



Essex Police link up with military and defence police forces

POLICE JOIN FORCES

AT GARRISON POST



● Around 25,000 police officers – 530 of them from Essex – marched in London last month, calling for Fair pay for police, among them Essex Police Federation's Tony Rayner and Roy Scanes, above front centre and right

● See Page 4 for federation secretary Roy Scanes's thoughts on the Day of Action

Picture courtesy of Police Review

COMMUNITY policing has taken on a new meaning in Colchester as three different police forces have moved in together.

by **Morwenna Holland**

It is believed to be the first time in the country that civilian, military and defence police have joined forces in one location on this scale – as they have done at the Colchester Garrison police station.

Shrub End to the Garrison police station.

Insp Andy Fusher, head of the South Colchester Neighbourhood Policing Team, welcomed the move.

“For the first time we will have all three policing agencies working together from the same building to deliver neighbourhood policing, thereby making Colchester an even safer place in which to live and work,” he said.

The move came as a result of a Garrison Neighbourhood Action Panel initiative – to create a new one-stop ‘police shop’ for south Colchester.

Garrison colonel Tony Phillips said the initiative had been an “aspiration” for many years and he was delighted with the new arrangement.

Previously, Essex Police, the Royal Military Police (RMP) and the Ministry of Defence Police (MDP) all had their own stations, which covered the south of the town and the garrison itself.

“The three police services already co-operate extensively but this initiative will allow much greater collaboration on a daily basis to target policing needs – both military and civilian – in the area more effectively,” said Col Phillips.

Now the area is changing – a new £560million garrison and around 2,500 new homes will see service and civilian families living side-by-side – so it was felt it was time for the three forces to join together.

“It will also provide fundamental reassurance to service families while their spouses are deployed on challenging operations abroad.”

They can now be found at Colchester Garrison police station on Circular Road West – the existing home of 156 Provost Company, RMP.

Maj Jon Hipkins, the commanding officer of 156 Provost Company, RMP, said it meant opening up resources for the other services to use.

Essex Police has relocated 24 of its officers and civilian staff from the town's main station in Southway and the neighbourhood police station at

“It will ensure closer co-operation between us all to the benefit of the people of Colchester, both military and civilian,” he added.

And Sgt Eric Hirons, the MDP senior police officer in Colchester, said: his unit beat officers would focus on providing support to service families, especially when a member of the family was abroad on operations.

● Sgt Eric Hirons, Maj Jon Hipkins and Insp Andy Fusher at the launch of the new Colchester Garrison police station





Down Memory Lane special

● WE have found the missing person in the jigsaw which was the group of plain-clothed police officers pictured at the front of Essex Police HQ in the late 1950s. Unfortunately, we don't have the room to print the picture again – it was printed on Page 8 of the November 2007 issue – but thanks to a former editor of *The Law*, ex-Supt Cyril Rand, we can now reveal that the missing name was that of DI Ted Shepherd, who was based at Clacton. He is standing second from the left in the middle row, between Chief Supt John Graves and Chief Insp Stanley Edwards.



● Jean Knowles sent in this picture of the 'presentation of First Aid Cup, year unknown'

ESSEX Police Museum curator Becky Latchford is hoping someone will be able to identify the building pictured above. "All we know is that it says 'Superintendent's Office' on the white plaque next to the door," she says. Becky can be contacted at the museum on 01245 457150 or ext 50771, via email at becky.latchford@essex.pnn.police.uk or by writing to her at the Essex Police Museum, Essex Police HQ, PO Box 2, Springfield, Chelmsford, Essex CM2 6DA.



CHELMSFORD resident Jean Knowles, of Chelmsford, sent in a number of photographs relating to the winners of a First Aid Cup – possibly the No. 5 Area competition. Pictured above left and right, are two teams in different years being presented with a First Aid cup at Essex Police HQ, however the years are unknown, as are the names of those featured. The picture above is thought to have been taken before 1979 and shows a group of officers outside Harlow police station.



BILL Borley, from Kirby Cross, sent in this picture of participants in the Advanced Driving Course, No. 102, at Essex Police Headquarters, held from February 16 to March 21, 1959. No 5 District (Essex) was made up of officers from Essex, Southend, Bedfordshire, Buckinghamshire, Cambridgeshire and Cambridge City, Huntingdon, Hertfordshire,

East and West Suffolk, Great Yarmouth Borough, Norwich City and Oxford City and officers from these forces attended, together with officers from the City of London Force. Insp Ron Priestly is pictured in the centre of the front row. He was driving school staff at the time. Mr Borley is pictured standing on the extreme left.



FORMER Essex Police officer Harry Rossiter, who now lives in Exeter, sent in this picture from a standard driving course held at Essex Police HQ in July 1963. Pictured in the front row are sergeants Ernie Bryant, Charles Wood, John Waylett, Louis Yallop, Insp Harry Smith, and sergeants Watson, who was the chief instructor, Wilf Howard, Jock Paul and Ron Rees. Harry says he cannot recall all the members in the second row; however at the right-hand end is Mick Hasler, from Essex, and the fourth person along from him is Harry

himself. And just above his head and to the right in the third row is Dc Dave Fisk. Finally in the very top left is Pc Mick Cook, from East Tilbury. Harry remembers being taught how to drive by Sgt Paul in a Ford 100 E in January 1960. "Jock had what I can only describe as a unique turn of phrase when criticising certain serious faults. I was once accused of being 'like a *%*£!* elephant with two left feet'." "Needless to say I was ultimately cured of this malformation," he says.

ESSEX POLICE

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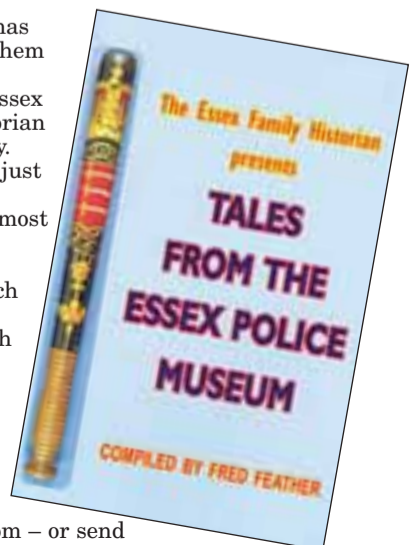
ACTION

Victorian tales from the museum

FORMER Essex Police Museum curator Fred Feather has compiled a series of History Notebooks and published them together in a new booklet. The 50-page, black and white booklet, *Tales from the Essex Police Museum*, is published by the Essex Family Historian and contains 13 stories of Victorian Essex police history. It is available to purchase from the museum at HQ for just £1.

Most of the History Notebooks date back 15 years and most are now out of print. Their purpose was to preserve stories and interesting facets of police history and to record some of those which made the former police forces in our county – Essex Constabulary and the Colchester and Southend borough forces – so famous.

