

The Law



www.essex.police.uk

December 2005

Departments on the move ... and make more room for parking at HQ

BOREHAM LIFT-OFF

TWO years after the plan was initially conceived, Essex Police has signed a ten-year lease for eight acres of land at Boreham Airfield.

After cash has been spent refurbishing the old Ford Rallysport Complex – work started on November 28 – Chelmsford Road Policing Unit, Mobile Support Division and the Force Support Unit should be moving in by the end of March.

They will then be based across the airfield from the force's Air

by **Heather Turner**

Support Unit.

And Transport Services are due to make the move from HQ in May.

This will then free up space at HQ to allow much-needed refurbishment and redevelopment.

Head of Property Services Andy Sheppard said he was delighted that the plan was finally coming to fruition.

And Mobile Support Divisional Commander Chief Supt Mick Thwaites said the news was 'fantastic'.

"It is a huge boost for the department.

"It brings us all together on one site and allows us to park all our specialist vehicles under cover.

"FSU will have improved facilities, such as locker and shower rooms.

"There will be proper conference and training resources and briefing

facilities for large operations."

Signing the lease for the land at Boreham – which includes 57,000 sq ft of offices and workshops – should be the catalyst behind the Master Planning redevelopment of HQ, too, said Mr Sheppard.

"Until now, we have not had any space to progress this."

Under the Master Plan – which now depends on the result of the national restructuring of police forces – K-Block, where MSD is currently based, would be refurbished and modernised in the 2006/07 Capital Programme and then used to house staff temporarily if the proposed refurbishment of B-Block goes ahead.

The Transport Services garage would then be knocked down and a new office block built.

Said Mr Sheppard: "The main advantage is that it is very reasonably-priced accommodation

close to HQ, which enables Essex Police to do other things.

"It also solves the problem of car parking at HQ which means the Car Parking Review can be resurrected – it is due to be implemented in the spring."

The Car Parking Review is based on allocating parking spaces to operational staff or those who need their vehicles for business use.

"It will free up substantial space for general staff car parking," said Mr Sheppard.

Residents surrounding HQ will also feel the benefit with the HGV and fleet vehicles used by Transport Services no longer visiting the garage there – leading to improved access and a reduction in noise.

When the lease runs out, in 2015, it has been accepted that Transport Services will not go back to HQ – Mr Sheppard said a garage workshop in the middle of a high-value office site

was not practical – but MSD could return.

The site at Boreham was first identified by Mobile Support's Divisional Administration Manager James Cook two years ago.

But, said Mr Sheppard, lease negotiations were protracted because Essex Police had to approach Chelmsford Borough Council to obtain certificates of established use and of lawful use so it could be determined whether a change of use application was needed – it wasn't.

Then Essex Police had to ensure it was not responsible for all repairs and maintenance to the buildings on the site.

Mr Sheppard is confident the deal represents very good value for money, with rent at £2.50/sq ft a fraction of that paid for office space in the Chelmsford area.



● Insp Simon Morgan gets ready to launch Essex Police's Christmas anti-drink-drive campaign while Head of Road Policing Chief Insp Tom Diment displays a still from the cinema advertising campaign

Drink and drug drivers targeted in December

DRINK-drivers are being treated to the same message as other criminals in Essex – don't commit crime here or you will be arrested.

Launching Essex Police's Christmas campaign against drink driving – which this year also targets drivers who are under the influence of drugs – Chief Insp Tom Diment, Head of Road Policing, said: "Drinking and driving is a crime and one which often results in death and serious injury.

"We will be taking steps to make the roads safer by making sure that those who drink and drive are arrested and face the consequences of their actions.

"In the past 12 months, 33,037 people were stopped and breathalysed, so it could very easily happen to you. Combining drinking and driving is not worth it."

The month-long campaign, which started on December 1, is supported by Essex County Council and includes stills advertising in county cinemas – thought to be a first for the force – plus flyers and posters in restaurants and clubs.

Drivers who get behind the wheel under the influence of alcohol or drugs could face a jail sentence, a minimum 12-month ban and a fine of up to £5,000.

Chief Insp Diment added: "We want people to enjoy themselves but to think ahead and plan alternative transport or nominate a designated driver.

"This is also the time to call a halt to the actions of anyone you know who consistently flouts the law and dismisses other people's safety by mixing drinking and driving."

He urged them to report such drivers via Crimestoppers, anonymously, on 0800 555 111. "They are a danger to themselves, to you, your family and others and they should be stopped."

Picture by Julia Goward

Federation news by Terry Spelman



What does the proposal to restructure national forces mean for the future? Big is not always beautiful

IN September, Her Majesty's Inspectorate of Constabulary (HMIC) finally released its long-awaited report Closing the Gap, which calls for the most dramatic changes to the national force structure since the 1919 Police Act.

Denis O'Connor's report on the Level II Gap found that force size was a major factor in service delivery and called for a nationwide restructuring of the police service, proposing the amalgamation of smaller forces to become a network of strategic forces.

The HMIC conducted a nationwide review of the quality of the 'protective service'.

The review findings suggest that:

- under the current 43-force system, smaller forces are presently ill-equipped to deal with the burgeoning pressures of terrorism,

domestic extremism and serious organised crime

- larger forces with over 4,000 officers or 6,000 staff were better resourced to respond effectively and that environmental factors, such as cities and ports, also played an important part in the response and prevention of crime

• smaller forces are unable to deliver a strategic response to threats and instead deal with crime and threat on a one-by-one basis. The report says 'there simply is not a sufficient critical mass to provide the necessary sustainable level of protective service that the 21st century increasingly demands'.

Whilst these findings seem to infer smaller forces are less able to respond as effectively as their larger counterparts, it did find that a few of the smaller forces had responded

almost as well as larger forces, whilst two of the larger forces received very low scores.

The report concluded that the 43-force structure was no longer 'fit for the purpose' and that a strategic force model 'offers the best business solution', especially in the light of the increased threat posed by terrorism and domestic extremism.

The Home Secretary, Charles Clarke, has given Chief Officers until the end of this month to demonstrate proactively and reactively their business case on how they would tackle crime.

Police forces are posed to undergo some of the most radical changes to their structure seen for more than 30 years.

We vehemently urge that future changes do not impinge the level and services of policing the public

currently receives.

We believe they should be targeted towards providing a better service to the public and should not just be a cost-cutting exercise.

It is vital also that the welfare of police officers and police staff are taken into consideration.

We believe the process should not be rushed and there should be widespread public consultation, perhaps by an independent review, to look at all aspects of policing.

Big is not always beautiful.

Acceptance of written warnings

JUST a reminder, if you are accepting written warnings for any misconduct offences, to be aware that they could affect your Competence Related Threshold Payments or, if applicable, Special

Priority Payments. Although it may be beneficial to accept such warnings in the right circumstances, please seek advice from the Federation Office before any action is taken.

Travel insurance

I AM pleased to say we have negotiated with our insurers and there will be no increase in premiums for next year.

- If you are not already in the scheme and wish to join, contact Jackie Card on ext 54555.

Season's greetings

FINALLY, may I wish you all, on behalf of Sue Kelly, Roy Scanes, Ross Luke, Trish Morley, Jackie Card and Marian Godwin, a happy and peaceful Christmas and New Year.



• Pc Richard McDade, Pc Dawn Phillips, Sgt Steve Leese and Pc Andrew Free receive their A1 assessors certificates from ACC Andy Bliss
Picture Helen Cook

First trainee trainers make the grade

EXTRA satisfaction has been gained by the four tutors setting up the new Professional Development Unit at South Woodham Ferrers – for they have completed their A1 assessors training course.

Sgt Steve Leese, Pc Dawn Phillips, Pc Richard McDade and Pc Andrew Free received their certificates from Assistant Chief Constable (Personnel) Andy Bliss after undertaking a six-month

assessment period.

The quartet were the first candidates to achieve this qualification since Essex Police Training Centre became an NVQ centre earlier this year.

The PDU is responsible for the development and training of probationers and their work involved them analysing their method of assessing people, identifying individual needs, then planning and organising

specific training. The course required them to gather evidence on how they assess their students.

Pc Phillips said: "At times you felt as if you were not only thinking for yourself and the student but also for a third person."

Mr Bliss said: "I see the A1 award as part of the process to further professionalise the role of the tutor within the new probationer training programme."

Christmas wishes to you all



• Essex Police Authority chairman Robert Chambers, left, and Essex Chief Constable Roger Baker, right, wish all readers of The Law a Merry Christmas and Happy New Year



Rising to challenges ahead

Christmas message from Essex Chief Constable Roger Baker:

MY first six months with Essex Police have been hugely enjoyable and I look forward to that continuing in 2006.

I have been made to feel very welcome here and I continue to be extremely impressed with the hard work, dedication and professionalism of all of those who work for Essex Police.

We hit the ground running in July with Operation Days of Action and I am pleased to say that this approach is now fast becoming 'business as usual'.

Criminals are beginning to get the message that there is no hiding place for

them in this county and that can only be a good thing – we are responsible for protecting the public and making our communities safer. This will remain our priority for the coming year.

I write this before decisions are made on the possible re-organisation of Essex Police, not only internally but on a national scale.

I am sure that, whatever the outcome, we in Essex Police will ensure that those we serve receive the best possible policing services.

The New Year will bring interesting challenges for us all. I am confident that, with your continued hard work and support, we will take Essex Police towards being the leading police force in the country.

We can go much further

Christmas message from Essex Police Authority chairman Robert Chambers:

FIRSTLY, I want to thank all officers and staff at Essex Police for all their hard work during the last year.

