off-duty and out with his family when they noticed the incident.

He rang 999 and told the Force Information Room (FIR) what was happening.

As the suspects left the scene, Pc Healy - a police officer for four years - kept FIR updated but called for urgent assistance as he was with his family and worried the suspects might have tools on them.

"Within moments I heard sirens and officers quickly came to my aid," he said.

The motorbike was recovered and a suspect was arrested.

Pc Healy, who works for the Met's Transport Operational Command Unit, said: "I was surprised and impressed with the response from officers in Thurrock, especially on a Friday night, because I know how stretched they can be."

"I hope the officers know from A-shift, particularly Pc Andi Smale, his operator Mark and the crew of FT8 - Pc Ray Anderson and Pc Kingsley Edore - know how much I appreciated the help and prompt arrival when I made the assistance call."

## A little less conversation

IT staff at Essex Police, used to logging 'silly' calls from customers, were still amazed when they got this call from one of the divisions.

**Customer:** Can you add a job for networks to convert a fax line to a phone line, please?

**IT service desk:** Do you have a telephone handset?

**Customer:** Yes.

**IT service desk:** Why don't you try connecting the handset into the socket in place of the fax?

And ... hey presto!

But, seriously folks, this story has been given to The Law by the IT service desk in a bid to reduce the number of calls which should require simple commonsense to sort out and thus free up more time to help other staff with more pressing problems.

# Leading the way in restricting abusers



● Pc Clive the Essex Police

Fry, left, and Pc Dave Williams promote Bikesafe campaign

## Get on your bikes!

ROAD policing officers are determined to ensure this year turns out to be a safer one for the region's bikers following a 'catastrophic' 2004 which saw 29 lose their lives.

Motorcyclists are being invited to attend a 'Bikesafe' day this summer, so trained and experienced police officers can assess riding skills.

Enthusiasts - new and old - are being urged to take up the force's offer in a bid to improve their riding experience and reducing the number of crash casualties.

The force has increased its motorcycle fleet to six to handle expected demand, and a team of 14 officers and other observers will help improve handling techniques and road safety awareness.

For the first time in five years, marked police motorcycles will take to the county's roads as part

of the ride-outs.

Insp Keith Whiting believes that, by engaging with the motorcycling community, dangerous stunts and outrageous behaviour displayed by certain riders will stop.

"We want to examine all aspects of riding," said Insp Whiting. "We'll look at the causes of crashes, ways in which the rider can escape injury and explain why we target motorcyclists for particular offences and how we do this in a fair and proportionate way. "We will also discuss the effect the small minority of unreasonable riders have on the community and ways in which they can be educated."

● Motorcyclists can download an application form for a Bikesafe day, which costs £60, from [www.essex.police.uk/bikesafe](http://www.essex.police.uk/bikesafe) or contact Sgt Roy Tucker at Chelmsford Road Policing Unit on 01245 452918.

by Ben Pennington

## CHILD abuse investigators are leading the way in using new legislation to restrict the activities of people convicted of sexual offences.

Since the end of 2004, Child Abuse Investigation Unit (CAIU) has successfully obtained seven Sexual Offence Prevention Orders (SOPOs) on the conviction of child abusers - with more in the pipeline.

SOPOs were introduced as part of the revamped Sexual Offences Act in May 2004, and give police the power to place prohibitions on offenders to reduce the risk of their committing further offences. The SOPO runs for a minimum of five years and, if it is breached, the offender can face up to five years in prison.

The force policy around SOPOs will be published shortly and it encourages consultation with the Public Protection Unit prior to applications being made.

As long as the court is convinced it is necessary, SOPOs can impose far-reaching restrictions on the defendant's activities. Examples have included preventing offenders from accessing computers or particular software, prohibiting them from loitering in the area of schools and children's play areas or restricting the offender from having unsupervised contact with children.

Det Sgt Vicky Denmark, of HQ

CAIU, said: "This piece of legislation gives us a bit more clout in clamping down on offenders. Courts are now asking us if we're considering the measure, which shows that both officers and the courts are now better educated about the tools we can use."

Restricting offender activity is just one of the ways CAIU works to protect vulnerable children. The unit has a remit to deal with any abuse of children within families as well as to investigate claims against professionals, such as carers and teachers.

Indecent images of children, child-on-child abuse and organised abuse also fall into CAIU's role.

Det Sgt Denmark said: "Some people don't know what our role is and some are concerned about the content of what we deal with, and that might put people off a job in CAIU."

"You learn with experience how to deal with everything you come across as a police officer and CAIU is no different to that. There are regular welfare checks and a great rapport within the offices in supporting each other."

CAIU will be interviewing recent applicants to the unit this month and is always keen to encourage more applicants.

"You will learn an awful lot through various types of investigation," said Det Sgt Denmark. "You'll be the officer in the case with a very supportive office around you to assist in gaining a good working knowledge of serious investigations."

● For more information, contact Det Sgt Denmark on ext 54238 or any CAIU office.

## Five-star scheme welcomed

ESSEX will be a safer place as force proposals for a licensed premises accreditation scheme were welcomed by delegates at a recent conference.

Sgt Nigel Dermott, of Community Safety, said: "With the potential for 24-hour drinking and concerns about binge-drinking, we want to ensure a safer night-time economy."

Nationally, 70 per cent of all violent crime and 43 per cent of all domestic incidents are alcohol-related.

Sgt Dermott said: "Changes in legislation under the new Licensing Act of

2003 have given us the opportunity to achieve the licensing objectives and provide a benchmark on expectations from the drinks industry whilst rewarding responsible management.

"We are proposing a Safer Bars Award five-star accreditation scheme, which we hope will raise standards and give the public confidence. It appears the industry and the 14 local authorities are very welcoming of this proposal and, subject to further evaluation, we hope to see the scheme rolled out on a countywide basis in about a year."

## Looking out for new challenges

ROPE access instructor Pc Simon Driver is looking for new challenges to climb.

Essex Police has an operational team of ten who need to practise their skills, which are needed to help remove people from, prevent people from jumping off and search buildings. There are not

enough local venues - the team currently use the Dartford River Crossing and venues in the Met area.

● If you know of any buildings or structures, out of immediate public view, contact Pc Driver on ext 53657 or 01245 452428.