The stories are written by volunteers, including retired inspectors Dr Maureen Scollan and Martyn Lockwood, and feature stories such as *The Murdered Chief Constable* and *Witchcraft in Sible Hedingham*. To purchase a copy, either visit the museum – which is open on Wednesdays from 1pm to 4.30pm and on the first Saturday of every month between 10.30am and 3pm – or send a cheque for £1, made payable to Essex Police Museum, to museum curator Becky Latchford at the Essex Police Museum, Essex Police HQ, PO Box 2, Springfield, Chelmsford, Essex CM2 6DA.



Police, fire and council are within easy reach

DID you know that there is a quick and easy way to contact our council partners and Essex Fire and Rescue Service?

Telephone systems within the Essex Online Partnership (EOLP) are interconnected – this allows a direct connection to Essex County Council, district and borough councils and the fire and rescue service but also reduces the cost of calls to the force.

Essex Police network manager Tim Thomas says the force pays a fixed sum to belong to the integrated telephone network regardless of how much it is used.

“This means it is more cost-effective when it is used more. External call charges on our phone bill cost the force £380,000 in 2006/07 – I’m sure this figure can be reduced if we make calls using the integrated telephone network when we can,” said Mr Thomas.

Callers to Essex Police also benefit because their calls can be transferred seamlessly to another partner agency or authority without the caller having to redial.

These phone numbers can be found via the force’s internal phone directory.

Simply click on the intranet’s Applications or Information menus, then Telephone Directory and then Partner Integrated Network.

You will find switchboard numbers for our council partners and Essex Fire and Rescue Service, plus numbers for Essex County Council departments, including the Highways department and Social Care area offices.

The main Essex Police number published in other partners’ directories is: Essex Police Switchboard – 57900

However, by providing your internal contact details to partners it will allow them to dial you direct and promote the EOLP’s use.

Daughter is jailed for her mum’s killing

A DAUGHTER has been jailed for the manslaughter of her mother.

Tracey Clifton had initially reported that her mother Hannah Phillips, 76, had gone missing from the family home in Rayleigh after a row last April.

However, after Hannah’s handbag was found on a beach at Jaywick, the case was referred to Rayleigh Major Investigation Team.

Shortly afterwards, Clifton and her boyfriend Peter Knight were arrested and charged with murder – Mrs Phillips’ body having been found in a woodland grave.

At court hearings, Knight admitted perverting the course of justice and Clifton admitted the same charge and one of manslaughter.

Knight was jailed for two years and Clifton to a total of four years in prison.



● Sgt Bob Walsham

Untimely death of Sgt Bob Walsham

THE untimely death of Sgt Bob Walsham has shocked friends and colleagues across the county.

Sgt Walsham died following a crash on the A12 in Suffolk as he travelled into work on his motorbike on Tuesday, January 29.

With a reputation as a ‘thief-taker’, Sgt Walsham, of Colchester

Town, was second to none in terms of the quantity and quality of his arrests and he inspired a generation of young officers.

He was passionate about the community which he served and it was this tremendous commitment and the significant positive impact of his work on the quality

of residents’ lives which earned him the Millard Trophy in 2004.

Sgt Walsham, an officer for 26 years, also received three Chief Constable’s Commendations during his service.

● A full tribute to Sgt Walsham will be paid in next month’s issue of *The Law*

Every little counts as force saves £4.4m

LESS than a year into a two-year, £6million savings and efficiency drive, the force has already saved itself £4.4million.

Operation Austin was set up to identify areas where permanent savings could be made and the resulting cash has already funded 120 new front-line policing posts in 2007/08.

The extra has been used to fund extra posts within Neighbourhood policing, Major Investigation Teams, Child Abuse Investigation Units and Automatic Number-Plate Recognition.

It has also funded the new Mounted Unit – launched in December – and will be targeted at such areas as intelligence, Essex Police College and victim care.

Led jointly by Finance Director Rick Tazzini and ACC Derek Benson, the plan was to deliver £2.7million savings by March 31 this year, with the balance of £3.3million due by March 31, 2009.

A delighted Mr Tazzini said: “Staff have risen magnificently to our challenge. To date we have found £4.4million of recurring savings – a significant proportion of the total we need to find.”

A large proportion of the cash saved so far, £1.4million was identified during two ‘budget challenge’ workshops in December, attended by divisional and departmental business managers and budget-holders.

Among savings identified so far are £472,000 from ‘smarter’ purchasing by Procurement, £80,000 from Property Services contract savings, £51,000 from vehicle hire, £30,000 from a cleaning contract and £15,000 from computer hard disks seized for examination by the Hi-Tech Crime Unit.

Mr Tazzini said he was surprised by how much the force had been able to identify so quickly, with minimal effect upon staff.

Only nine redundancies have been made – staff who elected not to be redeployed when the divisional switchboards were centralised at force HQ.

“I was also amazed by how much we can save simply by changing our habits, such as by sharing printers, buying cheaper paper or reducing our specifications. Small savings mount up.

A real asset to our town

STREET pastors patrolling the streets of Colchester on Friday nights are a “real asset”.

A month into the new scheme, 25 accredited volunteers from various churches have been trained.

They walk the town in the late evening and early morning and give support and advice to vulnerable people.

The pastors wear a blue uniform with ‘street pastor’ on the back and have radios connected to the town link system, which is monitored by police.

Street pastor Alison Finch said: “Many people just want someone to listen to them and we can do that and then send them off in the right direction, which sometimes means putting them in a taxi home.”

Green grass of HQ up for FA award

THE sports field at Essex Police HQ has been nominated for an Essex County FA Award.

It was nominated in the Ground of the Year category by the Essex Police veterans’ football team who play on it regularly. The sports field and its groundsman, Denis Angell, also received three other nominations from outside the force.

Essex County FA have inspected the ground as part of the judging process.

Denis, who maintains the sports field, said he was delighted.

“I’m proud that the ground has been recognised for the work carried out on it with limited resources,” he said.

Denis has worked on the sports field since he joined the force almost three years ago. His regular duties include spiking and rolling the grass, applying fertiliser and topsoil where needed and preparing the ground for matches.

“I run the force’s budget as I do my domestic one – by shopping around to get the best price for the best service and by correctly estimating how much I need to consume.

“Look after the pennies and the pounds will look after themselves...”

“For instance, we could save one per cent of the force’s vehicle fuel budget –



● Groundsman Denis Angell marks out the football pitch prior to a game at HQ

Ray O’Hare, of the vets’ team, said Denis was an unsung hero. “He nurtures every blade of grass, from its birth as a seedling via its mature, neatly-mown regimental display through to its untimely demise on the end of a football stud.

“He does this work for the love of it.

“He never asks for any thanks and probably,

more often than not, never gets any for the time and dedication he puts into his work.

“Without his work and efforts, our pitch would not be the best pitch in the league.”