Essex remains one of the safest counties in the country and is improving day by day.

This year we achieved one of the lowest Council Tax precepts in the country, even though we were given one of the lowest grants from the Government.

We also introduced more than 100 new recruits to the force by May.

In July we welcomed new Chief Constable Roger Baker. Since his arrival, detection and arrest rates have soared and a new style of policing has been introduced.

We currently have an additional 95 police officers on front line duties with another 100

to join them by the end of March. Mr Baker, with the authority, wants policing services in Essex to be what the public want and we have already started delivering that – visible policing, attending all incidents of reported crime and more.

And we can go further. We want to restructure the police service to be able to free up more resources to the front line and cut down on bureaucracy and duplicate work. We also want to be able to achieve a low Council Tax precept yet again next year.

We are also currently contending with Government proposals to restructure forces nationally.

We hope whatever decision is made at the end of this month will be for the best of the county's residents and not to the detriment of their police service here in Essex.

TRANSCARE (UK) LIMITED

DRIVERS/ESCORTS REQUIRED

Transcare (UK) Limited has vacancies for male and female drivers and escorts on a casual basis. The work involves the conveyance of young persons from Secure Units to Courts and other journeys as required by Social Services Departments.

Applicants must be flexible with regard to hours and willing to travel nationwide. Rate of pay for drivers is £12 per hour plus 25p per mile. The rate for escorts is £10 per hour.

For further details, please contact Brian Targross (Ex-D.I.) on 01245 443281 or John Breen (Ex-D.S.) on 01621 858361.

NEXUS is in good shape, members told

SUPPORT Group NEXUS recently held its annual general meeting.

In addition to normal AGM business the emphasis was on achievements so far and plans for the future.

The group has assisted divisions in setting up a database of the expertise of its members who can be used as divisional liaison officers and are a valuable resource in the investigation of hate crime.

Members were present at this year's Gay Pride 'Big Gay Out' in Finsbury Park where over 140 enquiries were received about joining Essex Police.

Of the 500 packs recently sent out by Recruiting, over a quarter were sent to the lesbian, gay, bisexual and transgendered community.

● NEXUS has recently appointed a part-time co-ordinator, Joanna Littlewood, to ensure consistency in communication and in the support and resource NEXUS provides to its members and the organisation as a whole.

● Joanne can be contacted in confidence on ext 54056

Don't call us, residents tell cold callers

RAYLEIGH has been chosen as one of two areas to pilot the county's first No Cold Calling Zones (NCCZ) in a move to deter unwanted or bogus doorstep traders. After consultation with residents, 80 homes in Ferndale Road, Norman Crescent, Saxon Close and parts of Hullbridge Road have been selected for the zone – where signs will be put up warning that cold callers are not welcome. A similar scheme has also been launched in Chelmsford.

Door-to-door cold calling has been linked to offences such as distraction burglaries and other doorstep crimes.

While this type of criminal behaviour can happen to anybody, research shows that elderly people are particularly vulnerable, especially those living alone. The NCCZ is a joint effort involving Essex Police, Essex County Council Trading Standards, and Rochford District Council.

Residents have been given information on what they should do if a caller decides to ignore the notices and a hotline number to call if an unwanted caller turns up on their doorstep.

Party on in safety for festive season

LATE-night revellers in Essex will see an increased police presence on the streets, as officers clamp down on alcohol-fuelled violence and anti-social behaviour before Christmas. The Alcohol Misuse Enforcement Campaign has been initiated by the Home Office.

Groundbreaking scheme makes a difference

PIONEERING youth work in Essex has shown that just one police officer can make a difference.

We are the only force in the country to be an integral part of a Children's Trust and Pc Andrea Prout, from Braintree, is the first officer in the country working as a full-time member of a local trust.

Pc Prout said: "My Divisional Commander has not lost an operational police officer, he has gained a multi-agency team.

"The division now has access at one point to agencies it would normally have to ring around to contact. I work closely with the Hate Crime and Domestic Violence unit, Safer School

Partnership officers and Community Policing teams, which identify young people who are at risk."

The multi-skilled task force is able to put several solutions in place at once in order to solve a complex set of problems.

The Braintree Children's Trust is unique because it supports all children and young people from birth up to 19 years old from any part of the district and is not school specific.

The presence of a police officer provides police involvement in a constructive way from the outset.

Working alongside Pc Prout in the Braintree Pathfinder Children's Trust are a nursery nurse, education welfare officer, health visitor, mental health

nurse, social workers, outreach workers, youth worker, assistant psychologist, plus an alcohol worker.

Chairman of the ACPO youth issues group, Deputy Chief Constable Charles Clark said: "Essex Police is a leader on youth issues and our involvement in the Braintree Pathfinder Children's Trust has been pivotal.

"With our increased partnership working, we have the opportunity to prevent crime and anti-social behaviour and protect young people who are often victims.

"The result is that we often do not reach the stage where these children and families become part of the criminal justice process."

Co-operation brings a reward

AN Anti-Social Behaviour Order (ASBO) thought to have been the first as a result of co-operation between different boroughs and police forces was issued last month.

Essex Police worked with the Metropolitan Police to get an ASBO placed on David McCarthy, 23, of Dagenham, who had a history of persistently committing acts of criminal and anti-social behaviour. He is now forbidden from entering certain national chain stores and Lakeside Shopping Centre at Thurrock.

Pasta run raises noodles of cash for children's charity



DEVELOPMENT officer Sally Wardle had a Mini adventure when she drove almost 3,000 miles to raise funds for a kids' charity.

Sally, who works for the Contact Management Programme team at HQ, was joined by her partner Steve as she drove the 2,800 miles from Chelmsford to Italy and back again for The Italian Job. Together they raised more than £500 for the National Children's Home (NCH) charity.

The annual event, which has been staged for the last 15 years, is open to anyone with a Mini or other car featured in the film of the same name.

Starting in Imola, dozens of teams make their way back to Brighton. Since 1990 the event has raised nearly £2million for NCH. Sally said: "Highlights of the trip included doing three laps of the private Ferrari test circuit at Fiorano, a police escort around the town of Treviso and seeing the Radracoli Dam in the high Apennines.

"We finished tenth out of 60 Minis. A big thank you to everyone who donated."

● Sally and Steve with their Mini waiting for the ferry on their way home

Divisional debate is due to be resolved

A FULL police authority meeting on December 5, was due to consider whether Essex Police would restructure with fewer divisions.

The aims of any restructure are to increase the number of officers on the front line, improve face to face contact and improve the service we provide in the county.

The focus of the review has been to prevent and reduce crime, increase detection rates and make a positive

by **Kate Batson**

impact on anti-social behaviour across Essex.

And the aim is to increase police officers on front line duties by March 31, 2006, using existing resources. Essex Police currently has nine divisions and there were three options for future changes on the table at the December 5 meeting – for four, five or six police divisions.

These options are said to make the best use of the force's skills and

capabilities to deal with all incidents in the county 24/7.

Senior officers and police authority members have already consulted local partners and the public about these options.

Essex Police Authority chairman Robert Chambers said beforehand: "We have completed the consultation process and we, as an authority, are looking forward to debating the best option for the people in Essex."

Following any decision consultation with staff and Unison will start immediately, if necessary.

PEPYS forum has a lot to celebrate

THE PEPYS Youth Forum is celebrating its first birthday – and what a year it's been.

The group is run by the PEPYS (Proactive Essex Police Youth Strategy) Project Team and has more than 60 members, aged 12 to 18, from across Essex.

The forum's first meeting was held in November 2004 and members meet every month at Essex Police HQ.

Members have already re-written and redesigned the PEPYS Strategy into a young-people-friendly document and more than 60,000 copies have already been distributed to under-18s across Essex.

They have also developed a new website, again aimed at young people,

called www.pepys.org

The public's perception of young people has always been of concern to the Youth Forum and the group took this subject to the 2005 Essex Police Youth Conference.

Several members of the forum spoke at the conference in front of 300 delegates and contributed to group and panel discussions.

They've also had some media training and are using those skills to speak to the press about young people's issues.

And the group has now secured a regular column in the Essex Chronicle to give a young person's perspective on a topical issue or personal experience.

The forum is now broadening its

consultation role and helping to form a Youth Committee to work with Essex Police Authority on a quarterly basis.

PEPYS Programme Manager Ian Carter said the group was ready to give its views on a range of topics.

"This is an ideal opportunity for Essex Police to get a young person's view on any campaign, initiative, publicity or project.

"If you're trying to engage young people on a particular issue, then you can use the Youth Forum in your research – find out from them which messages and formats work the best."

● For more information, contact the PEPYS Office on ext 52031 or 01245 457245

Recruitment is on the menu again

A NEW campaign to recruit police officers starts at 8.30am on Monday, December 12. To ensure applications are dealt with as speedily as possible, the window to apply for and return application packs will end on Friday, January 6, 2006.

The packs, which are limited in number, can be obtained by calling the Recruitment Department on 01245 452277, or through the recruitment section on the Essex Police website at www.essex.police.uk. Anyone wishing to apply online via the website www.policecouldyou.co.uk must begin filling out their application between December 12 and December 19, 2005, and submit them by Friday, January 6, 2006. Printed versions (PDFs) of these online forms will not be accepted.

● ESSEX Police is looking to recruit another 122 Police Community Support Officers, who support regular officers in providing high-visibility patrols, preventing and detecting crime and providing public reassurance. Their role will be key to the implementation of Neighbourhood policing – see story on Page 12

Closing date for applications is December 23. For info visit www.essex.police.uk/pcso or ring the HR Business Team on 01245 452716, quoting ref 626.