No hiding place for internet perverts



INTERNATIONAL law enforcement agencies have joined forces to make the internet a tougher place for paedophiles to lurk. The Virtual Global Taskforce (VGT) is a UK initiative to fight online child abuse and make the web a safer place. VGT is made up of the National Crime Squad, the Australian High Tech Crime Centre, Royal Canadian Mounted Police, the US Department of Homeland Security and Interpol. VGT's website - www.virtualglobaltaskforce.com - brings together the various agencies to provide relevant information, advice and support, including information about what to do if you believe a child is at risk, or if you have seen internet content which you believe could be illegal. The site is being promoted across the web - eg if a child is in an AOL chatroom, or accessing services via MSN, BT or Vodafone, they will see the taskforce logo displayed prominently. DCI Roy Fenning, head of Essex Police's Child Abuse Investigation Unit, said: "The website sends out a clear message to those who use the internet to search for and share images of child abuse, or who go online to approach children with a view to 'grooming' them for sexual abuse, that law enforcement is active online. "The internet is no longer an anonymous place and those who commit crimes online will be held to account for their actions." ● A link to the VGT website can be accessed via the CAIU webpage on the Crime Division website, or through the front page of the Essex Police website.

Mine's a pint of gold top!

AS dawn broke over Basildon, a local milkman was left white shaken after he foiled a robbery. A young man had asked him for some milk but then pulled a knife on the milkman, demanding money. Having parted with a pint of his best gold top, the milkman certainly wasn't going to hand anything else over and put his foot down, making off in his milk float, pasturing off the would-be robber. It was said he drove the fastest milk cart in ... the Basildon Division.



● An Authorised Firearms Officer on the Stansted runway during the Afghan airliner hijack in 2000

● Rural policing and community policing have been at the top of David Stevens' agenda during his seven years in charge of Essex Police

# Retiring at the top of his game

David Stevens took up the hot seat in 1998, succeeding John Burrow to become only the ninth Chief Constable of Essex Police since 1840.

Born in Surrey, he served his first 20 years as an officer in that county.

After an early career in uniform and CID, he was awarded a scholarship to read Law at the London School of Economics.

Seconded to Her Majesty's Inspector of Constabulary in 1987, Mr Stevens, 54, returned to Surrey two years later as a superintendent, to establish the force's Policy Analysis and Corporate Support Unit.

A year after that, he became sub-divisional Commander of Guildford before his promotion to chief superintendent in the Performance Review Unit.

By 1994, Mr Stevens was taking charge of operational matters at Bedfordshire as Assistant Chief Constable, and was subsequently appointed Deputy Chief Constable of the same force.

On July 1, 1998, he arrived in Essex with very clear ideas about where he wanted the force to go. "When I came to Essex I found a very competent force operationally. That was the case then, and it remains the case now. But I felt the force lacked a focus on what we were trying to achieve," he said.

Before his departure, John Burrow had instigated a review of rural policing, which Mr Stevens made a full review of community policing. The 1999 launch of Community Policing Teams still ranks as one of the early

**Crime in Essex is down. Detections are rising all the time. Street crime has been stopped in its tracks. Public contact with the police is being improved, with a multi-million pound call centre in the pipeline, and communities are seeing more police presence on their streets than ever before, writes Ben Pennington.**

**Some might be frustrated to be leaving the force in the hands of others after seven years of bringing about such change but David Stevens has never been one to focus on the negative.**

**"The saying goes that it's better to leave five minutes too soon than ten minutes too late," says the Chief Constable.**

**"I can't think of a better way of leaving than being able to say I went out at the top of my game."**

successes of Mr Stevens' reign but it was not without its doubters.

"We cracked community policing quicker than I thought we would but the public was very nervous about it," he said.

"We did a lot of consultation, with public meetings attended by around 1,000 people. They liked the idea but didn't believe we were going to deliver it. The fact that we kept faith - building police stations, employing mobile offices in rural areas, putting the resources in - showed the public that our commitment was real. We're still delivering it, and it's a constant challenge with the other pressures we have to contend with."

Mr Stevens, who was awarded the Queen's Police Medal in 1999, is convinced that introducing community policing, coupled with the improvement in detections and a better standard of communication to the public through the media, are key reasons behind the phenomenally low fear of crime in Essex.

Asked about the achievements he'll treasure, his pride in the force is obvious as he lists the problem-solving approach, work with young people, the force's record on equality - all areas where Essex is now recognised as a national leader.

He said: "The secret is to be very clear about what you want to achieve at the outset. My approach is to be very open, because collaboration at the outset pays dividends.

"If people are involved in the design then they are committed to it. In fact a recent HMIC visit highlighted the consultative management style that works here."

That management style is one of the key reasons for the high level of support Mr Stevens has enjoyed from his staff, officers and those with whom he has worked.

Essex Police Authority chairman Robert Chambers praised the hard work put in by Mr Stevens over the last seven years and wished him luck with any venture he should take on in the future.

One senior officer recounts how, during a promotion board, he was left punch-drunk by the Chief Constable's persistent line of questioning. "You can't help but like him though," he says. "He's such a gent."

Gent or not, it's clear that the increasingly close interest shown by the Government in the day-to-day workings of the police service is a cause of vexation to the Chief Constable.

"There is real confusion coming from the Government," he said. "The Home Secretary, Charles Clarke, has said there is an alphabet soup of organisations that purport to tell the police what to do. There are an estimated 2,000 people telling the police what they need to do.

"It is quite legitimate for a Government to have a very clear view on what it wants the police service to deliver but it should be confined to the 'whats', and leave us to deliver the 'hows'. The Home Office should be steering, not running."

Despite the increased involvement of politicians in recent years, Mr Stevens is in no way longing for 'the good old days'.

"I don't think the police service bears any resemblance to the service I joined 32 years ago," he said. "Our staff work much, much harder than ever before, out of proportion to the resources we're given."

They were good days when he started out, he concedes, but 'the world of the 1970s is not this one'. "But in some ways, things are the same," he said. "I spent most of my first two years in Surrey walking and cycling round a housing estate. People wanted to see that and feel reassured.

"But even then people used to say it had been a long time since they'd seen a police officer."