HQ sportsfield has been chosen to host the Greene King Essex veterans’ league equivalent of the Community Shield in consecutive seasons.”

£20,000 – simply by encouraging drivers, where it’s practical, to fill up at local supermarket filling stations where possible,” said Mr Tazzini.

“And if people realised how much it cost us to shred and dispose of confidential waste, they would start recycling paper rather than throwing it into a white sack.”

Have you been trained?

ALL Essex Police officers and staff dealing with the public are being trained in the principles of recording police information.

New guidelines were set down by the Management of Police Information (MoPI) in response to the Richard Inquiry – following the murders of Holly Wells and Jessica Chapman in Soham in 2002.

The first part of the training is a computer-based training (CBT) package and a workbook, which should be completed by the end of this month.

Guidance will be given on how to decide whether to record police information and the principles of recording – compliance with the Data Protection Act and the Human Rights Act and

making the report timely, accurate, relevant (TAR) and proportionate.

ACC Peter Lowton said: “This training is important in ensuring that we deal with information correctly. The practical scenarios will allow staff to understand how this training will apply to their everyday job.”

Project manager Chris Webb added the training was being rolled out nationally. “The accurate recording of appropriate information is vital in helping our force to build a picture of the communities we police and in developing intelligence-led policing.”

● For more details, click on IMPACT Programme – listed under the intranet Information menu – and then read Latest News

Corner the chairman



● Essex Police Authority chairman Robert Chambers

It’s *your* police force so have *your* say ...

“LAST month, I spoke about my disappointment with the Home Secretary’s decision not to backdate a pay rise for officers, resulting in a reduction from 2.5 per cent to an unacceptable 1.9 per cent.

The police authority had already budgeted for the full 2.5 per cent from September 1. We cannot now legally pay that money to officers in their pay packets.

It is a total of some £750,000 – equating to an average of £200 per officer. The police authority could set aside that money specifically for some other purpose supporting policing services throughout the county.

As disappointing as this episode has been, there could now be an opportunity to use this one-off sum in a variety of ways to support police officers working across the force and continue to improve the service we provide to the people of Essex.

I understand that the Home Secretary’s decision has had a huge impact on you all and, although we are unable to give you the pay rise that you rightly deserve, I sincerely hope that this £750,000, if agreed, could benefit some, if not all, officers within Essex Police in some way.

● All ideas about the best way to use this budget while ensuring a benefit to service delivery are warmly welcomed and will be passed on to the full police authority. Send them to me via my new press and PR officer Jenna Smith on email or ring her on ext 50637 ”



Federation news by Roy Scanes



FIRST of all, I would like to thank every one of you who gave up your own time to attend the Police Federation's Day of Action in central London on Wednesday, January 23.

Your presence on the streets of London, conducting a dignified protest, is a turning point for the police service and an historical event that will never be forgotten.

May I also extend my thanks to those officers and support staff who have given their support but who could not attend due to other commitments, including operational needs.

Whatever may come of our Day of Action, you should all be comforted by the dignified and professional way in which you have handled yourselves, both in central London and in recent weeks – you, as ever, remain the world's finest.

Let me briefly remind you why we ended up marching in central London.

For the last 28 years we have had harmonious pay arrangements; our annual pay rise was linked to pay in the private sector by an index. It was simple, fair and transparent.

For the past two years, the government has seen fit to interfere in the process and, consequently, we ended up at arbitration.

In 2006, the Independent Arbiters awarded the police three per cent. Dr John Reid, the then Home Secretary, honoured it. In 2007, the Independent Arbiters awarded 2.5 per cent.

The Home Secretary refused to honour the pay award in full – reducing its value to 1.9 per cent. Jacqui Smith has tried to claim that not paying the award in full is a matter of the 'utmost national importance'.

Along with the Prime Minister and her colleagues, she has repeatedly told us that this decision is vitally important to keep inflation down.

However, I do not want to debate the specifics within this article. Instead I want to reflect on the biggest police march in history.

At 8pm on the eve of the march there had been 530 pledges by serving Essex Police officers attending in their own time.

This was a phenomenal response by over 15 per cent of our force strength. Officers began

to meet at Hyde Park Corner from 6am on the morning of the march. GMTV followed Essex police officers, broadcasting live pictures and interviews throughout its programme. Many other TV, radio and newspaper interviews were given by our officers, highlighting our reason for being in central London on this momentous occasion.

The march moved off soon after 11.30am, with many of our Essex colleagues in the forefront of the procession. The route through Central London was about four miles, culminating at the Tate Gallery on the Embankment.

After the march, Pc Wayne Veal represented Essex Police Federation in a service at the National Police Memorial, where he laid a wreath to commemorate those officers who had paid the ultimate price serving Essex Police, including his brother, Pc Gary Veal.

At the same time, sergeants Tony Byrne and Monty Montgomery handed a signed petition to Prime Minister Gordon Brown at No. 10 Downing Street, on behalf of all police officers in Essex, requesting him to stop the Home Office from interfering in police pay negotiation.

At 2.30pm, the main rally was held at Methodist Central Hall where our national chairman, Jan Berry, addressed a packed auditorium. Speeches of support came from MPs Keith Vaz, chairman of the Home Affairs Select Committee; Nick Clegg, leader of the Liberal Democrats; David Davis, Shadow Home Secretary; and Elfyn Llwyd, of Plaid Cymru; Association of Police Authorities chairman Bob Jones.

It was apt that we gathered in the Methodist Central Hall, as our colleagues gathered there almost a century ago for the first annual conference of the Police Federation of England and Wales, after it was created by statute in 1919.

How ironic is it that we met in the same room where our predecessors first celebrated the protection of the Office of Constable and a no strike clause for police officers?

Thank you again for your dedication and patience – you have all demonstrated the finest characteristics of the British police officer.

Unison news by Chris Willcock



AS our police staff colleagues will be aware, the recent ballot over our pay claim achieved a 96.3 per cent response in favour to accept the employers' offer.

From the point of view of our own members, the number of people responding to the ballot was a very healthy figure of almost 60 per cent of the membership.

These statistics give a clear indication to both Unison, as a staff association, and the employer that pay and conditions are the most important parts of our members' lives, and should not be regarded lightly.

The determination of the government to cap future public sector pay rises in the region of two per cent for years to come will put staff and their unions on a collision course with both Westminster and our individual employers.

With the Retail Price Index currently standing in the region of four per cent, the effect of years of pay rises at around two per cent is obvious.

Unison is not only committed to continuing the fight for decent pay for a job well done but is also at the forefront of the fight for equal pay for women and the rights of the low-paid.

And these fights don't just affect our own members. At the time of writing these notes, we are two days away from a major demonstration on the streets of London, where our police officer colleagues are marching to protest at their treatment over their pay claim.

I am pleased and proud to say that your Unison colleagues will be supporting the Essex Police contingent by marching side by side with them in a clear message to the government.