Law Letters

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. Please be aware The Law is reproduced on the internet and circulated to the media.

Separateness can prove to be very divisive

I AM responding to a letter in the September issue from Jack Coles, force co-ordinator of the Gay Police Association, headed 'What about the rights of minority groups?'

I served as a police officer when homosexuality was a criminal offence and, although prosecutions for the act alone were rare, it was the cause of a good many crimes of GBH, blackmail and murder.

Fortunately, homosexuals can now profess their sexual preference openly without threats of violence, blackmail or prosecution.

They now wish to have their rights protected and be treated the same as everyone else – a philosophy that I applaud.

But I do find it difficult to understand why, if they expect to be treated the same as everyone else, they need to have their own association.

The majority within our society also have rights and one of our rights is to disagree with those who, I believe, seek to have greater privileges because they form part of a minority group.

George Raven
Cartagena
Spain

• *Editor's note: This letter was inadvertently missed out of the November issue and is definitely the last on this subject*

So, what have the Romans done for us?

REGARDING the letter in the November issue of The Law – Haven't I seen re-organisation before? – and the fact that the press is full of police reorganisation stories at the moment, I think it may be a good idea to reiterate the fact that reorganisation is nothing new and repeat this short passage by Caius Petronius, AD 66: "We trained hard but it seemed that every time we were beginning to form up into

teams, we would be reorganised.

"I was to learn later in life that we tend to meet any new situation by reorganising, and a wonderful method it can be for creating the illusion of progress, while producing confusion, inefficiency, and demoralisation."

How time flies when you are reorganising!

John Hobrough
Colchester

• **Ellie May Challis will need new prosthetic limbs every few months after she suffered from meningitis. Det Sgt Mark Hall, of Brentwood MIT, sought donations from fellow police officers and staff for a charity fund raising night, which raised more than £10,000.**
• Visit www.elliemay.info



Ex-service personnel called back into battle

CALLING all ex-service personnel Did you serve in the Armed Forces before 1975 and did not receive any pension?

The Combined Armed Forces Federation UK is challenging the Government over the fact that many members of the Armed Forces who left before qualifying for a full pension prior to 1975 are nevertheless entitled to a pro-rata pension based on the number of years served.

The federation is also challenging the fact that salary levels were reduced below civilian equivalent in order to provide them.

If you would like to join, then please contact me at the address below, email frixon@virgin.net or visit www.caffuk.co.uk

Frank Rixon BEM
10 Nepal Road
Tidworth
Hampshire SP9 7EU

Spread some seasonal cheer

THE police service is renowned for supporting charitable causes and those in need.

Over the years, officers, civilian support staff and members of the Special Constabulary of Essex Police have been amongst the best of the best in raising money for people less fortunate.

With this in mind and at this special time of the year, I would wish to bring to the attention of readers of The Law the urgent needs of a special little girl who needs help.

Ellie May Challis was born on March 23, 2004, 15 minutes after her twin sister Sophie.

With their elder brother and sister Connor and Taylor and their parents Paul and Lisa they were in every sense the perfect family.

But on July 28 this year, Ellie developed a high temperature and was taken to hospital. After being allowed home, three small mauve spots were discovered on Ellie's back which did not disappear when a glass was rolled over them.

Ellie was rushed back to hospital where doctors confirmed that she was suffering from Meningococcal Septicaemia Meningitis Type B.

Ellie was transferred to St Mary's Hospital, Paddington, placed in intensive care and her fight for life began. Unfortunately, one of the effects of septicaemia (blood poisoning) is that

the blood supply to the limbs is cut off to keep blood flowing to the vital organs.

In September, Ellie underwent six hours of surgery at Broomfield Hospital, Chelmsford, when both her arms were amputated just below the elbows and both her legs just above her knees. Despite all that Ellie has been through, she is on the road to recovery.

In bringing all of the aforementioned to your attention I do so with the aim of seeking financial help for Ellie May.

Prosthetic limbs, that Ellie will need for the rest of her life, available on the NHS are unsuitable as they don't have flexible joints.

Better, more functional limbs are available privately but the total cost of purchasing a complete set is £16,000. To keep pace with her growth, Ellie could need as many as three new sets per year until she is around 17.

Should you wish to make a financial donation to help Ellie or organise a fund raising event, all cheques are to be made payable to the Trustees of Ellie May Fund Lloyds TSB and should be forwarded c/o Ellie's grandmother Mrs Hazel Taylor, 36 Park Lane, Hornchurch, Essex RM11 1BD.

In appreciation of your anticipated support, I simply say thank you.

David Bright
Westcliff

service | line

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Car Insurance

Gone . . . but not forgotten

Pc Jo-Ann Jennings
Served from February 16, 1987. Died November 12, 1989.

PC Jo-Ann Jennings was nearly 21 when she joined the regular force after serving as a Special Constable in her home town of Benfleet for almost two years.

Her first posting was to Grays, where she met her responsibilities with vigour and determination, soon becoming a respected and valued member of the relief.

She welcomed the challenge of a transfer to Corringham in the autumn of 1989 and was readily accepted by her new colleagues. Jo-Ann was enthusiastically settling in at her new station when tragedy struck.

During the early hours of Remembrance Sunday 1989, she was passenger in a police car which was involved in an unexplained accident in Brentwood Road, Orsett. So severe were her injuries that she died shortly afterwards.

Jo-Ann's colleagues remember her warmth, sincerity, strong sense of commitment and the obvious pride with which she served the community.



• Pc Jo-Ann Jennings

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

New advisory group reflects on successful and busy year

THE Essex Independent Advisory Group held its first annual meeting and reflected on the success of the past 12 months.

The group has a wide membership, including representatives from disability groups, lesbian, gay, bisexual and transgendered communities, Age Concern, gypsy traveller communities, the Essex Racial Equality Council and Victim Support.

Chairperson Neela Hibbert was re-elected to serve a second term. She said the key success of the IAG's first year in existence was the meeting several members had had with the Essex Police Gold group set up to discuss the potential impact of the London bombings of July 7.

"Mosque security was also discussed and good practice shared," she said.

Because of the difficulty of getting reassurance messages to the scattered black and minority ethnic communities across the county, Neela said the IAG had involved Essex Racial Equality Council to put support structures in place.

She said she was impressed with police reactions and felt the IAG involvement had been very beneficial to improving communication between local people and the police.

She personally had been involved with police in Harlow and with the town's Ethnic Minority Forum and said she had found 'good interaction' following the July 7 bombings.

IAG members also met representatives of the Independent Police Complaints Committee (IPCC) following the death of a man in custody at Southend.

IAG members were called into action again during September to assist with the planning of operations Splash and Nameplate (targeting burglaries by bogus callers).

Neela told the AGM that positive advance liaison with gypsy traveller communities via IAG members enabled the operations to be effective without damaging important relationships.

After the meeting, Assistant Chief Constable (Crime) Liam Briggins said he welcomed the significant contribution the Essex IAG had made to policing across the county.

"We have much appreciated the support and advice members have given us, particularly in the aftermath of the London bombings – when community reassurance was so vital – and when planning operations which are necessary but which also may have a disproportionate effect on some sections of the community.

"The IAG has opened up a new avenue of communication with community groups which means we can make informed decisions when implementing policy and operational policing issues."

Hoping to cash in on new campaign

WITH the festive season now well under way, Essex Police is driving home a strong message to party-goers that drunk and disorderly behaviour could land them with an £80 on-the-spot fine, or arrest.

The campaign, implemented through on-screen advertising at Nationwide cash points throughout Essex, supports the launch of the Alcohol Misuse Enforcement Campaign (AMEC) and the introduction of the new Licensing Act.

This has seen the deployment of additional officers to hotspot areas in the county which are most affected by alcohol-related crime and disorder.

ATM advertising is a completely new medium which has been identified by Essex Police as an effective tool to reach the target audience of 17 to 27-year-olds – a group invariably difficult to target through conventional, regional press advertising.

Forty cash machines – located in post offices, supermarkets, convenience stores, hospitals, petrol stations and shopping centres – will transmit the message.

Supporting the ATM advertising is a cinema campaign. The short, on-screen animated advert is a reminder to those who ruin a night out for others by being drunk and disorderly or violent that this

behaviour will not be tolerated. It can be seen on 40 screens at Cineworld Braintree, UCI West Thurrock, UCI Basildon and UCG Harlow.

It is estimated that over 365,000 people will see the campaign message, which will be shown across the county in the next three weeks.

Substance Misuse and Youth Co-ordinator Sgt Nigel Dermott said: "We want to raise awareness of the police's tough line on drunk and disorderly behaviour and that it will not be tolerated.

"I am optimistic that this campaign will make young people think twice about binge-drinking."

Moves are afoot to recruit some Special people



A NEW and innovative drive to boost the number of Special Constables has been launched in south Essex, with First Essex Buses carrying specially-designed advertisements on their buses.

The force has received numerous inquiries from people wanting to join the Special Constabulary during the past year, despite recent media focus on the role of Police Community Support Officers, and we are now looking to further increase the number of Specials.

The advertising campaign aims to raise awareness among residents and motorists, with the number 100 bus carrying the message that being a Special Constable is a rewarding, fulfilling job.

● One of the bus backs touring the county's streets with the Specials recruitment message

The bus's route takes it from Chelmsford to Lakeside, passing through Billericay, Basildon and Grays.