Mr Stevens' seven years at the helm have seen the force tackle some of the biggest operations it has known. For him, the last

Stansted hijack and the conclusion of the Danielle Jones murder case were among the most satisfying.

"I'm surrounded by a team of outstanding people," he said, quoting the way Essex Police dealt with the Afghan hijack in February 2000 as a classic example.

"It rolled into place like an exercise. Everyone knew what they were doing."

For the force as its own entity, Mr Stevens feels the future is bright, despite the Home Secretary's recent proclamation that 43 forces was 'not a magic number'.

"I think Essex will survive because our size is about right to deliver the things you need to as a police force. Besides that, our location means there isn't an obvious way of combining other forces with us."

Mr Stevens' legacy is the style of management employed to improve the force during his time at the helm and he is keen for people to remember what can be achieved with the whole team working as one.

"With 6,000 people working for us, you don't stand a chance without that teamwork," he said. For the Chief Constable personally, the coming months and years are not yet decided. However, his lifelong passion for sport - he has been involved with and chaired PSUK during the last ten years - should keep him busy.

"I have no plans for the future at the moment," he said. "I'm going to have the summer off. I qualified as a diver again last autumn, which I used to do a lot 20 years ago, so I'll take time to enjoy that again."

For the Chief Constable who wants to go out at the top of his game, things are looking rosy. "I think the force is in a really good state and all indications are that it's going in the right direction, said Mr Stevens.

"What better way to finish than being able to say everything is really positive?"

No worries over force's new spray

ESSEX Police officers and staff are being reassured that a new spray being introduced by Hertfordshire Police is perfectly safe.

Hertfordshire is to replace all current CS sprays with PAVA pepper spray from June 29 and ACC John Broughton has moved to reassure the force, particularly those working in Harlow and Braintree divisions and MSD. Mr Broughton said: "PAVA pepper spray has undergone considerable scientific safety testing regarding its impact on humans. It has been proven to have no detrimental effects on inhalation, blood pressure, heart rate or skin sensitisation."

And Sue Kelly, of the Police Federation, said: "The Federation prefers PAVA to CS as it is more user-friendly and causes less contamination."

The Department of Health's committee on toxicity issued a statement on PAVA's safety after rigorous checks.

Mr Broughton said that PAVA had no known long-term medical effects and would only incapacitate if sprayed directly into a person's face. He added: "PAVA is not a gas so it is specific to targeted subjects and does not generally migrate from one person to another. However, occasionally other people close to the targeted subject may experience some effects of the spray due to splash back."

Colchester are 'good neighbours'

COLCHESTER has gained the accolade of being the 'pathfinder' division in Essex for neighbourhood policing, and national recognition for being the second-best division in England and Wales.

A concerted effort was made by all in the Colchester Division during the past 12 months following disappointing results in previous years which saw it struggling to keep pace with other force divisions.

With the division setting a best-practice example in neighbourhood policing to other Basic Command Units (BCUs), Divisional Commander Chief Supt Dave Murthwaite is keen to highlight the turnaround in performance.

"A lot of work was carried out by the staff and officers across my area, with DCI Mick Jones setting the pace," he said. "It's a testament to him and everyone else that we've got to where we are today from where we were before."

Special recruiting

OPEN evenings for people interested in becoming Special Constables are being held throughout Essex this month - at Grays Police Station on Thursday, June 9, Colchester Police Station on June 13, Southend and Harlow police stations on June 14 and at Rayleigh Police Station on June 16 - all starting at 8pm. ● Call the hotline on 01245 452824 for details



● Essex Chief Constable David Stevens is going out on a high after his seven years in charge, top

● The murder of schoolgirl Danielle Jones, above, was a devastating incident for Essex Police to have to investigate but David Stevens says the conclusion of the case was a very satisfying one for all involved



## Law Classifieds

### Holiday lets

**FLORIDA**, Sarasota. Villa sleeps six. Quiet village environment. Communal pool, tennis, barbecue, clubhouse, hot tub, beautiful beaches. Contact Norma Gill via e-mail at [norma@desgill.com](mailto:norma@desgill.com)

**FRENCH** farmhouse, situated in idyllic hamlet in the Poitou Charente region. Bordeaux and Royan beaches 45 mins. Three bedrooms plus sofa bed. Country walks and fabulous food. From £200 per week. Ring Derek Patten on 07958 209909.

**TUSCANY**, Italy. Rustic and romantic medieval village house nestling in the foothills of the mountains of northern Tuscany. Breathtaking views. One hour to Florence, Pisa and coast. Ring 07919 057437 or visit [www.tuscan-life.co.uk](http://www.tuscan-life.co.uk)

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

**SCOTTISH** Highlands. Associates to police are welcome at our beautiful home on a B&B basis, offering en-suite and a welcome. Now offering fishing in private trout loch, shooting, walking, bird-watching, ski-ing or general 'chilling out' in stunning scenery in the Cairngorms National Park. Reductions for police. Ring Andy Nunn on 01479 841717 or e-mail [apf.nunn@btinternet.com](mailto:apf.nunn@btinternet.com)

**COSTA** Blanca, three-bedroom, detached villa, with one double and two twin bedrooms, two bathrooms, lounge, dining room, kitchen, balcony, solarium, garden, DVD, Sky, VHS, barbecues, close to blue-flag beaches and golf. Ring 07814 591129 or [brian.cook@essex.pnn.police.uk](mailto:brian.cook@essex.pnn.police.uk)

**COSTA** Blanca, La Marina luxury villa, two bedrooms, two bathrooms, solarium, sleeps four to six, communal pool, beach five mins, golf ten mins, airport 20 mins, luxuriously furnished. From £125 per week. Ring 07775 676142 or e-mail [casadomi02@hotmail.com](mailto:casadomi02@hotmail.com)

**FLORIDA**, Gulf Coast, luxury house, sleeps ten. Newly built, four bathrooms, own pool and spa, beach ten mins, many golf courses. From £495 per week. Visit [www.lemonbayvillas.co.uk](http://www.lemonbayvillas.co.uk) or call Kerry on 01268 786170.