Annual general meeting

A new year within the branch was heralded by our AGM on January 16 at HQ.

Each year the numbers of people attending the AGM increases and that must be reassuring.

But given the numbers of members we have in our branch, it is a sad reflection on the

number of people who don't make the effort to attend.

If you found the time, or the venue, of the AGM prevented you from attending, then please let us know by using our feedback service on the branch website – www.essexpoliceunison.org

It is only by you letting us know that we can make better arrangements next time.

Best wishes

The branch sends its thanks and best wishes to Brenda Coen, who retired at the end of January.

Brenda has been a steward and branch executive officer for many years, holding, amongst others, the post of women's officer. We wish her well for the future.

We can help you

Finally, your branch officers continue to meet ever-increasing demands to assist staff in workplace issues, ranging from redeployment and restructuring to disciplinary and tribunal cases, as well as welfare issues affecting the wider family members.

We have significant expertise in dealing with these issues locally, as well as being able to utilise the union solicitor, Thompsons.

And, where needed, we are further supported by the huge organisation that is Unison – back-up provided by the largest trade union in the country.

But we can only help those people who are members of Unison. Don't leave it until it's too late.

Welcome stress relief

It is now that many people are thinking of booking a holiday but what about those people who, because of personal hardship, can't afford that all-important break?

Well, this is one area in which Unison can help, with our Wellbeing Breaks.

Our Wellbeing Breaks can provide welcome relief from the stresses of daily life and the space and time to reflect away from difficult or depressing circumstances.

● For more details, ring our welfare officer Marilyn Mayo on ext 16320



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Nexus news by Jo Littlewood-Kennedy



NEXUS is a staff association which represents the needs and interests of lesbian, gay, bisexual and transgendered (LGBT) members of Essex Police.

Our aims are to promote equal opportunities for LGBT employees; to offer them advice and support; and to improve relations between the police service and the LGBT community.



Anyone can join, and there are three types of membership:

Standard – available to all employees of Essex Police who identify as LGB or T.

Associate – available to all employees of Essex Police who do not identify as LGBT but who agree with the aims of Nexus.

Community – available to organisations which agree with the aims of Nexus.

To become a member, or if you are working with an organisation which would benefit from being a Community partner, contact me via email or on ext 54056.

Annual general meeting

Nexus will hold its annual meeting on March 20. Attendees will vote in new executive members and a workshop will help to collect member's requests and ideas for views to be compiled within the 2008/09 Nexus Action Plan.

Chair Tracy Martinez will summarise the achievements of Nexus during 2007/08.

Her message will be that over the last 12 months, Nexus has received over 60 requests for information or support and that we provide a very pertinent and needed service.

Many of these requests have benefited Essex Police in its strategy to become more Citizen-Focused because they have either come from officers working with the LGBT community or with organisations in Essex which are working with LGBT citizens.

Tracy will also be noting that Nexus has been affected by a trend which most staff networks are currently experiencing – members are giving less time to network initiatives.

As a result of this, Nexus will have to prioritise what initiatives it puts into the 2008/09 Action Plan.

To attend the AGM and contribute to the Nexus Action Plan for 2008/09, please contact me as above.

Nexus members welcome formal recognition of diversity skills

Essex Police, as a whole, is good at giving its staff knowledge about equality. For example,

student officers have three community placements during the Initial Police Learning and Development Programme and gain experience of the communities which they will be policing.

As Essex Police has been implementing the National Occupational Standard – Promote Equality and Value Diversity, Nexus has been watching with interest to see what this will bring to the force.

Essex is a growing, diverse county because of the nature of the people living, working and passing through it.

As members of the police service, it is important to continuously improve the confidence and trust of our communities – this will lead to improved intelligence-gathering, recruitment and retention.

To gain the National Occupational Standard qualification, each employee of Essex Police will need to provide evidence of some of the practical initiatives involving diversity which they carry out during their day to day work.

The evidence can be in the form of documents such as a thank you letter from a member of the public.

If there is a diversity issue into which a member of staff needs to gain more insight, they can complete the relevant computer-based training (CBT) programme.

The evidence will be submitted at their 2008/2009 performance and development reviews (PDR).

Each line manager will then assess all the evidence against the criteria about which they were informed during their Improving Confidence and Equality Through Assessment training.

This training has been evolving since it was first delivered in July 2007 and is a pertinent one-day course.

I feel that the introduction of this National Occupational Standard will help to ensure every member of Essex Police will be aware of everyone's individual needs.

by Fraser Carroll

Raising cash for Arron's wheelchair

MORE than 50 police officers face the toughest beat of their careers in a 630-mile marathon walk to raise money to buy Pc Arron Williams a special wheelchair.

Uniformed officers and detectives from South Western Division will walk in relays to complete the gruelling South West Coast Path around Somerset, Devon, Cornwall and Dorset.

Each team will walk about 100 miles in a week in a bid to raise more than £10,000 for Pitsea Pc Arron Williams, 25 – who broke his neck while playing rugby last September – and also for Stoke Mandeville Hospital where he has been treated.

Walk organiser Insp David Miller hopes the cash will help to buy a specialist wheelchair for Pc Williams.

“The response was absolutely remarkable and we now have 55 volunteers who are prepared to give up their rest days and annual leave to spend more than a week on the walk,” he said.

The walk starts from Minehead in Somerset, finishing at Poole Harbour in Dorset, and will take six weeks from May 3 to mid-June.

The teams consist of officers from the management team at Basildon, Basildon CID, Laindon Road Policing Unit, Thurrock CID, and South Western Tactical Team as well as two teams of Arron's colleagues from Pitsea

● A Christmas tree placed inside Rochford police station was a money-raiser for the Arron Williams Trust Fund.

Officers and staff alike decided that they wouldn't send cards to colleagues but instead hang a Christmas message on the tree for a small donation. A raffle plus the donations raised £54.17.

And a general knowledge quiz night at Grays last month raised a further £73 for the fund.

Colleagues honour Gary on march

SAD memories came flooding back last month as colleagues remembered Pc Gary Veal who died six years ago.

His brother Pc Wayne Veal, who is stationed at Colchester, laid a wreath at the National Police Memorial in London during the Police Federation's Day of Action.

Pc Gary Veal was dealing with a broken-down vehicle on the A12 at its Spring Lane junction when he was struck by a car on January 12, 2002.

The 36-year-old officer suffered serious head injuries and was taken to hospital by colleagues in the back of a police car but he died the following day.

Pc Wayne Veal paid tribute to his brother, saying: “This year was more prominent than previous years and again brought home the dangers we face in our day-to-day jobs.”

He added: “It was a privilege and an honour to represent Essex in the Federation march to Westminster and to lay a wreath at the National Police Memorial on Horse Guards Parade.”