Essex Police Special Constabulary Chief Commandant George Cook has been a Special for many years and knows how rewarding the role can be.

"I know people are always looking to give something back to their community and becoming a Special Constable is the ideal way to do this," said Mr Cook.

"While making a worthwhile contribution to life, people can also learn new skills and develop their communication.

"Specials are equipped with the same equipment as regular officers and they have the same everyday powers too."

Essex Police is looking to increase the number of Special Constables serving in the force, from the current figure of 380, over the course of the next five years.

Work continues apace on national proposals

INITIAL feedback from the Home Office has suggested that Essex Police could be merged as part of the national police force amalgamation proposals.

The Home Office has suggested we carry out further work on three out of the four options put forward by the police authority at the end of October.

- A regional Eastern force, merging with Suffolk, Norfolk, Cambridgeshire, Hertfordshire and Bedfordshire
- Bedfordshire, Hertfordshire, Essex
- Norfolk, Suffolk, Essex.

However, Essex Police Authority believes that Essex as a standalone force should still be considered and that

by **Kate Batson**

option will continued to be examined as the authority works with Essex Police to identify the most positive option for delivering an improved service to the public.

Part of this work will make sure that the structure of any new force is suitable to respond to local concerns and strengthen links with local partners.

As The Law went to print, Essex Police had just come to the end of a three-week public consultation process regarding the restructure.

Authority chairman Robert Chambers believes Essex as a standalone force can deliver what the Government is looking for.

He said: "Although we have received

these comments back from the Home Secretary we still believe that in Essex we have a very strong case to put it forward as a strategic force to ensure that Essex residents keep their excellent police service, which is improving day by day."

And Deputy Chief Constable Charles Clark said: "We acknowledge the comments from the Home Office and we are still considering all of the options.

"This is an important decision for the future of policing and any change must be based on a strong business case and an objective assessment of the future policing needs.

"We will continue to work with neighbouring forces to identify the most positive option for the people of Essex."

A preferred option will be presented to the Home Office by December 23.

Motorcycles could make a return

ESSEX Police Authority was due to decide at its meeting on December 5 whether to reintroduce motorcycles to the county's roads.

The force is proposing to reinstate an additional six motorcycles across the county, to work alongside the two already used for the Bikesafe education and training scheme.

The main aim of such a move would be to further

deny the use of Essex roads to criminals, and to reduce significantly the number of motorcyclist fatalities and casualties.

Motorcycles would also assist in policing hotspots for crime and disorder, and they can be used to arrive at incidents more quickly.

As well as improving operational options for policing the county's roads, motorcycles would also provide public

reassurance because they are high visibility.

They can also be used to support operations and events such as the annual V concert in Chelmsford and air shows.

They will be able to provide a rapid response to major incidents for scene preservation and intelligence gathering and can be used to carry out specialist escorts.

Chief Constable Roger Baker said: "Motorcycles can

be used for a whole range of policing services. They are a vital and proven tool in tackling crime and reducing the number of deaths on our roads.

"Essex Police figures for motorcyclist deaths in 2005 have significantly reduced since last year and we intend to see this trend continue."

So far in 2005 there have been 16 deaths of motorcyclists, compared to 29 in 2004.

Gifts benefit our museum

ESSEX Police Museum has teamed up with Fundraising Direct in a bid to ease the hassle of Christmas shopping for staff as well as raising money for the museum itself.

Museum Curator Becky Latchford says 25 per cent of every £10 spent by customers will be donated directly to the museum, which is a registered charity.

● Contact Becky on ext 50771 or email her for a catalogue

PCSO gets a shock at open day

A SHOCK was in store for PCSO Andrew Hill at the Rayleigh Division open day last month.

On hand to receive two bicycles donated to the Rochford Community Policing Team by Hockley Chamber of Trade, Andrew was then surprised to the on the receiving end of a presentation himself.

A/Supt Michelle Farrant presented him with a special certificate to recognise his 'continuing good work' in helping to police Rayleigh.

In particular he was commended for the part he played in the arrests of two suspected shoplifters – while off duty, he followed the men he had seen acting suspiciously and summoned officers, who made the arrests.

The open day attracted hundreds of people, who gained a first-hand glimpse into the work of local police and received a range of crime reduction advice and security aids.

Fireworks cash

A MASSIVE £1,700 was raised for charity from the annual fireworks display held at HQ on November 4.

Money will be donated to local children's charities. The event was organised by Phil Knight, vehicle services and HO sports and Social Club.

Rape case review goes into action

THE first stage of an Essex Police operation to review unsolved stranger rapes has swung into action.

Operation Mettle will use modern technology – including the National DNA Database (NDNAD) and information on the Police National Computer – in a bid to find the people responsible for crimes committed years ago.

And, if new evidence implicates defendants who have already been acquitted in a case, recent legislation means they will be able to be put before the courts a second time.

Now Investigative Review Officer Ray Newman is appealing for all officers and staff, serving and retired, who have been involved in unsolved cases of stranger rape to contact the Major Crime Review Team at Billericay Police Station.

“We need your help in constructing a database of all stranger rapes committed in Essex over the past 30 years,” said Mr Newman, who served as a Det Chief Insp in Rayleigh and then in the Professional Standards Department.

“We can then review them to see what opportunities for detection may now exist.”

Detected stranger rape cases will also be examined to see if previously unsolved cases can be linked by MO and to see if DNA profiles of convicted rapists are on the NDNAD.

● If you can provide any information about stranger rapes committed in the past 30 years, contact Project Officer Lorna Watson on 01268 245822, ext 45100 or email her via lorna.watson@essex.pnn.police.uk

Intranet will target users with info

A PROJECT is currently underway that will result in a complete overhaul of the Essex Police Intranet home page to enable users to find relevant content and applications much quicker and easier.

The home page will be more dynamic, pushing targeted content to users based on their role and location within the organisation.

Operational staff will be given more direct access to important information, including STORM, briefings and crime.

● TWO new websites went live last month.

The Essex Intelligence Model and Unison can both now be found under Divisions and Departments on the Intranet.

With Personnel Bulletins (pinks) and Policy Guidelines (greens) already available on the Intranet it has been decided that the need to distribute hard copies of the documents is unnecessary and not cost-efficient.

Any officers or staff members who work outside the force or are on long-term sick or maternity leave etc will have hard copy versions posted.

Have you a story to tell?
Contact Heather Turner
on ext 50620



● Norah Trott's shop, Felicity Jane, in Rochford, right, pictured in 1978

● Norah's car parked outside her garage, near where her body was found, far right

Norah Trott's death prompted the county's biggest murder inquiry

ON the evening of Monday, November 6, 1978, 63-year-old boutique owner Norah Trott set off from her Rochford home to visit a sick friend.

She lived in a flat above her shop, Felicity Jane, and parked her car in a nearby garage block at the rear of the Old Ship Pub. As she unlocked her garage doors, the petite blonde was attacked.

At about 8.15pm, two boys on bicycles saw a young man who they thought looked suspicious. They followed him, watched him put something into a dustbin bag and go into an alleyway.

Although the boys lost sight of him, they later found the dustbin bag and discovered it contained a blood-stained shopping bag – which turned out to belong to Norah.

Meanwhile, Norah's friend had become concerned about her failure to arrive and raised the alarm.

Norah's nearly-naked body was discovered on an overgrown path by the side of the garage block.

Norah had suffered horrific head and facial injuries and her attacker had stamped on her throat to stop her from crying out – shattering her voicebox.

She had also been raped and most of her clothing had been placed in the boot of her car.

Norah's death saw the start of one of the biggest murder investigations Essex had ever seen.

During one weekend, over 100 detectives from all over the county were drafted in to carry out house-to-house inquiries.



How DNA sample trapped a killer

TWENTY-seven years after the brutal rape and murder of a Rochford business woman shocked the local community, a builder has been jailed for life.

Kim Perks takes a look at how good, basic policing, first-class investigative work and advances in forensic science finally brought justice for those who knew and loved Norah Trott in the first successful 'cold case' prosecution in Essex.

THE year 1978 saw an investigation never before seen in Essex.

In a single weekend police called on 4,000 homes and took blood samples from 70 people. Over a year they interviewed 12,000 people and took more than 1,000 statements.

Nobby Clarke took part in the original house-to-house inquiries and was also the senior investigating officer when builder Wayne Doherty was arrested in 2004.

Mr Clarke has since retired and is now an Investigative Review Officer for the force's Investigative Review Team – looking at 'cold' cases. He remembered: “The residents were absolutely horrified that this had happened in Rochford. “The town hasn't changed that much – it impacted greatly on the people.”

Science may have been the final nail in Doherty's coffin but if it weren't for the solid foundation laid by the original investigation team, the tenacity of the 'cold case' review team and the dedication and attention to detail by the modern day investigators, it could have been a completely different story.

Even the defence team issued a back-handed compliment at the end of the trial making it clear there was no defence because there was nothing to exploit.

Historically, storage of exhibits and material relating to unsolved cases was very fragmented but Investigative Review Officer Ray Newman managed to find every last item from the original



● Norah Trott has received justice, 27 years after she was brutally murdered

There's justice for Norah ... at last

NORAH Trott had no surviving blood relatives but her former husband, 84-year-old Ronald Trott, loyally sat through every day of the two-and-a-half week trial. Norah and Ronald divorced 18 years before her death but he and his new wife remained firm friends with Norah.

As a retired barrister and a former Fellow of the Institute of Physics it was a particularly poignant moment when the jury at Basildon Crown Court last month returned its verdict.