**FLORIDA**, luxury four-bedroom villa, private screened pool, close to Disney and golf. Free brochure.

Ring Jill on 01702 586092 or visit [www.my-florida-villa.net](http://www.my-florida-villa.net)

**FLORIDA**, new, luxury, five-bedroom villa, sleeps 12. Three en-suites, air conditioning, games room with pool table, private, screened pool, Jacuzzi spa, Disney and Champions Gate golf course ten mins. From £600. Visit [www.floridanretreat.com](http://www.floridanretreat.com)

**FRANCE**, Poitou Charentes area, luxury mobile home on Haven Europe site, sleeps six. All mod cons, air conditioned. Superb family holiday, excellent facilities. Contact 01268 792011.

**LA MANGA**, two-bedroom apartment, sleeps six, overlooks golf course and sea, 20 yards to beach. Tennis and two pools, gardens. Cheap flights from Stansted. Ring Gary Franklin on 07753 606996.

### Rooms to rent

**TWO** rooms for rent in three-bedroom, detached house in Chelmer Village cul-de-sac. Fully furnished. Off-street parking, garage, garden. Approx 25 mins from town centre. One room available now, one from end June. £300pcm and share of bills incl Council Tax, Sky, broadband. Ring Adrian Waters on 07855 810551 or email [adrian@watersonthe.net](mailto:adrian@watersonthe.net)

### Cars and bikes

**CITROEN** Saxo VTR, 2002 reg, metallic blue, 21,500 miles, lady owner, nine months' MoT, three months' tax, alloys, CD-player, sunroof, electric windows. Only £4,995. Ring Steve on 01255 813256.

**FORD** Fiesta Encore, 1.25l, 16v, R-reg, blue, tax, MoT, low insurance group, radio cassette, nice little car. £1,495 ono. Ring 07915 301398.

### Miscellaneous

**SUNRUNNER** Four, mobility electric scooter, four wheels, two years old, hardly used. Cost £1,200 - sell for £500 ono. Ring 01245 491844.

**ALUMINIUM** fold-up wheelchair, new, cost £250 - sell for £125 ono. Ring 01245 491844.

**HOUSEHOLD** items for sale, incl fridge, freezer, dining tables, display cabinets and TV. Ring Derek Patten on 07958 209909.

**LEARN** to Scuba-dive with Get Tanked. Discount given to police staff. PA01 certified. Ring Mandy on 07967 603540 or Mim on 07932 623282.

# New commander takes a hot seat

## HARLOW will have a new divisional commander at the end of this month as Chief Supt Andy Adams takes the hot seat.

Chief Supt Adams has spent the last two and half years as head of the Criminal Justice Department, following three years as Crime Manager at Tendring.

He said: "I am really pleased to have been given this opportunity and am looking forward to working with my police officer and police staff colleagues in the division."

Meanwhile, **Supt Michelle Dunn** has earned her wings as the new divisional commander at Stansted Airport.

Supt Dunn took over the reins last month after two years heading up the force's Contact Management Program - now being looked after by Chief Supt Sue Harrison.

In her 12 years with the force, Supt Dunn has taken on a variety of frontline roles at Braintree, Chelmsford, Basildon and Harlow.

She said: "I feel particularly responsible for the airport's passengers and want them to feel safe and secure and to

## Names in the news

enjoy the experience of travelling from Stansted."

**Dc Geoff Miller** is preparing to go into technical consultancy as he completes his 30 years with the Essex force.

Geoff, 51, left at the end of May after spending the last ten years as Essex Police's computer forensic investigator.

His first decade was spent on traffic duties in the south of the county before he qualified as a scenes of crime officer.

For the past 20 years he has been with the Technical Support and High-Tech Crime Units and was in charge of TSU during the last hijack at Stansted.

"We got some help from Government agencies but it was very pleasing that everything fell into place during that incident," recalled Geoff.

The Thundersley man will now concentrate on his own business, Kameo, a technical and forensic support consultancy for law enforcement agencies.

And **Pc Paul Clancy** has also conjured up a new career for himself after leaving

Community Safety at Thurrock. The 53-year-old from Grays has turned his hobby of magic into a new job and can be hired for events such as dinners and weddings.

Paul joined Essex Police in 1975 and was a patrol officer in Thurrock for his first 25 years before spending a two-year spell patrolling the streets of Harlow and Brentwood.

He returned to Grays as Licensing Officer in the Community Safety team in 2002.

"The whole time I've spent here has been great," he said.

### Obituaries

**FORMER Pc Kevin Nowell** has died in hospital after an illness.

Pc Nowell, who spent 25 years with the force before his retirement in 2000, was living in Colchester.

He had served at Chelmsford and Basildon, in the Diving Unit and Force Support Unit and at EPTC and Colchester.

Ex-Sgt **John Smith**, who served at Romford, Tilbury, Chelmsford and Colchester, has died aged 85.

Mr Smith served from 1949 to 1975, and was living in Clacton at the time of his death. He leaves a widow, Ellen.

**John Camp**, a former Det Chief Insp, has died, aged 73. Mr Camp, of Great Holland, served at Clacton, Walton, Basildon, Harlow and Chelmsford between 1955 and 1986.

Former Pc **Dennis Slayden** has died in Clacton. He was 79.

Mr Slayden served from 1948 to 1982 at Hornchurch, Canvey and Clacton. He leaves a widow, Phyllis.

Ex-Det Con **Pete Gibbs** died last month in hospital. Mr Gibbs, who retired from the force suffering from multiple sclerosis seven years ago, had served at Chelmsford and Billericay and in the CSB (now the Child Abuse Investigation Unit).

Former Insp **Arthur Brewer** has died, aged 89. Mr Brewer leaves a widow, Florence.

He served from 1938 to 1969 at Rochford, Rettendon, Tilbury, West Mersea, Harlow and Chelmsford and in the HQ Communication Room.

Ex-Sgt **Maurice Vowles**, of Bures in Suffolk, has died at the age of 75.

Mr Vowles served at Halstead, Braintree, Chelmsford and Thurrock in a 25-year career from 1959 to 1984. He leaves a widow, Grace.



● **Pc Paul Clancy** thinks his new career is just magic!

### BLOCK LETTERS PLEASE - ONE WORD PER BOX


Name and rank .....

Station ..... Home tel. ....