● Read about the Day of Action in Roy Scanes's column opposite

PCSOs are 'more flexible' with new car



● PCSO Dave Cuthbert in the Hyundai Amica

BUSINESSES have clubbed together to sponsor a vehicle to enable PCSOs to patrol the Mistley, Manningtree and Lawford area more easily.

Estate agency Spicer McColl donated £3,000 and members of the local neighbourhood action panel (NAP) collected a further £3,000.

And several other local businesses made donations towards the Hyundai Amica, supplied by Haddocks, of Ardleigh, which has agreed to service the car for free. Now Mistley PCSOs Hayley Howe, Dave Cuthbert and Paul Beer will be able to travel to their patrol areas quickly.

Mistley Neighbourhood Policing Team sergeant Neil Barker said he was delighted with the sponsorship deals. “The idea was born at a NAP meeting because members wanted our PCSOs to be more mobile as they cover such a large area,” Sgt Barker explained.

“It will make the PCSOs more flexible because they will be able to attend incidents more promptly and cover a wider area.”

Former Borough man reaches his century

by Heather Turner & Heather Watts

A SPECIAL celebration was held for former Southend Borough Police sergeant Alf Roper who was 100 last month.

And Supt Steve Worrton, of South Eastern Division's Command Team, popped in to Alf's home in Hadleigh to wish him a happy birthday.

The pair spent some time discussing the differences in policing the Southend Borough when Alf was an officer – from 1930 to 1960 – and today.

“I enjoyed my policing days – it was the best job of my life,” said Alf, who worked for Southend Gas Company emptying slot meters after he retired from the borough force.

He received two Chief Constable's Commendations and a court commendation during his career with the Southend on Sea County Borough Constabulary, and recalled the days when his sergeant would march his officers up Southend High Street in a show of strength.

“It is a different job now,” he said. “There would be two constables at the top of Hamlet Court Road and two to cover the bottom of the road – we had far more officers on the streets then. We used to have to parade in Chalkwell Park and someone from the Home Office would inspect us.”

“Our chief constable, Henry Kerslake, was an iron man and instructed us all to walk on the edge of the road in the day and we had to be near the building line at night.”

“Parents would ask us to have a word with their children if they were falling out of line. And we checked all the shop doors and empty homes at night – people would ask us to keep an eye on their houses when they were going away.”



● Centenarian Alf Roper is pictured with Supt Steve Worrton, of South Eastern Division Command Team, and Alf's son Steve Roper

Compared to the paperwork which an officer needs to complete today on making an arrest, Alf said that in his day he had to fill in just two forms an occurrence report and a summons report.

However, Alf and Supt Worrton found common ground when talking about neighbourhood policing. “We got to know all the people on our beat,” said Alf.

During World War Two, Alf was attached to the Royal Engineers on bomb disposal duty to learn how to evacuate civilians should the need arise.

Supt Worrton, who gave Alf a card and a present from the present-day South-Eastern Division Command Team, said: “Despite the fact an awful lot has changed since Alf retired, the basic principles of policing remain the same.”

“And, when he says holding the office of constable is something to be proud of, that is a message that every officer in Essex can take away.”

Alf Roper was born in Canning Town,

London and moved from the East End as a baby, when his father, a Salvation Army insurance rep, was moved to the booming seaside resort of Southend.

Alf became wedded to the town in many ways, meeting and marrying local girl Vera – whom he married in March 1929 at Chelmsford Avenue Congregational Church – and joining Southend on Sea County Borough Constabulary just over a year later – it did not merge with the Essex force until 1969, nine years after Alf retired.

He was married to Vera for a remarkable 72 years until her death in 2001. She found international fame as Madam Vere, piano accompanist to comedian Frankie Howerd, who became a close friend.

Alf and Vera had two sons, four grandchildren, and eight great-grandchildren. Many of those family and friends attended an “open house” at Alf's home two days before his actual birthday, on Tuesday, January 29.



In the first of a series of articles about saving energy and materials, Ian Mott, of Property Services, looks at heating

OVER the years, I have been trying to improve the force's use of energy as it is the one area where costs can be reduced without affecting our operational capability.

The main areas where this is possible are heating, cooling, lighting and general electricity use.

Back in 1974 Ted Heath's government issued Statutory Instrument No 2160 The Control of Fuel and Electricity (Heating Control) Order which stated: “No person shall use, cause or permit the use of electricity or fuel for the purpose of heating premises so as to cause the temperature of those premises to exceed 20C.”

Six years later, Margaret Thatcher's

government issued Statutory Order 1013 which reduced the temperature to 19C.

This statutory instrument is still in place, although it is largely ignored.

The reason for the orders was to conserve fuel in times of shortage, which is still relevant today – the main exceptions are areas in hospitals and old people's homes.

The thinking behind it was to ensure that heat is not put into buildings which are at or above the recommended temperature.

So, although the temperature will inevitably rise due to staff and equipment, the radiators will cool.

The majority of the problems

experienced with heating Essex Police buildings can be put down to the fact we have many old buildings with low levels of insulation and poor windows.

We take this into account when we set up the heating controls but, without detection in every room, there will be areas where we need to make local adjustments.

If you work in one of these areas, please do not put on an electric fire as this will hold off the main heating for other sections of the building.

Instead, let Property Services Help Desk know and we will investigate and take the appropriate action.

● Contact the Property Services Help Desk via email or on ext 51700

Four jailed for their part in cocaine conspiracy

FOUR men were sentenced to a total of 63.5 years for their part in a criminal gang who used HGV wheels and tyres to transport drugs and cash.

The quartet appeared at Cardiff Crown Court last month following an investigation by Essex Police and the Serious Organised Crime Agency (SOCA).

Approximately £4.5million of cocaine and £200,000 of cannabis had been seized by investigating officers.

Garry Johnson, 39, of South Woodham Ferrers, was jailed for 12 years for conspiracy to supply cocaine and to three years for conspiracy to supply cannabis, to run consecutively, and a further four years for money laundering, to run concurrently.

Roy Norfolk, 37, of Brentwood, was jailed for eight and a half years for conspiracy to supply cocaine, five years for possession of an illegal firearm, three years for possession of cocaine and three years for a separate charge of possession of cocaine, to run concurrently.

Kevin McNess, 47, of Crays Hill, was jailed for 20 years for conspiracy to supply cocaine and six years for conspiracy to supply cannabis to run consecutively.

And Richard Dawes, 42, of Stanford le Hope received 12 years for conspiracy to supply cocaine and two years for conspiracy to supply cannabis, to run consecutively.

In April 2005, police on the M4 stopped a van driven by Andrew Tully, 66, of Somerset, and found 300kgs of cannabis resin in cardboard boxes inside. He had met Johnson in a layby on the B148. Tully was later jailed for six years.

As the gang began to unravel, Norfolk was arrested in May 2006 – police found five ounces of cocaine and 18 empty parcels, containing cocaine residue.