He said: “This is a great day for forensic science and justice. Essex Police have done a marvellous job in so diligently following up their inquiries 27 years after this terrible event.

“No-one can bring Norah back to enjoy the happy retirement she was looking forward to but convicting her vicious killer is the next best thing.”

Norah Trott investigation and assess its potential for review.

When a DNA match was made with Doherty there was then a race to trace the elusive builder. Once he was located in Guernsey, a number of detectives spent days on the island keeping an eye on him as the process to secure an extradition warrant was completed.

Once Doherty was in custody there was a case to prepare and this meant, said Senior Investigating Officer Det Supt Simon Dinsdale, “translating a 1970s investigation into a 21st-century investigation under all the new rules of evidence, court procedure and disclosure”.

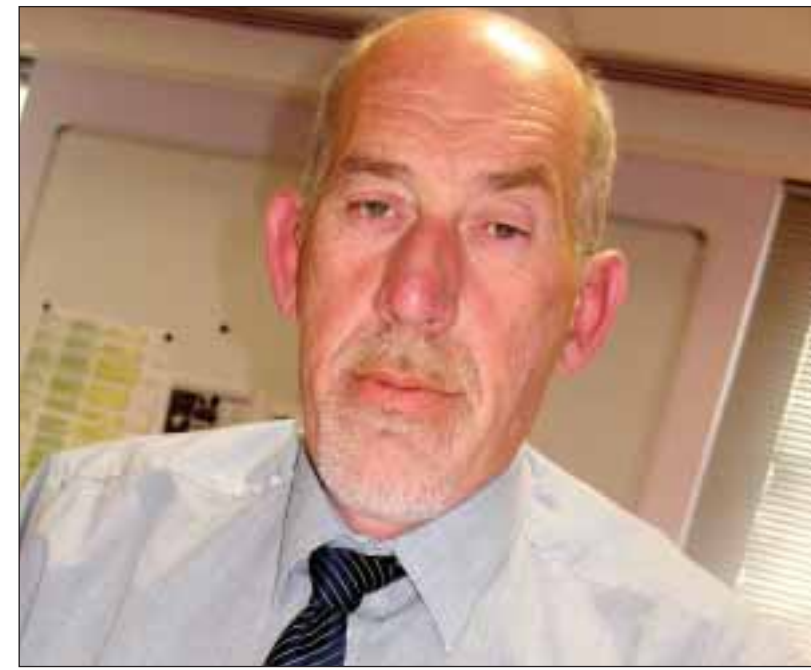
Although a team of individuals played a part, three officers deserve particular mention. Det Con Chris Arnold was responsible for the many exhibits that were 27 years old and had been in and out of laboratories with dozens of scientists needing to demonstrate their integrity and the absence of any contamination.

Det Con Colin Egleton was responsible for ensuring the tens of thousands of documents from the original investigation met with all the modern day rules of disclosure.

And last, but by no means least was case officer Det Con Roy Burnett. His professionalism located witnesses who were rumoured to be dead, traced Norah's original car, and ensured that there was absolutely no gap in the evidence of which the defence could take advantage.

Det Supt Dinsdale said: “This trial has demonstrated that the police service will embrace all advances in technology and science to bring justice to the victims and families affected by crime and, furthermore, it shows that we will never give up.”

“The verdict is a tribute to science and to the hundreds of dedicated police officers and staff who have worked so diligently since Norah's death to get to the truth. I am extremely proud to have been involved in this investigation.”



● Investigative Review Officer Nobby Clarke has followed Norah Trott's case from the beginning – not only did he work on the prosecution of Wayne Doherty, he also carried out house-to-house inquiries after Norah died in 1978

Diligence with DNA

THERE is no doubt that advances in forensic science and, in particular, DNA secured the fate of Norah Trott's killer.

As part of the latest review a number of exhibits were submitted for re-examination and scientists were able to develop Norah's DNA from biological material obtained during the initial investigation. This meant that it was also possible to identify any DNA on the exhibits which did not belong to Norah and the scientists succeeded with both Norah's skirt and intimate biological

samples. The 'stranger' DNA profile found was compared to the national database. Initially there was no match and the police arranged for the Forensic Science Service to run it through the database regularly. Just a few months later, Doherty was arrested for drink-driving and his DNA placed on the database, leading to a match. This was a significant breakthrough and the court heard that the probability of a match if the DNA on the skirt came from someone other than Doherty was 1:190 million.



● The face of a killer – builder Wayne Doherty went untraced for 26 years until a DNA sample was matched on the national database

Drink-driving offence was killer's downfall

WAYNE Doherty was just 23 when he raped and killed Norah Trott and, for more than a quarter of a century, he thought he had got away with it.

Doherty lived in Canewdon in 1978 with his then wife and two children.

He was a builder who spent much of his time working in Europe.

Although he was one of hundreds of individuals questioned during the original house-to-house inquiries, he was never declared a suspect or arrested.

Alcohol was to be his downfall – in July 2004 he decided to drive in Cambridgeshire, having been drinking. Cambridgeshire Pcs Robert Foot and Paul Sykes arrested Doherty and, as well as making him take a breath test, they obtained a DNA sample.

When a DNA match was made on the national database Doherty was traced to Guernsey and arrested.

When shown a picture of Norah Trott he uttered the words 'oh my God' before giving a series of 'no comment' interviews.

During his trial at Basildon Crown Court last month, Doherty told the jury that he had been drinking in Rochford on the day Norah was killed but was at home during the evening.

He was the only witness called by the

defence and his defence was simply that it wasn't him, he wasn't there and the science must be a mistake.

However, after the jury returned a unanimous verdict, Judge Philip Clegg said he believed that Doherty had lain in wait for Norah – fuelled by lust and drink – and had robbed her of her life 'in the most humiliating of circumstances'.

The court also heard that, less than two years after killing Norah Trott, Doherty had sexually assaulted a two-year-old girl.

The girl's mother had been collecting her elder daughter from a church Bible class when Doherty had led the victim away from the car.

The mother's screams were said to have prevented something more serious happening to the girl as Doherty fled and a passer-by found the child abandoned on wasteland.

For that offence, Doherty received 15 months' imprisonment.

For the murder of Norah Trott he is now serving a life jail term for murder, with a recommendation he serve a minimum of 23 years before he is eligible for parole, plus ten years for rape, to be served concurrently.

Accountants are talking ACTION

THE force's leadership team is to address a top accountancy body.

CIPFA (The Chartered Institute of Public Finance and Accounting) is the professional accounting body which specialises in the public sector, often at the most senior levels.

And the ACTION team has been asked to talk about the programme and its future at CIPFA's latest quarterly workshop, which will then pass on the advice to most forces in England and Wales.

In the light of the national restructuring of forces, it was considered timely to look at progress on workforce modernisation and leadership issues, as these are part of one of the three pillars of police reform.

The audience will comprise a mixture of police officers and police staff from corporate development departments, corporate planning units, performance units, and a few police authority members/officers.

ACTION programme director Dick Madden said: “CIPFA was notified of our progress in a very positive light following our success in winning the coveted Chartered Institute of Personnel and Development award and is now showing a keen interest in what's been going on in Essex.”

● To find out more about CIPFA's Police Panel, visit www.cipfa.org.uk/panels/police

Change is as good as rest for Specials

ONE of the biggest changes for the Special Constabulary in Essex will be the introduction of new rank titles and insignia which align more closely with those of regular officers.

The changes are due to be implemented from January 1, and see a change in titles from beat supervisor to special sergeant and section officer to special inspector.

The top jobs now mirror those of regular officers with assistant chief officers, a deputy chief officer and a chief officer.

Apart from the Special Constables, all the epaulettes will be changing with new insignia.

Soon-to-be Chief Officer, George Cook – the current Commandant – is keen to ensure that all officers and staff recognise the new ranks, details of which will be finalised later this month.

An award 4 2Smart

SUBSTANCE Misuse Co-ordinator Pc Victoria Wilson has received an ACPD commendation for her work with the annual 2Smart 4Drugs roadshow campaign.

It was one of a number of awards made by the ACPD drugs committee to recognise the good work put in by officers on the ground to combat the menace of drugs.

Pc Wilson ensures that the roadshow is updated and remains relevant to the 15,000 schoolchildren who visit every year.

Law Classifieds

Holiday lets

BRAND new four/five bed Gulf Coast villa, sleeps ten. Pool, spa, bikes etc. Discount given to police. Close to all amenities. Visit www.lemonbayvillas.com

COSTA BLANCA. La Marina. Luxury villa, sleeps 4-6. Two bedrooms, two bathrooms, solarium, pool. Five minutes from beach, 10 from golf course. From £125 pw. Contact Mick Ager on 00 34 617 110 096 or 07775 676142 or email casdomi02@hotmail.com

COSTA Calida, La Manga, two-bedroom apartment, sleeps 6. Overlooking golf course, 20 yards to beach. Gardens, two pools, tennis. Sailing school close by. Ring Gary Franklin on 07753 606996.

FLORIDA, four-bedroom villa, three bathrooms. Private pool, air con cable TVs etc, games room. Golf five mins, Disney 15 mins. Ring Karen or Chris McAulay on 01625 431373 or 07881 614045, visit www.mcaulayvilla.com or email mcaulay60@hotmail.com

FLORIDA, luxury four-bedroom villa, private, heated pool close to Disney and golf course. Christmas still available. For free brochure, contact Jill on 01702 586092 or visit www.my-florida-villa.net

FLORIDA, Sarasota. Villa sleeps six. Quiet village environment. Pool, tennis, barbecue, clubhouse, hot tub, beautiful beaches. Contact Norma Gill via email at norma@desgill.com

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.