Date ..... Signed .....

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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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WHY go looking for news when news can come looking for you?

That's the message from the force's Internet team, which is making it easier than ever for officers and staff to stay up to speed with the latest news about how we're tackling crime.

By going to the Essex Police website news pages, Newslite, you can sign up to receive regular email updates on all the latest crime-fighting developments.

Simply go to the bottom right-hand corner of the news page, where you can register your details.

Once that's done, the site will automatically send notification when items of interest to you have been published on the site.

You can choose to have news by divisions, or sign up to receive stories on the force's anti-drugs campaign, Crack Under Pressure.

Internet Web Developer Steven Pollard said: "As a police service, more and more demands are made upon us every day and it can be a job in itself keeping up with what's going on around the county."

"It's important that people across the organisation know what their colleagues are up to and this is one way of letting technology take the strain."

● For email updates, go to [www.essex.police/news](http://www.essex.police/news)

# Gunning for more firearms women

by Ben Pennington and Nishan Wijeratne

**WOMEN across Essex Police are being urged to find out more about roles at Stansted Airport and in Mobile Support Division (MSD) during a two-day event next month.**

The under-representation event on July 12 and 13 will give Pcs and sergeants the chance to see the opportunities available in the two divisions.

Day one, at the airport, will demonstrate authorised firearms officer (AFO) roles, as well as provide a tour of the airport, to show the variety of AFO roles that operate within the airport, where officers patrol with firearms for large periods of the time.

All units – including Air Support, Marine and Dogs – will have information points at the event's second day, hosted by MSD. The force helicopter will also be on display.

MSD's Sgt Alyson Meacock said: "We are severely under-represented in this field and it's difficult to say why. The jobs on offer give you the chance to develop communications and operational skills, big pluses if you want to develop further professionally."

"We want the best person for the role. We've had women in the past that have excelled and been better than their male counterparts."

● For more information, contact Sgt Meacock on ext 58329

## Profile - the AFO

ONE of just two female AFOs in the force's road policing section, Pc Sarah Gormer is trained to use firearms to protect the public, her colleagues and herself.

Sarah, 32, grew up in Basildon. Having completed a work experience placement at Basildon Police Station in her teens, she joined Essex Police's cadet scheme.

From 1991 to 1997, Sarah worked in Brentwood as a Pc, becoming a mentor to younger officers. Having done all she wanted to as a constable, she opted for MSD and joined Chigswell Road Policing Unit.

Then, Sarah decided to take a two-day taster course on firearms training. As well as safety training and instruction in handling weapons, Sarah was taught how not to use the gun, relying instead on projecting her personality in any way necessary to avoid a confrontation.

During the four-week basic course, she was taken through a series of 'typical' scenarios an



● Pc Sarah Gormer

officer could encounter while working – for example, searching a building for an armed criminal.

Sarah is trained in the use of rifles and handguns – weapons which she and her partner will carry for six days during her shift patterns.

And she's enjoying herself. "I look forward to coming into

Join in the sing-along

DRINKS, nibbles and a sing-along – what more could you want from an evening?

Essex Police Musical Society is offering exactly that next month with a four-night run of its now-customary Summer Show.

Running from July 20 to 23 at the Assembly Hall at HQ, this year's show is The Best of British – from Variety to Victory.

The first act will include traditional sing-along songs from the Variety Music Hall era prior to the outbreak of World War II. Act two will feature rousing renditions of much-loved songs from the war years, as a tribute to the Armed Forces and Victory in Europe. Expect plenty of flag-waving during the finale.

Jenny Hillyard, of the Musical Society, said: "We hope this will be a fun evening which will have the audience singing along and reminiscing with fond memories. We guarantee the lively songs will provide a sparkling evening's entertainment."

The evening will be informal, with the audience seated around tables and invited to take along a drink or two, while nibbles will be provided. Dress up in the best traditions of the Music Hall or WWII and join in the songs. Best fancy dress will win a small prize.

● For tickets at £6 each, contact either Jenny Hillyard on ext 50335, or Lynda Barkway on 50739.

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## Prosecution partnership

MORE offenders are set to be brought to justice, fewer cases are likely to collapse and victim trauma will be reduced with the implementation of the Essex Statutory Charging Scheme.

The scheme will see greater co-operation between the police and prosecutors in the early stages of an investigation.

A 2001 Government report stated the Crown Prosecution Service (CPS) should be more involved in charging decisions and Essex became one of five pilot areas to test the new proposals.

Initially all not guilty cases resulted in a file being submitted for CPS advice. In 2003, on-the-spot advice was introduced with lawyers working from Colchester, Harlow, Southend, Basildon, Chelmsford and Grays police stations.

A project board has now been set up to prepare for the whole force to migrate to the

statutory scheme by December.

It is set to change significantly the charging process and subsequent preparation for court and will bring a number of benefits, not least officers having advice and guidance on their doorstep.

It will also:

- Assist those cases where a proposed application for a remand in custody or conditional bail will necessitate early charging;
- Increase the number of offenders brought to justice;
- Minimise the chances of cases being discontinued because they don't meet the Code for Crown Prosecutors' test;
- Simplify the amount of paperwork that must be submitted to obtain a charging decision;
- Improve the quality of files and management of cases;
- Ensure court proceedings don't begin until the case is ready for judicial disposal.
- And last, but by no means

least, the expectations of victims of crime will be more effectively managed with both victims and witnesses better informed and supported. This will, without doubt, make the court process less traumatic.

Insp Kevan Griggs, joint project manager with Jenny Portway from CPS Essex, said: "The statutory scheme is now operating in 15 police forces across the country."

"There is already evidence that the prosecution team approach to charging results in earlier guilty pleas at court, meaning less work in the long run for all involved and greater certainty for victims of crime."

Analysis of the anticipated workload is currently being carried out by the project team to assess where lawyers should be based once the scheme is implemented.

Additional funding has been made available for the recruitment of lawyers.

## Chance to win top holidays

TAKING part in this month's lottery could see you cruising the Canaries.

The top three prizes for the competition will be a two-week cruise for two scheduled for next March on the Black Watch.

Each cruise is worth nearly £4,000. First place will get the cruise plus £1,500, second will get £1,200 spending money while third will get £1,000. Fourth place in the lottery wins £1,000.