At Dawes's business premises in Stanford le Hope six months later, police found 65kgs of cocaine in a padlocked container and evidence that HGV wheels and tyres of HGVs had been used to conceal drugs or money.

Cocaine and more than £200,000 in cash was found at McNess's home and a Basildon address connected to him yielded £90,000.

A search of Johnson's home found a kilo of cocaine and a key allowing him access to the container at Dawes's business premises.



● Using a map and compass, above, to get to the right locations on the team-building day is key to completing the tasks
● While, left, the team-building tasks certainly lead to some interesting and amusing positions

It's not a bore getting to the management 'core'

Force managers and supervisors are encouraged to undertake the two-week Core Leadership Development Programme to add benefit to their job. Media manager Kim Perks put aside two weeks of her working life to discover it was the best thing she could have done.

I AM a strong believer that you are never too long in the tooth to learn and develop your skills.

I also, however, share the frustrations of many people who say that attending courses can get in the way of the day job.

Often I have returned to the office to be faced with an over-flowing in-tray and email inbox and questioned whether the course benefits outweighed the stresses that lay ahead.

But when I became the manager of the Press Office I looked into the Core Leadership Development Programme at Essex Police College. I had welcomed my promotion but, whilst I held my head high, I was quietly questioning my ability.

Delegation was my biggest weakness. Knowing the responsibility was now parked at my door I had adopted the 'if you want something done right, do it yourself' syndrome.

Equally I wanted to be a liked and respected manager and what better way, I naively believed, than to take on everyone else's work and problems!! Sound familiar?

Short external courses for new managers were in abundance but lacked relevance to the police service, so I decided to bite the bullet



● One team taps into their logic to complete a 'guess the weight' task

Pictures by Kim Perks

and reluctantly gave up two weeks in the office in order to undertake the CLDP.

Without a doubt, in my case it was the best investment I could have made.

By the end of the first day I was amazed by the level to which my confidence as a manager had soared.

Just the opportunity to share my fears and views with other police officers and staff supervisors left me feeling less isolated.

Our leadership styles varied greatly but we quickly realised there was no clear right or wrong and that we were all offering valuable experience and skills both to the force and our teams.

It also helped greatly in understanding the different reactions we get from our staff when we task them with work or challenge their actions.

What mustn't be underestimated is the skill of trainer Sgt Andy Spink in making the

CLDP a worthwhile course. His training techniques, personality and humour make the days fly by – with hardly a PowerPoint slide in sight!

For those who prefer a night on the couch with a cuppa to a gym session or a brisk country walk, the most daunting part of the course agenda might be the team-building day in the woods.

In fact the majority of people seem to come away enjoying it the most; it is great fun and gives a real insight into your leadership style in a non-threatening environment. Just be aware that this day goes ahead regardless of weather conditions!

If I'm honest, the second week – which covers issues such as performance development reviews (PDRs), diversity, grievance and so on – slows down; but it is the 'need to know information' that is vital to the role of a supervisor.

There is also a fair bit of pre-reading to be done prior to the course so it is worth trying to negotiate some study time with your manager. But it is worth the effort as there is an opportunity to embark on a recognised management qualification, towards which this pre-work counts.

Feedback I have received from other students has been equally positive so, whether you are a confident new supervisor or one who is suffering in silence, I would thoroughly recommend signing up for the CLDP.

● Details can be found in the Essex Police College e-brochure on the intranet – visit Essex Police College under Divisions & Departments, click on College Courses e-brochure and then scroll down to the Management and Development pages, under the heading of Leadership, Performance and Diversity Learning and Development

Anti-burglary campaign was a right cracker

RESIDENTS in Chelmsford experienced an almost crime-free festive period. Operation Faddy focused on anti-social behaviour, car thefts and burglaries in Springfield and involved high-visibility policing to deter criminals. And Operation Squeeze saw response officers assisting their neighbourhood

policing colleagues by using cars and vans to offer reassurance to residents and to catch those criminals who dared to venture out. Neighbourhood Specialist Officer Pc Mark Thrower said there had been no burglaries and residents were heeding messages to lock doors and windows whether they were in or out.

Banding together to create sweet music

THE Essex Police Band will perform at the annual Metropolitan Police Musical Concert. The band will perform Rilverdance, accompanied by dancers from west Essex-based Brenda Taylor School of Dance and Performing Arts. Tickets, £12, for the concert at The Barbican on

Monday, March 17, at 7.30pm, from 0207 230 7109 or via email at mpaa@met.police.uk
● See the band and Redbridge Brass at St Gabriel's Church, Wanstead, on Saturday, February 16, at 7.30pm. Tickets, £8, from 07789117804 or via email at mark.harvey@essex.pnn.police.uk

Police dog Brennan takes the biscuit

POLICE dog Brennan received a commendation certificate and a box of dog biscuits from Chief Constable Roger Baker in recognition of his "bravery and tenacity" in tracing and apprehending two suspects, one of whom then assaulted the dog. Brennan's handler Pc Mick Finch, who is based at Laindon Dog Section, said: "Police dogs are often the unsung heroes.

"It is fantastic that his efforts have been recognised. He is one in a million to me – he is my colleague and best mate, and I am extremely proud of him." Brennan is very good at tracking and searching and Pc Finch said he never gave up the chase. Brennan was commended for an incident last June, in which he was assaulted after tracing and apprehending two suspects for stealing a vehicle.

Pc Finch said Brennan had picked up a scent and had began growling. "In the distance I saw two figures hiding who then ran away, so I released Brennan who took up the chase," he said.

"Brennan found two men hiding in the undergrowth. He is trained to bark when he locates a suspect, but if he is shown aggression or resistance he will bite to detain.

"Some people think that if you push the dog away or cause them pain it will distract them, with Brennan, this is not the case. "One of the men attacked Brennan by grabbing him but Brennan took hold of the man's arm and a struggle ensued, with Brennan being pulled about aggressively by his ears.

"This was a test of his courage and he proved his worth in apprehending a criminal. Back-up arrived and the men were arrested." Pc Finch has been Brennan's handler since 2004 when the dog was 18 months old and he credits Brennan with more than 100 arrests in the past two years.

He added: "He has a great personality and is larger than life. Police dogs are very loyal to their handlers and will protect them to the extreme. "It is a bond which only a dog handler can truly understand, as shown more recently when a colleague and I were violently attacked and received serious injuries. Brennan was also attacked and suffered a vicious beating but held on and, even when thrown off and kicked, he did not back down."

Pc Finch received a commendation himself for a different incident. He was commended for giving first aid to a man who had lost a lot of blood at an incident at Pitsea in November 2006. Pc Finch applied immediate first aid – the man later made a full recovery.

● The evening following the commendations ceremony Pc Finch and Brennan were back on duty when they were called to attend an incident involving a stolen car.