ORLANDO. Luxury villa, four bedrooms, three bathrooms, sleeps up to 10. Private, screened pool near Disney and other central Florida attractions. Contact Alison and Michael on 01245 266949 or Ron Cook on 01376 573406.

SCOTTISH Highlands, beautiful B&B with en suites. Fishing in private trout loch, shooting, walking, bird-watching, ski-ing or 'chilling out' in the Cairngorms National Park. Reductions for police. Ring Andy Nunn on 01479 841717 or e-mail apf.nunn@btinternet.com

SOUTH of France, three-bedroom villa, sleeps six, quiet complex. Mediterranean coast 150m. Visit www.la-cypriette.com email kevin.harman@freeuk.com or ring 01702 470926.

TENERIFE, two-bed, two-bathroomed villa, at Amarilla Golf on south coast, sleeps six. Sea view,

satellite TV. From £300 per week. Ring Dave Britton on 01702 201701.

TURKEY. Two-bedroomed apartment, sleeps six, air conditioned, 150yds from Mediterranean beach, shared pool, two hours from ski slopes, tranquil setting. £200 per week. Ring Roy on 07803 522737.

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.tuscanylife.co.uk

WELLS-next-the-Sea, Norfolk, charming, traditional cottage, sleeps four, walk to quayside, shops and beach. Parking. Now booking for 2006. Ring 07919 057437.

Miscellaneous

GUITAR amplifier, 1970s Peavey Deuce, 120-watt, valve amp, mint condition, including foot switch and original documentation. £85. Buyer collects. Ring 07971 459963.

KING Snake golf clubs, 3-iron to sand wedge, 3 and 5-wood, graphite shafts, good condition, ideal starter set. £165 ono. Ring 07971 459963.

LEXUS IS200SE, metallic Racing Green, 2000, W-reg, 91,000 miles, fully-loaded all electrics, leather interior, air conditioning, alloys, £5,950 ono. Ring 07971 459963.

MAHOGANY furniture – two-CD cabinets hold 100 and 80 CDs each, £15 and £7.50, TV table with cabinet, drawers and sliding shelf, £20, and occasional table, £5. Ring Lyn ext 55213.

MOTORCYCLE clothing. Leather jacket and trousers, size 14. Gloves, balaclava, size 7. Boots, helmet, size 54. All for £180. Contact Catherine on 07971 052441.

ROVER 75 Tourer Club SEi, CDTi 2l. Y-reg, 48,000 miles, diesel, White Gold, full history, every extra, pristine condition, tax and MoT. £7,250 ono. Contact Derek on 07958 209909.

SETTEE, three-seater, new, in packaging – won't fit in new flat. Mushroom colour, soft fabric, cost £600, will accept £450. Contact Phil on ext 52117.

VAUXHALL Signum 2.2i silver, 2004 reg, CD, 17in alloys, part leather, tax, twin exhaust, 14,000 miles, electric windows, privacy windows, £10,750. Contact Ricky on 07968 609316.

YAMAHA PSR700 keyboard and stand with FC7 pedal and softcase. Total package when new over £2,200, asking £350. Janice Seaber, HQ FIR or 01376 334797.

Peter retires after 31 years

AFTER 31 years with Essex Police – the last four as Divisional Commander at Basildon – Chief Supt Peter Sheldrake has retired.

Heading up Basildon Command Team had been a real challenge, said Mr Sheldrake, 53, and it had been a real change of pace.

"I have thoroughly enjoyed my time in Basildon – the pace of policing is certainly brisk here."

Mr Sheldrake started his career in Chelmsford and spent eight years in that division before moving to Braintree as a sergeant.

Following a spell at Essex Police Training Centre at HQ, he moved on to the Force Support Unit and then spent time in Colchester as Deputy Divisional Commander before being promoted to superintendent when he was appointed Divisional Commander at Braintree.

In March 2001, Mr Sheldrake moved to Basildon, again as Divisional Commander, and was promoted to chief superintendent.

Supt **Janet Jefferson** has moved from Thurrock to HQ to take up post as Head of Resourcing.

In this role she will have responsibility for recruiting, promotions, selection for specialist posts, staff development and succession planning.

She will also look at the development of middle-ranking officers to prepare them for senior posts.

Janet said: "These are interesting times for everyone in the organisation, with force restructuring imminent and the possibility of regional changes."

"I am looking forward to working with an experienced team and developing staff across the force."

This is Janet's second spell at HQ although she has spent most of her



● Chief Supt Peter Sheldrake



● Supt Janet Jefferson



● T/Chief Supt Dave Folkard

Names in the news

service in frontline posts.

T/Chief Supt **Dave Folkard** has moved from the post of Head of HR to take temporary command of Southend Division.

Having spent most of his 24-year career in mid and west-Essex, this will be new territory for him.

Dave said that he was delighted to be given the opportunity to take the divisional commander's role in a division so diverse and steeped in history as Southend – it had its own borough police force until 1969.

He added that he was looking forward to working with top-drawer officers and staff to improve the quality of life for people living, working and visiting the area.

Obituaries

DENISE Purkiss, a member of Corporate Support at HQ, died suddenly on November 8, aged 25.

Denise had worked in the department for over four years, and was a valued member of the Performance Analysis Team.

She had suffered from night-time seizures and it was a particularly severe one of these which took her life.

Line manager Martin Gormley said: "Den's death was a complete

shock to us all. She was a friendly, happy person who did an excellent job in Performance Analysis.

"She was a lovely person who never complained and always had a smile on her face. She will be missed by all her colleagues."

Former Pc **John Crosby**, of Colchester, has died aged 81. He served from 1948 to 1973 at Colchester Traffic.

Donations to St Helena Hospice were made in Mr Crosby's memory. Retired Sgt **Douglas Heuer**, 83, of Frinton on Sea, has died.

He served from 1946 to 1977 at Rainham, Grays, Braintree, Harlow, Clacton and Walton on the Naze.

Former Det Con **Basil West**, of Chelmsford, has died aged 71. He leaves a widow, Margaret.

Mr West served from 1963 to 1993 at HQ and with CID and the then Central Detective Unit.

Donations to Cancer Research were made in Mr West's memory.

University award

Debra Parrish, Senior Administrator in Thurrock Division has been awarded a Certificate in Management Studies by the University of Essex.

Liana procures a top award

SENIOR Contracts Officer Liana Hines has scooped a top national award for procurement.

Liana received the accolade from the Association of Police Procurement and Contracts Managers for her work in leading a collaborative contract for the procurement of Forensic Medical Examiner services. By centralising the role of FMEs with an outside firm and formalising contracts

with doctors, the service has led to an improvement in attendance at custody suites throughout the force, thus freeing up police officers and staff to concentrate on other duties. Liana took first prize in the category of providing outstanding contribution to police procurement. Her nomination read: "The procurement activity led by Liana demonstrated a high level of professionalism and

an innovative approach within an extremely difficult market sector, and testament to Liana's good work was the favourable comments by the Association of Forensic Physicians." Head of procurement Sandra Higgins said: "The award is an excellent example of how Procurement supports frontline policing in a positive way."



● Liana Hines



● Arrest referral worker **Ian Swift**, **James Mercer**, of Focus Advertising, **Insp Trevor Williamson**, **Isabel Cross**, of Crimestoppers, **Essex Chronicle Editor Stuart Rawlins** and Pc **Victoria Wilson** receive the award

No pressure for a winning campaign

THE hugely-successful Essex Police Crack Under Pressure campaign has been presented with an Award of Excellence in the Communications In Business Communication Excellence Awards 2005.

The certificate was presented at a lunch at the Savoy in London last month.

Many of the people involved in the project – working for Community Safety, Media and PR, Crimestoppers, Purchasing and Focus Advertising – and who designed the campaign came together to collect the certificate at the event.

Now well into its second year, Crack Under Pressure is targeting dealers and highlighting successes in the ongoing fight against drugs.

● Visit www.crackunderpressure.com for details

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Send to The Editor, The Law, Press Office, Essex Police HQ.

Only adverts from those directly connected to Essex Police (either serving or retired) will be accepted. Adverts should be restricted to a maximum of 24 words and repeat ads should be re-submitted on a monthly basis. The Law team reserves the right to edit or omit any advert which doesn't meet these criteria.

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

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If you'd prefer to call us to apply, that's no problem. Just call 0800 71 65 66, quoting reference 97056 and your Force. Unfortunately, we won't be able to give you our exclusive online rate over the phone.

Apply now at
www.hdb.co.uk/police

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New technology boxes clever

ESSEX Police and the public are 'almost certain to see a reduction' in road crashes involving police vehicles following the roll-out of black boxes to all operational cars and vans.

With just over 50 of the 700 installed with a Vehicle Incident Data Recorder (VIDR), officers and police staff 'should have nothing to worry about other than the fact that initially there's not enough to go round', according to Project Manager Ian Debbage.

"We want to reduce the risk of injury to our staff and the motoring public," said Mr Debbage.

"We also want to reduce poor driver behaviour and the cost of repairing and replacing police vehicles and, finally, we want to reduce the payments to third parties and ultimately lower our insurance premiums."

During the summer, testing has been conducted in order to prove the device's effectiveness as well as training Accident Investigators (AIs) from the Traffic Investigation Unit, road policing sergeants and Vehicle Technicians (VTs) to download and analyse recorded data.