Stanway MIT officer Dc Barry Taylor is celebrating this month after winning the top prize of £3,000 in the force lottery.

The £1,000 second prize went to Pc Andrew Turrell of Loughton, with Det Sgt

Andrew Harvey (Brentwood MIT) taking third prize of £500.

Seven runners-up prizes of £100 go to Anthony Richards (Basildon), Leslie Miller (HQ), Karen Stephenson (Southend), DCC Charles Clark, Pc Jim Atkins (Chelmsford), Dc Lea Goodwin (Harlow) and Pc Tony Burton (Tendring).

The eight £50 winners were Chris Dicks (Training Centre), Pc Chris Bramhill (Southend), Patricia Byford (retired), Pc Rob Wickins (Laindon Dog Section), Dc Paul Tindall (Brentwood), Pc Fintan Foley (Harlow), Dc Rob Wood (FIB) and Pc Jaki Goldstone (Brentwood).



## Sport & Leisure

### Marathon produced a great crop of results

ESSEX Police were well represented among the 34,175 finishers in the 25th London Marathon. Warm temperatures and bright sunshine were ideal for spectators but not so great for the competitors. However, Mick Bond, 48, used his experience to maintain a sensible pace and crossed the finish line in 2hrs, 44mins, 5secs to finish 272nd overall and 12th in the 45-49 age group. Suffering from a severe attack of cramp just three minutes from the finish cost Derek Walker valuable time but he finished the 26-mile course in 2:59:02. Just behind him, Alex Webb just missed his three-hour target, crossing the line in 3:02:06. Making a huge improvement in her time, Melanie Ling - wife of Southend divisional training officer Jim Ling - finished in 3:23:00.

#### First woman

However, the honour of being the first woman from Essex Police to finish went to Rachel Crosby, who, in the company of her father Trevor, crossed the line in 3:56:57. Former Essex officer Neil Barlow - now of City of London Police - ran 4:00:05, just pipping his Colchester training partner Chris Lacey by 40secs, and Essex Police Authority business manager John Macauley by 43secs. Dave Browning was next home in 4hrs 8mins, ahead of IT Service Desk team leader Mike Hibbitt (4:18), Dave Folkard (4:21), Mark Talbot (4:22) and Courtney Cowell (4:23). The next group in was led by Peter Kittle in 4:32, followed by Gabrielle and Steve Williams (4:35).

#### Sponsorship pledges

With more than £2,000 pledged in sponsorship for the charity Over The Wall, head of Professional Standards Jed Stopher battled home in the company of Gary Myers (4:44). Next over the line was Trevor Abrahams, of Tending Division, in 4hrs 49mins, raising £1,500 for the charity CRY. Then came Mark Tyrrell (4:58), who admits he was overtaken by a rhinoceros, closely followed by Kirste Snellgrove and Pippa Taylor (5:04) and Matt Schneider and Neil Phimester (5:07). Finally, Al Barley became 'One of the Few', an elite group who have competed in every London Marathon. This year, he was joined in the 'uniform team' by Pete Bryan, John Woods, Chris Layley and former Essex colleague Paul Anderson, now of Cambridgeshire Police, in 5hrs 34mins. ● Anyone inspired to run a marathon should take note of October 9, 2005, the date of the PSUK National Police Championships, held in conjunction with the Cardiff Marathon. Email Mick Bond at Southminster Police Station for further details.

# Triathlon battle hots up but Southend nip in to take first

REVENGE is so sweet! Chief officers and Executive Support have been psyching each other out ever since this year's Essex Police Triathlon Club events were announced. Last year, not only did Exec Support beat the chief officers in both the Braintree and Basildon relay events, they became the PSUK National Sprint Triathlon relay champions. Basildon's off-road triathlon earlier this month was slightly less of a mudbath this year and retiring Chief Constable David Stevens lined up for 400m swim with Deputy Chief Constable Charles Clark (10k bike) and Chief Supt Paddy Rice (4k run). Facing up to the trio were Sgt Paddy O'Toole, Sgt Dave Jones and Insp Nick Burston, of Exec Support, but 58mins and 9secs later, Paddy Rice crossed the finish line ahead of their arch rivals by just 21secs. Despite this success, Southend officers

Paul Clark, Alex Deacon and Paul Bird beat them all to clinch the relay trophy. Competition is now hotting up as Exec Support enter the Braintree triathlon as underdogs but with a championship title to cling on to. A relay entry from Surrey will help to keep them all on their toes. Results from the Basildon triathlon also add points to Croker Cup tallies. Tony Benjamin from Braintree was the first male police individual home in a time of 50:50, followed by Mark Schofield, Braintree, in 51:36, Gary Lane, Southend, in 55:12, Graham Lee, Basildon, in 59:33 in and Al Barley, Rayleigh, in 1:06:54. Sue Clark, from Rayleigh, was the only female police individual competing and she took the women's and the vets' trophies in a creditable time of 57:20. Stuart Ashton, from Braintree, also finished in an excellent time but it might have had something to do with

only completing two of the three cycling circuits, which unfortunately led to his disqualification.

It was hoped he would fair slightly better on home turf in Braintree. The fifth Braintree triathlon took place on Sunday, June 5, at Riverside Leisure Centre in Notley Road. The event, which commenced at 8am, was well-supported by spectators. The 250 entrants included 80 police officers, competing against each other for the PSUK Sprint Triathlon Championship with a 400m swim, a 13-mile cycle ride and a three-mile run. David Stevens and Charles Clark were joined for the event by Assistant Chief Constable Andy Bliss. Senior Braintree officers Chief Insp's Stuart Ashton and Mark Schofield were also on hand to compete.

● A full report of the Braintree triathlon will appear in the July issue of The Law



● The victorious team celebrate their victory at Layer Road. Back row, from left: manager Martin Oakley, captain Simon Gray, Paul Haylock, Matt Maunton, Kev Hughes, Paul Nichols, Chris Haworth, Darren Pitt. Front, from left: Matthew Schneider, Paul Ledger, Nicky Simpson, Matt Noone, Paul Keaney, Danny Fallows

# Delight at team's 3-1 cup triumph

**HAVING reached the final of the South Midlands Cup for the second year in a row, Essex Police took on Hertfordshire and came away with the trophy for the first time in 23 years.**

Essex had beaten last year's winners, the North-East Met side 2-1, and faced a Hertfordshire side which turned up at Colchester United's ground in Layer Road with all of their best players, including the English Police and Hitchen goalkeeper.