The car was driven away from road policing officers and collided head-on with Pc Finch's van.

Pc Finch was knocked unconscious and had to be cut free from the van but was allowed home from hospital 24 hours later, suffering from cuts and bruises. Brennan had to be sedated by a vet to be examined but was uninjured.



● Brennan and Pc Mick Finch receive their commendations and a box of dog biscuits from Chief Constable Roger Baker
● Inset, a more relaxed Brennan

New choir CD: A Grand Night for Singing

ESSEX Police Choir have sold more than 100 copies of their second CD – *A Grand Night For Singing*. They took delivery in time for their pre-Christmas concert in Chelmsford's Trinity Methodist Church and sold the bulk of the copies there.

If you would like to 'try before you buy' then visit the choir's website at www.essexpolicechoir.co.uk and click on recordings.

The CD costs £8.75 by post – contact Mark Lawrence on 07802 414793 to order – or £8 if bought at a concert. Mr Lawrence said: "If you like what you hear and are considering a new hobby then why not come and join us as we embark on a new programme of music for our 2008 concerts? "You can be sure of a warm welcome and don't need to have any previous singing experience."

The choir practice on Tuesdays at 7.30pm in the dining room at Essex Police College.

● ESSEX Police Choir is performing at Chelmsford Cathedral's free lunchtime concert session on Friday, February 8, at 12.30pm.

Think of tax-free saving

POLICE Mutual is encouraging police officers and staff to think about tax-free saving.

It offers a stocks and shares ISA into which up to £7,000 can be invested in any one tax year. Now is the time to act if you haven't used up your 2007/08 tax-free ISA allowance as you cannot carry this allowance over to the following tax year, which starts on April 6.

Police Mutual Assurance Society Ltd is an incorporated friendly society authorised and regulated by the FSA.

Charity gifts hotting up

THE clatter of soup spoons at Harlow has provided money for hot school dinners for over 1,000 young people across the world.

Rustic vegetarian soup and a hunk of crusty bread was on offer at the old canteen at Harlow police station, which raised enough money for 900 meals and, with a couple of competitions, the proceeds will probably feed in excess of 1,200 children.

World Vision provides the hot school dinner, which may be the only hot meal the child gets in a week.

NARPO meet

THE annual meeting of the Southend Branch of the National Association of Retired Police Officers (NARPO) is on Friday, April 18, at 7.30pm at Southend Police Club. Contact branch secretary Peter Yorke-Wade on 01702 545934 or email him at petyorke-wade@sky.com for more details.

Nein? No we've only three

THREE new recruits to Essex Police are testing our language skills. 'German' shepherd dogs Ike, Miro and Griff, aged between 13 and 18 months old, were bred in Germany and bought from kennels in Cheshire.

The novices are part-trained in sport work and respond to basic commands in German but will be learning 'Essex speak' during the course of their 13 weeks training.

Pc Phil Passfield, one of the Dog Unit trainers, said: "These specially-bred dogs were bought

because nationally the supply of 'gift' dogs or dogs from rescue homes has dried up. "The dogs are bred to work, which is a huge advantage over pet or show dogs as they have the right mindset and ability to learn the job." The dogs are not, however, very streetwise as they have only been exposed to a limited environment of kennels and training ground. Dog handlers Pc Chris Mitrovic (Ike) and Pc Sally Morris (Griff), from Rochford, and Pc Jerry Hill, from Bocking Dog Section, are using phrases such as 'sit' and 'platz' to ease the animals into their new role and they are out walking busy streets, experiencing high-speed traffic and railways.

Pc Passfield said: "They have only just started their training with us but are showing good promise, are working well and will hopefully all pass the course."

● Perhaps Pc Chris Mitrovic and Ike are looking up the German for dog biscuit?

Picture courtesy of Ferrari news agency



Museum is full-time

IT was a case of New Year, good news for Essex Police Museum which has been given funding for a full-time curator.

Curator Becky Latchford was, until January 7, only part-time – she was also duplication/off-air editor in the TV Unit. But now Becky can put on more displays and educational events, host more visits and keep the museum's sizeable collection of artefacts – both on display and in storage – in good nick.

Museum opening times will stay the same – Wednesday afternoons from 1pm to 4.30pm and the first Saturday of every month from 10.30am to 3pm.

During her tenure at the museum – which can be found beneath the IT corridor at HQ – Becky has already smashed two records.

On May 12, last year, 711 visitors passed through the museum in a single day – when it held an open day on in conjunction with the Celebrate Chelmsford festival.

The previous best had been 500 over two days. And her total number of visitors for the whole month was 1,136 – the previous high was 1,012 in July 2006.

● ESSEX Police Museum has purchased a 1963 Velocette Bicycle, more commonly known as a 'Noddy Bike'.

Its registration is 982 WOO. Now curator Becky Latchford wants to hear personal stories and memories from officers who may have ridden this type of bike and she is also interested in pictures of Essex Constabulary Velocette bikes or of officers riding them. Email Becky at becky.latchford@essex.pnn.police.uk or write to her at Essex Police Museum, Essex Police HQ, PO Box 2, Springfield, Chelmsford, CM2 6DA.

● CHILDREN can 'make faces' on Wednesday, February 13, using real 1970s photo-fit pieces.

The photo-fit kit was introduced in 1972 to help witnesses re-create the faces of criminals using individual facial features such as eyes, nose and mouth.

The free event runs from 11am until 4pm and is aimed at children aged five years plus, who must be accompanied by an adult.

● Essex Police Museum curator Becky Latchford is now full-time, so she can devote even more time to putting on quality displays for her visitors

Picture by Heather Turner





HAVE YOUR SAY: Write to Heather Turner, Law Letters, Publication Unit, Police HQ, PO Box 2, Springfield, Chelmsford, Essex CM2 6DA or via email to heather.turner@essex.pnn.police.uk

Letters and emails must be no longer than 300 words and must include your full name and home town. The deadline is the 20th of each month.

We reserve the right to edit or omit letters. Please be aware The Law is reproduced on the internet and circulated to the media.

Does anyone remember 'my' Special Constables?

ONE of the articles in the December issue of *The Law* was about long-serving Essex officers past and present and I noticed that Stuart Bowman was still in the job, albeit as a member of police staff working in IT.

I served in the early 1970s, as a Special Constable (SC 143) and then as Special Sergeant (SPS 3), with Stuart in Corringham sub-division.

Unusually, for a Special, I also played football for the Grays Division Sunday League side, for which Stuart was player/manager. The matches against Ardaile Approved School were always "interesting".

Several of "my" Special Constables went on to join the regular force, one being Pc Malcolm Dyer - Dog Section, Colchester.