So far, response and road policing cars have been at the top of the list for having VIDRs fitted, with these vehi-

by Nishan Wijeratne

cles deemed most likely to be involved in collisions and criminally-damaged.

However, Mr Debbage is quick to point out that this is not a reflection on those drivers but because these cars fulfill high-profile roles on crowded roads and streets.

The former road policing inspector said: "VIDRs will have an effect on driver behaviour but officers and staff should realise that they're there for their own safety and protection."

"We want the public to have confidence in our ability to drive a vehicle properly."

"Equally, following a collision, VIDRs will be able to say whether a driver was driving correctly or was at fault."

Police Federation spokesman Terry Spelman welcomed the move, saying: "The introduction of these VIDRs will reduce the number of inappropriate and malicious claims against officers."

Trials have shown that downloaded data has invariably supported the driver's explanation.

In one instance, a dog unit car triggered an activation during routine patrol but the driver was adamant the car had not been involved in a collision or pursuit.

Technicians discovered a stray bottle containing water had struck the box during heavy braking and, as a result, all devices not stored behind the back seat will be encased.



● Pc Kevin Carter, left, examines data downloaded from a Vehicle Incident Data Recorder

Picture by Nishan Wijeratne

New Vehicle Section Supervisor Kevin Doo said: "It takes seven hours to install a VIDR, with the majority of time spent wiring the box to the brakes, lights and sirens. A simple replacement and recalibration takes less than 20 minutes."

Mr Doo added: "The data is almost always retrievable even if the vehicle is destroyed in a crash or in a fire."

An incident being recorded will trigger a red light,

located on the dashboard or near the handbrake.

Drivers are encouraged then to press the manual-activation button once, extending data recovery from 30 to 45 seconds.

Vehicles involved in an incident which does not trigger an automatic activation can still have data recorded if the driver presses the manual-activation button once; however, it is important the data is downloaded

immediately otherwise it will be overwritten.

Drivers who get into vehicles with a red light flashing must take it to one of the four workshops around the county where a safety check will be carried out.

If no damage is found, then the vehicle will be allowed back on the road after a VT has downloaded the data and reset the device.

Three AIs from the Traffic Investigation Unit are fully-

trained to analyse data while the remaining AIs and VTs can download data - road policing sergeants will have been trained by the end of January.

AIs will download and analyse data as a matter of routine for all serious and fatal road crashes.

● For further information, officers and staff can visit the Transport Services intranet site where there is a section on VIDR

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Sport & Leisure

Police knock six goals in past a weakened Woodham Town

Essex Police 6 Woodham Town 1

A WEAKENED, ten-man Woodham Town arrived at Essex Police and were quickly placed under heavy pressure.

Goals from Dick Woodhouse (2), Sean James (2), Gary Roberts (1) and Neil Offord (1) saw them off. The second half saw Woodham with 11 players but it made little difference to the Essex Police

performance, which was solid. The team are attaining the consistency of performances that they need to challenge for the top spot. Players kept possession of the ball for long periods and made the opposition work to try and get the ball.

Man of the match: Neil Offord.
Team: Matt Clark, Mike Hammond, Barry O'Hare, Ray O'Hare, Gary Roberts, Joe Wrigley, Brian McNally, James Symington-Pape,

Paul Nicholls, Dick Woodhouse, Neil Offord, Steve Shoesmith, Alex Wisbey, Sean James.

City of London Police 0 Essex Police 0

THE match at Debden started fairly well. The team played a 3-5-2 formation, bossing the middle and looking strong in defence. A number of chances fell to the forwards who ran their legs off, but

the shots went wide.

The second half saw City push on and Essex found themselves under the cosh. This allowed for frequent counter-attacking football. Matt Clark made two outstanding saves in the last five minutes from good shots taken outside the penalty box. On both occasions he rose like the proverbial salmon and clawed the ball out of the air. In hindsight this was a game Essex needed to win and should have won.

It is the team's first point in this competition after three matches and they need to win if they are to progress.

● The next, 'must-win' match is on Wednesday, January 18, at home to Suffolk, ko 2pm.

Man of the match: Matt Clark.
Team: Matt Clark, Paul Keaney, Bill Potter, Andy Jackson, Alex Wisbey, Ray O'Hare, Mike Hammond, Brian McNally, Nigel Cockrell, Neil Offord, Martin Oakley, James Symington-Pape.

Fortunes are mixed for anglers

THEY say a week is a long time in politics and it appears to be as long for sea anglers – from the depths of a national failure to the heights of Eastern Region Boat champions.

The week started badly for a long-standing member of the section, retired officer Roger Cocket, who fell off a roof and broke four ribs two days before the PSUK National Beach Competition.

The national was a disaster: Seven anglers, ten hours each, spread over two days, and only four fish caught, although a whole zone on day two blanked. On a brighter note, the final round of the NFSA four-match competition was fished off Canvey Island. All competitors caught fish, with some reasonable cod coming on board.

Essex Peelers Tim Hills, Martin Hatfield and Dave Clark claimed third on the day, out of eight teams. On an even brighter note, the above three anglers were joined by Tony Short – following the late departure of Ian Shead due to sickness – to make up the team for the Eastern Region Boat Championships fished at Felixstowe, Suffolk.

On a cold day, all competitors caught and the Essex A-side came out overall victors with Norfolk A & B and Suffolk A taking up the lower placings. Tim Hills, defending individual champion, fell two short of last year's results but came away with third place in the individual contest. Rod Barrett, Keith Harvey and Bob Lawley made up the B-team, fishing for the first time at this level.

Good win in national cup

Essex Police 3 Hertfordshire Police 1

ESSEX played a tight soccer game, keeping possession and making passes count.

Although Essex created several chances in the first half, they only scored once and Hertfordshire quickly equalised to make it 1-1 at half time.

But no-one's head went down and the players continued in the same style. Patience paid off in the 55th minute and then Essex took hold of the game and kept Hertfordshire on the back foot, scoring a third soon after.



● Pictured back, from left: Julie Fountain, Amy Rolfe and Angie Coxon. Middle, from left: Sally Norris, Sue Clark, Lisa Fosh and Stacy Cocks. Front, Sam Smith.

Our netballers are on a great winning streak

THE Essex Police Netball team has had a remarkable run of results since coming third in the nationals in August – missing out on a place in the finals purely down to goal difference. Since then, they have only lost one match, in October against Hampshire I in the PSUK National Knock-out Cup. The team was slightly altered for that game – missing Julie Fountain and Amy Rolfe but with the addition of Paula Pettett and Andrea Smith – but it was a close result, 28-34. Now the team, who have got settled again, is looking forward to a match next month in the first round of the PSUK plate competition against Hampshire II. They currently play in the Chelmsford League and are top of Division Three, having been undefeated since the start of the season, as well as having got into the fourth round of the cup competition.

● Anyone who wishes to play netball, at any standard, can contact Sue Clark on ext 30235

Colin strikes gold at his first karate competition



● Colin Elsegood

DOG handler Colin Elsegood struck gold in his first karate competition – and it was the regionals, to boot! Colin only started training regularly at Benfleet's Uechi-Ryu Karate Club in September 2004 – before that he had watched his sons Garry, 15, and Alex, ten, train but thought he was too old to have a go, despite wanting to.

"I got a new dog, Louis. A basic dog course lasts about three months so I decided to bite the bullet and use this as a trial period because I would be able to attend regular training without missing sessions due to shifts," said Colin, who is based at Laindon Dog Unit. "The atmosphere in the club is excellent and the instructor, Dean Lowe, very encouraging, not to mention patient."

Colin, 47, took gold with his clubmate Richard Davies taking silver after they faced each other in the Asame category final at the Ipswich Eastern Counties Karate competition last month. Garry, a green belt, also picked up a silver medal.

A fortnight later Colin and Garry competed in another competition in Ipswich and repeated their feat, gaining gold and silver respectively.

● Anyone interested in karate training in the Benfleet area can contact Colin on ext 43861 or via email

Jolly hockey

DIANA Reynolds, of FSU has been elected as the PSUK National Women's Hockey Squad manager.

Injury and illness dominate runners

AFTER the first two fixtures of the new cross-country season, the defending men's double champions, Essex, look unlikely to retain their regional police league title.

Injury, illness and the unavailability of a number of leading runners saw the men finish fourth in the opening race at Horsham in October, with the veteran men and women both finishing third.

Things looked set to improve for the second race at St Albans last month as Essex fielded at team of 29 competitors,

including the return of last year's leading individual male, Russ Welch.

Disappointingly both the men and veterans placed third while the women slipped to fourth.

As in the first race, Derek Walker was the top Essex male (6th), followed by Welch (11th) and veteran Don English (23rd) with a promising debut from Will Cubbin (29th).

In her last race before leaving to start a new career, Lisa Bolton (13th) led the Essex women ahead of another debutant, Stacey Cocks (16th).

With the third fixture of the five-race league set to take place at Gloucester Park, Basildon, on December 14, Essex

will be hoping to make the most of their home advantage, particularly as the Croker Cup is included in this event.

But they will have to manage without team captain Mick Bond, who looks set to miss the whole season with an achilles injury.

Derek Walker's good form continued, as he finished 18th overall for the PSUK team in the annual match against the fire and prison services held in Rugby on November 23.

● The cross-country running dates are on January 11, at West Wickham, City of London, and February 8 in Norfolk. The regional championship will be held on March 8 in Maidstone, Kent.