Essex started the game, on May 10, well and in particular controlled the midfield with the captain, Simon Gray, and Matt Schneider running things.

Essex forced the play with the Herts keeper having to make two good saves - one from a corner.

On 15 minutes and having won a throw-on near the corner flag, Darren

Pitt took a long throw. It was headed on across the Herts goal area and then met by Matt Noone on the volley, beating the keeper. The Essex defence dealt with everything that Herts threw at them, Herts' main chance coming when Paul Nichols - playing his last game in goal for Essex Police - picked up a back pass by mistake.

Having cleared the free kick, Essex full-backs Danny Fallows and Matt Maunton put together some slick passing to find Nicky Simpson, who got in behind the centre-half to hit a shot on the half-volley and then watched it fly into the top corner of the net for 2-0.

Essex had complete control in the last five minutes of the first half and attacked Herts continuously.

The second half began as expected - Herts, with the wind behind them, going at Essex with everything they had but they were dealt with very well at the back with Paul Keaney and Kev Hughes winning all the challenges.

Again another swift passing move

ended with a cross into the Herts area - to be met by Simon Gray and one of the defenders, who both made contact with the ball, which ended up in the net, making the score 3-0 to Essex.

Now Herts decided to play three up front and again forced Essex back for a while. With about 15 minutes left, they forced a corner and, from the cross, scored at the far post.

It was time for some fresh legs. Essex brought on Paul Ledger and Chris Haworth and again pushed forward. The game became very open but Herts did not really trouble Essex any more and the team saw the game out for a convincing 3-1 win.

Afterwards, manager Martin Oakley - an investigating officer with Rayleigh MIT - said: "Matt Noone dedicated his goal to his late father who, tragically, died three weeks prior to the game.

"His dad Robin regularly took him to Layer Road when he was young and would have been chuffed to bits if he knew about it."

### Golf galore for nationals and charity

ACCOUNTING technician Charli Allen-LaForce is organising a charity golf day to raise money for the Obstetrics And Gynaecology Trust.

Teams of four players, male and/or female, are invited to enter the tournament on Monday, July 18, at the Three Rivers Golf and Country Club at Stow Maries. The day, which costs £50 per person, consists of a light breakfast, 18 holes on the Jubilee Course, lunch and a further 18 holes on the Kings Course.

Charli and her mother Andrea Dean are hoping to Cycle The Nile in November to raise even more money for the trust's Women for Women Appeal.

Charli said: "I'm aiming to raise a minimum of £2,500 myself to take part. Funds raised will be used specifically to train women scientists and clinicians to undertake pioneering work to improve prevention, diagnosis and care of women's health problems and those associated with conception through pregnancy to birth and the early days of life."

She has had to undergo surgery to correct a fertility disorder and her mother has suffered from cervical cancer in the past.

To enter, send names of players and cheques, made payable to Charli Allen-LaForce, to reach her by July 1. Charli can be contacted by email, on ext 50829 or on 01245 492432.

● ESSEX sent ten players to the PSUK regionals at the Royal Norwich Golf Club. On the practice day, the course was playing quite touch but Micky Bennett, of Saffron Walden, took the money from the Essex players with an excellent 38 points Stableford.

The following morning's 18-hole medal was played in windy conditions but Peter English, Matt Vincent, Paul Whittingham, Dick Argles and Stuart Stranger were runners-up out of 12 teams. The afternoon's 18 holes saw Vincent come joint third out of 60 players with 32 points. Nigel Ginn was one of only eight players on the day who won the 2s competition.

● THE English Police Golf Championships are this year being held at Hollins Hall Golf and Country Club in Bradford, West Yorkshire, on August 8 and 9. The closing date is June 24. The handicap limit is 10 and this will be balloted down to the lowest max of 72 players. For details, contact Nigel Ginn on ext 20447.

### Chris' hope for national

HQ detective Chris Barnes is hoping to compete in the National Iaido championships in Surrey this month. Chris has been practising the Jikiden form of the martial art for three years and is a Shodan (1st dan). He is planning to try for his Nidan (2nd dan) grading in August.





# Teenagers take a PEPYS at our new youth strategy

A YOUTH conference in Basildon saw the launch of a young person's website as well as a special Z-card – a booklet which has condensed an ACPO guidance manual into just seven pages and which can be kept in a wallet.

It sets out what the police expect from young people, how the police aim to build good links with them and how the police will handle victims and perpetrators of crime differently.

Representatives from Essex Police, voluntary organisations and young people from around Essex played a key role in highlighting the new developments which have been spearheaded by the PEPYS (Proactive Essex Police Youth Strategy) project team in association with its youth forum.

More than 10,000 copies of the Z card were distributed within just a week of the conference – a feat which surprised even the project team.

PEPYS project manager Sgt Ian Carter said: "It was great to launch this new exciting development to a key audience of young people and professionals who work with children.

"The theme of the conference was *Make a Difference* and we hope that these and other worthwhile schemes will improve the force's interaction with young people."

Nearly 300 delegates attended the two-day conference, which was

chaired by Deputy Chief Constable Charles Clark and focused on perceptions of young people, anti-social behaviour and the role of the police in schools.

A new website - [www.pepys.org](http://www.pepys.org) - was launched at the conference to give young people advice and information to help them make choices in their life.

● For details about any initiatives, contact the PEPYS team at HQ on ext 52031 or 01245 457245.

## Sickness drive: health takes a front seat

NEW figures detailing sick days taken per division and department show that Essex Police is in rude good health.

The organisation has been targeting staff sickness in recent years and, in 2004/05, aimed to bring the force average down to 9.5 days off sick a year.

Figures from April show that police officers are now averaging just 6.4 sick days, while police staff average just under eight.

Leading the pack for healthy living was Media and Public Relations, where the average was less than three days' sickness a year.

Acting head of Media and PR John Johnson said: "It's pleasing that, as a department, our health and morale appears to be in such fine fettle."