Michelle gets an early Christmas present from the lottery

THE big winner in the November lottery draw was Michelle Green, of Southend, who receives £3,000.

Second prize of £1,000 goes to Ray Jeffery, of Rayleigh RPU, and £500 was won by Pc Michael Griggs, of Tendring. Winners of £100 were Pc Harry Knight, of Harlow; Det Insp Graham Perks, seconded to Centrex; Det Con Ian Shead, of EPTC; Emma Sturges, of Chelmsford;

Samantha Lee, of Laindon CJD; Insp Malcolm Ding, of FSU; Pc Trevor Sleet, of Stanway RPU; and Pc Stephanie Hoskins, of HQ Driving School.

And £50 winners were Pc Trevor Hazell, of Epping; Det Con Sally Goldfinch, of Harlow MIT; Sgt Kevin Taylor, of Clacton; Pc John Weeks, of Bocking RPU; Det Con Daniel Ford, of Rayleigh MIT; Det Sgt Richard Mason, of Stanway MIT;

and Pc Clive Swift, of FIR. Benenden Healthcare bears were won by Wendy McAnally, of Grays; Pc Clare Martinez, of PSD; Pc Toni McCullough, of Laindon; Pc Stephen Allum, of Chelmsford RPU; Det Con Chris Mathlin, of Pitsea; and Det Con Dominic Graham, of Basildon.

● Don't forget, the winner of the December draw gets a car!

Regeneration needs more thought, say police forces

POLICE forces across the East of England have been providing evidence to a panel that regeneration plans for the region have not sufficiently taken into account their impact on crime and policing.

The East of England Plan will underpin development in the region over the next 20 years and addresses issues such as housing, economic prosperity and transport infrastructure.

The six-month Examination in Public provides an opportunity for structured discussion and testing of the draft plan and a report and recommendations will be sent to the Office of the Deputy Prime Minister (ODPM).

Regional police forces have been suggesting changes to the draft plan, through Essex Deputy Chief Constable Charles Clark, that would ensure community safety was integrated into and crime designed out of new developments.

Research shows that developments not built to Secured By Design principles – supported by the Home Office and the ODPM – could generate more than double the level of crime compared to developments using these principles.

There is also concern that insufficient regard for community safety will impact on the number of officers required to maintain an appropriate policing service.

It is felt by police forces that inadequate resources could have an adverse impact, making areas unattractive to investors and reducing the ability of the police to tackle organised crime and terrorism.

An urgent review of the police funding mechanism is also being called for as it is believed it does not provide sufficiently for predicted population growth.

Mr Clark said: "We want to ensure that policing matters, including infrastructure and funding, are given due consideration at an early stage so that we can ensure that we build safe communities for the future."

Hotline for reporting illegal sites

THE Internet Watch Foundation (IWF) operates as an authorised internet hotline for the public to report instances of exposure to potentially illegal content online.

People reporting internet websites and unsolicited emails containing child abuse images, criminally obscene or criminally racist material should be directed to the IWF website www.iwf.org.uk

Referring such reports directly to IWF, which works with all UK forces, saves valuable time and police resources.

Picture this – a dedicated appeals website

A VITAL tool in the fight against crime has been launched on the internet.

The Crimestoppers Most Wanted website features local and national appeals side by side for the first time.

And Essex Police has seized the opportunity to feature people they want to find.

Director of Intelligence Supt Tim Newcomb said: "This new site is unique, in that it is the only one nationally which the public are allowed to view."

"That makes it an extremely valuable crime-fighting tool and we intend to make good use of it."

"Essex Police sees Crimestoppers very much as a key partner, with which we have worked very closely on a number of

issues, including crime prevention," said Supt Newcomb.

"Crimestoppers Most Wanted offers a quick way to appeal for information to as many people as possible in order to track down suspects. The importance of that cannot be overestimated."

Essex Police has already had suspects put on the site and more are in the pipeline. Visitors will be able to see photos, watch CCTV clips and read descriptions of people being sought.

There is also a search facility where people can type in their town or postcode and see what comes up.

Essex Crimestoppers chairman Margaret Hyde said she believed Most Wanted would prove to be a vital tool

against crime and that it would encourage people with information to submit it anonymously.

"We know that the vast majority of the public supports the Crimestoppers idea and we in turn look for help from businesses and organisations in Essex to make the 0800 555 111 number ring."

● Visit www.crimestoppers-uk.org/wanted
● Essex Police features appeals for people officers wish to identify or locate on its own website at www.essex.police.uk/news

● Any officers who wish to put an appeal on either Crimestoppers Most Wanted or the Essex Police website should contact FIB or the press office for advice

Little trouble reported as new Act comes in

THE new Licensing Act came into being in the county with a whimper rather than a bang last month.

Contrary to media speculation, 24-hour drinking will not become the norm in the county – only one licensed outlet gained a 24-hour licence.

Community Safety Sgt Nigel Dermott said: "Most premises in the county have extended their opening hours by an hour or two."

"There will be a period of adjustment as people get used to the new hours and absorb the changes."

"Hopefully this will give us safer streets as we expect people to leave licensed premises at different times."

And Sgt Dermott reminded members of the public that they did have a say in licensing issues.

"The community now has a voice with regard to licensed premises," he said.

"They can contact the local licensing authority [district/borough council] for a review of a licence if they feel that premises are not being run properly as long as they can provide evidence. Police licensing officers will be happy to give advice."

He added: "With Christmas on the horizon we hope the new act will benefit everyone, including those out partying. This is not a licence to drink more but a licence to drink sensibly."

Have a say on childcare voucher plan

A SURVEY is being conducted which will shape the provision of a childcare voucher scheme within Essex Police.

Up to £50 a week can be deducted from gross salary to be paid directly to a person or organisation qualified under the scheme for the provision of childcare.

Committing the maximum £2,600 allowable will result in a tax saving of approx £850 per annum.

Figures may be affected by personal circumstances and precise figures will be provided before joining the scheme.

Once potential interest in the scheme has been gauged a suitably-sized partner will be appointed to administer the scheme on the force's behalf.

It is open to police staff and officers but, owing to the way police pensions are calculated, present salary deduction schemes are not able to be implemented for police officers.

The issue is currently under discussion with the Police Negotiating Board.

Survey forms can be found on the Procurement Department site on the Intranet and Employee Relations Assistant Jane White can be contacted for further information on ext 58635.

Welcome to your neighbourhood



● Sgt Russ Abbott and Jazz on their way to victory

Picture courtesy of Evening Echo

Russ Jazzes up his trial

SGT Russ Abbott and his dog Jazz came top in last month's dog trials held at Essex Police HQ.

After three days of competition, involving tracking and searching, heelwork, agility, obedience and manwork – pursuing suspected offenders – Sgt Abbott, who is the southern area supervisor, covering Rochford and Laindon sections, and Jazz won.

Second were Pc Terry Collinson and Sire, from Stanway, and third were Pc Belinda Frakes and her dog Tyler, from Laindon.

The reserves were named as Pc Chris Mitrovic and Maverick, from Rochford.

The top three pairs of dogs and their handlers will now go forward to the regional police dog trials to be held in Cambridgeshire next spring.

Following that competition, the top dogs will go through to the national competition in Northern Ireland.

Eleven dogs and handlers took part in the trials, selected from the 45 in the Essex Police Dog Section. Event organiser, dog handler Pc Mark Hall, of Rochford, said competition had been good and all the dogs had enjoyed being put through their paces and facing the challenges devised for them.

ESSEX Police aims to be in the vanguard of forces introducing Neighbourhood policing next year.

The public say they want to be able to contact directly officers who know their area and have responsibility for it.

So the Government has issued a national directive telling forces to deliver Neighbourhood policing – all forces must have a structure in place by the end of March 2008.

But Essex Police has already started preparing for the changes. Colchester Division is acting as a Pathfinder BCU, and will be the pilot for Neighbourhood policing. The strategy is then due to be rolled out across the rest of the county by the middle of next year.

Insp Paul Eveleigh, who is in charge of the Neighbourhood Policing Project, said: "We are not re-inventing the wheel, we are formalising best practice, which already goes on in pockets around the force area, and turning that into business as usual. Neighbourhood policing is about policing the way the public want to be policed."

"It gives the officers ownership of and accountability to a certain area and provides reassurance to that community," he said.

"People will be encouraged to participate in terms of giving us useful information and intelligence and contribute to setting the local policing priorities for the neighbourhood. And they benefit because officers will have a better knowledge about local problems and issues."

The three main strands of Neighbourhood policing are:

● Dedicated police officers, PCSOs, Specials and accredited volunteers for each neighbourhood, who are locally identifiable and locally accountable, working out of bases in the neighbourhood, such as council offices, schools and community centres.

● Effective problem-solving, working with partners in Problem Orientated Partnerships (POPs) to produce a joint strategy in tackling issues, rather than each agency tackling a problem in isolation.

● Providing feedback by opening avenues of communication with the public via beat surgeries and public meetings – in collaboration with partner agencies – where the public can have a say in the policing agenda.

An example would be noise complaints, which could be a police matter (public order), or a council matter (environmental health).

Although each district in Essex already has its own Crime and Disorder Reduction Partnerships (CDRPs), the new approach will be much more localised.

Insp Eveleigh said Essex Police would consult partner agencies – such as councils, education authorities, Essex Fire and Rescue, Essex Ambulance NHS Trust and health authorities – over the selection of neighbourhoods. A draft plan has neighbourhoods aligned with district or borough council wards.

Consultation will continue until the end of next month with CDRPs and Local Strategic Partnerships.