Assistant Chief Constable (Personnel) Andy Bliss said of the overall fall in absence: "This is a great achievement and my thanks go to everyone who has played a part."

"These reductions in sickness absence effectively mean more officers tackling crime and more police staff supporting the police effort."

"I am in no doubt that this is one of the factors that have helped us to make significant improvements in performance in the last year."

That view was echoed by Head of Operational Human Resources Kerry McGowan, who called the figures 'a truly remarkable achievement'.

She said: "We have brought down absence levels year on year, enabling Essex to become one of the best forces in the country in 2004/05."

"Under ACTION principles, managers are given the tools to be able to support their staff in assisting their recovery. I look forward to maintaining our performance over the next year."

## Golfers help hearts appeal

SOUTHEND Police Golf Society has raised more than £260 for the Healing Hearts Appeal with a quiz night.

The May 21 event, staged at the police station's clubroom, benefited the appeal at the Southend Hospital Foundation.

# MP proves 2Smart

**SOUTHEND West MP David Amess was so impressed with the 2Smart4Drugs programme that he felt compelled to talk about it in the House of Commons.**

Mr Amess attended a fundraising event at Mill Hall in Rayleigh last month, which saw Westcliff hairdressers Hairclubin stage a hair and fashion show to raise more than £1,400 for the anti-drugs initiative.

And speaking about 2Smart4Drugs in the House of Commons a fortnight later, Mr Amess told his MP colleagues: "I support that strategy absolutely. I unashamedly use this opportunity to persuade the Government that we should invest more in such policing."

"Drug misuse is the biggest challenge that we face in this country. The problem is everywhere. One of the causes of offending is undoubtedly the misuse of drugs."

And the news has made up for the disappointment felt at finding out that Essex Police and Essex FM's superb drugs education programme was not a winner at this year's Essex Countywide Business Awards.

2S4D includes a series of lively roadshows held at venues across the county, which take the message of the



● Southend West MP David Amess with, from left, Hairclubin owner Brenda LeVoi, substance misuse co-ordinator Pc Victoria Wilson and Pam Withrington, of Essex FM

dangers of drugs and alcohol abuse to schoolchildren, with follow-up work undertaken within their school.

The programme was named a finalist in the community public

sector category but was beaten to the award by an Essex charity.

Representatives from Essex FM and from the Essex Police Community Safety team were supported by Chief

Constable David Stevens at the gala presentation evening held at the Cliffs Pavilion in Southend on May 20 and sponsored by the Echo newspaper.

Pc Victoria Wilson, co-organiser of 2S4D, said: "It was a thoroughly enjoyable evening. There was such good camaraderie amongst all the finalists who supported one another with good humour."

"There were so many awards being given out and we were amongst some very deserving organisations so, although we didn't win a prize, everyone was a winner."

The hair and fashion show, attended by Mr Amess, was a sell-out, with 240 guests packing the Mill Hall in Rayleigh for a spectacular event which raised more than £1,400.

Many local shops, stores, boutiques and designers took part in the show, choreographed by Jo Robinson, of Eastwood.

Eight stylists from Hairclubin worked hard all night creating different looks to complement the various fashions and Virgin Vie made sure all the models looked the part - the show had something for everyone with the youngest model being just three and the eldest 65!

Hairclubin owner Brenda LeVoi said: "The night was fantastic, so many people worked so hard to make the show come together on the night."

"We can't thank everyone enough for helping us to have such a successful and entertaining evening."

# Essex happy to partner gay conference

ESSEX Police has lent its support to a European conference celebrating 15 years of the Gay Police Association (GPA) in the UK.

And the force has given £12,000 to become a partner in Celebrate, which is being held at the Novotel London West Conference Centre on Thursday, June 30, and Friday, July 1.

The conference will promote the importance of lesbian, gay, bisexual and transgender (LGBT) people as part of the workforce and respecting the needs of the wider gay community.

Chief Constable of Essex David Stevens said it was an opportunity to address an influential audience and 'to reflect on our past work and to map our future direction'.

He added: "We set ourselves the goal of increasing public and staff trust and confidence and we have achieved a great

deal in the past few years. "Essex Police is committed to continuous improvement and to learning from others – Celebrate provides just such an opportunity."

GPA co-ordinator for Essex Jack Coles, who has been seconded to the GPA for a month to help organise the conference, welcomed the force's support.

"Celebrate is important because it is showing what the police service has achieved since 1990.

"Fifteen years ago, it was homophobic but now attitudes have changed."

Jack, of Stansted Airport's Divisional Intelligence Unit, added: "In partnering the event, Essex Police has backed up the hard work done in the county in the past, given recognition to LGBT staff and recognised the contribution they make."

And he is hoping national



● Jack Coles

press coverage of the conference will show local communities that Essex Police is positive and supportive of its LGBT communities.

The chairperson of Nexus, Essex Police's internal support group for lesbian, gay, bisexual and transgender people, is Pc Emma Chapman, from Southend.

She will be holding a transgender workshop A Changed Agenda, discussing

transgender issues and the links with sexual orientation.

"Essex Police has been very supportive of these issues and that the force has got involved with celebrate is very positive and proactive."

"It reflects the positive work we do in the county," she said.

Emma, who has been chairperson of Nexus since October, added that as Celebrate was a European conference, it would be a great chance to get some networking done.

She was also delighted that there would be a stand so that potential transferees would be able to find out information about the different police forces in the country.

Celebrate is the second European gay police conference but the first to be hosted by the Gay Police Association on behalf of the British Police

Service. The 400 delegates will hear keynote speeches, take part in workshops and see drama presentations, tackling subjects ranging from the recruitment, retention and development of gay police officers and staff, through to external community safety and partnership issues.

Guests are expected to include Metropolitan Police Commissioner Sir Ian Blair, Home Secretary Charles Clarke and members of the gay lobby group Stonewall.

The Gay Police Association was formed in 1990 to promote equality for gay police officers and police staff and to improve relations between the police and the gay community.

● You don't have to be gay to join the GPA or to attend Celebrate. For details and to register for the conference, visit [www.gay.police.uk/celebrate](http://www.gay.police.uk/celebrate)