I wonder what has happened to the other young officers serving at Corringham at the time - Geoff Frost, Pete Handscombe, Ken Elbourne, Jim Norris, Pete Taylor - and at Tilbury - Pc Peter "Trudge" Hewitt and the not-so-young Pc Eric Blake, Sgt Barcham, Sgt Sammy Hill, Dc Chalky White, Insp Terry Bates and Chief Insp Malcolm Purvis - Mr Purvis and I jointly arrested a car thief in Stanford le Hope town centre after a very violent struggle.

I am now a "Met Volunteer" based at Romford police station, where I help out with basic maintenance checks of the patrol vehicles.

Incidentally my youngest son is a Pc in the Central Territorial Support Group of the Metropolitan Police, based at Paddington Green. He has nine years in now.

**John Wheaton
Upminster**

**Why not write and tell the editor what you think?
The deadline is the 20th of every month.**

Keep policing local rather than national

I REFER to Bob Miller's call for a national police force and would like to add my two pennyworth.

Indeed, I understand that in the recent survey, the people of Essex indicated a preference for the status quo.

I fail to understand the relevance of the shooting in London of Jean Charles de Menezes to the subject. Does Bob think that a national force would have

sufficient resources constantly available in Kent or Suffolk to cope without help?

Alas, be your force local or national, once you are away from your patch that is that.

I fear that Bob is advancing the socialist diktats of commonality which, instead of raising standards, lower them to a lowest common state. Bigger is better?

I believe the financial implications of

changing the current situation would also be astronomical and ongoing.

No, let's stay as we are, using all the modern advances in liaison and mutual aid which worked well during the 1984 Miners' Strike and have been honed since.

Above all, let the people of Essex have the force we prefer.

Roy E Bracey

Why does force need separate associations?

HAVING retired in 1993 after 30 years with Essex Police, I am at a loss, after reading Blue and black - together we stand in the November issue of The Law why we have two branches of the police association within the same force.

During my service of over 25 years at Stanway Traffic, I came across situations when I and colleagues were accused of racist behaviour by 'non-white' drivers but if you had not committed any wrong-doing, we were told to put down to experience.

How can a white officer belong to a Black Police Association?

I am afraid I just cannot see why it was allowed to be formed.

The Essex Black Police Association states that its aim is to help the force become a better place in which to work and deliver a quality of service, both internally and externally. Surely this can be done with one police association, not a

black association or a white association (which we never had)?

**Chris Morgan
Daya Nueva
Spain**

● *Essex Black Police Association (BPA) chairman Chief Supt Win Bernard replies: This is a question which has been asked many times before. There are many who understand the issue fully, hence why there are white officers in the association.*

The police service today consists of officers and police staff from a multitude of diverse and cultural backgrounds.

When any person seems different - and it could be anything, not just colour - compared with the majority of people around them, they could either be singled out, be disadvantaged or feel disadvantaged because of it.

Associations such as the Essex BPA, Nexus or the maternity network exist to say to those individuals who feel isolated that we have members who have experienced your feelings and your position or people who understand and are prepared to listen.

In return, the subject may be more likely to listen to someone with whom they feel they have something in common.

The Police Federation, the Superintendents' Association and the Association of Chief Police Officers give the BPA and the networks their full support because of the added value they can provide in situations which need an inside or objective view.

The long-standing associations recognise that, on their own, they best represent the majority, not necessarily the minority.

The Essex BPA's other aim is to enhance the force's relationship with the communities it serves.

Those who live in Essex after arriving from overseas may not necessarily have the same level of trust in or knowledge of their local police force as we do.

Indeed, the police service in their home country may not be as robust and efficient as ours.

We have a duty to help break down barriers and encourage people to interact with us, report crime to us and trust us.

'We must strive to rehabilitate offenders'

MIKE Hughes' response to my letter on mentoring certainly suggests, and confirms my opinion, that prison is an academy for people to continue to be criminals.

He seems to be saying it is useless to try to convert them and that women have not been successful either in a mentoring or teaching role.

I would take issue with his reference to David Fraser's comments about criminals having free choice.

So many are involved in the drug/

alcohol culture that I fail to see how it can be free choice.

The only good thing coming from the quote is that Fraser seems to be hating the crime but not the criminal.

I would draw Mike's attention to Open Book, an organisation based at Goldsmiths College in south London, which was recently runner-up for the Longford Memorial prize.

It has men and women who are successful in teaching and mentoring prisoners to gain higher

educational qualifications and not re-offend.

The bottom line to me is that prison does not work, has no deterrent effect and fails to stop prisoners, particularly young offenders, committing suicide.

We must strive, all of us in society, to find alternative methods of punishment, which seek to help, convert and rehabilitate offenders to take their place back in society.

**Bob Miller
Chelmsford**

Well done to our lifesavers

RE last month's Front Page story - Essex Police officers and PCSOs save three lives.

Well done! This puts paid to the saying 'there's never a policeman when you want one'.

Three people will be everlastingly grateful that someone from Essex Police was there for them in their time of need.

It was also very gratifying to read that some traffic cars carry specialist medical kits and that some officers are trained to use them.

Well done to them. Let's hope that others will follow their example.

**Jack Faulkner
Southend**

I retired 43 years ago!

I AM writing re George Raven's letter in last month's issue of *The Law* regarding years of retirement (Memories change but policing doesn't).

I joined Essex Constabulary on June 13, 1938, as one of 21 recruits and I retired in January 1965, having served 27 years. To date I have been retired 43 years.

How many others from that time are still alive, I don't know. I know of only one other person from that class.

**Ernest Bryan
Chelmsford**

● Former Southend Borough sergeant Alfred Roper celebrates his 100th birthday - see Page 3. Alf retired in 1960, after 30 years' service, and has been retired for 48 years.

Prompting Marine Unit memories

WITH reference to the feature in the December issue of *The Law* - Watching over the longest coastline - the Southminster Marine Unit was started in 1967, with George Thurkle and myself.

The first police launch arrived, a Tod Tuna 21ft Z-drive known as the Alert I. We covered as much as we could of the rivers Crouch, Blackwater and Colne and the coast up to Clacton.

We later had another launch, the Watchful, and more officers. It was not long before, in place of the Alert I, we got a large launch, the Alert II.

I was a skipper for these vessels until I left the police in 1981. We were involved with dead bodies, many old World War Two mines, assisting yachts etc with major problems, Radio Caroline and many other items.

At one time George Thurkle and I met Princess Marina at Clacton and she spent some time asking about our use of and involvement with Marine Unit.

We did well and had a considerable amount of police officers who also dealt with many Essex marine problems.

Not long after retiring, I again became a skipper - on the Norfolk Broads.

**Brian Lay
Barningham
Suffolk**

'Bearding the boss'

SEEING the photograph of the late John Beckett together with the late Jim Devlin in the hall at Southend police station, reminded me of another of our late colleagues in Southend, John Coleman, whose photograph was in *The Law* some issues ago.

When I joined the Borough force in 1965 and, being a Shoebury boy as I was, John became a bit of a mentor to me.

He always appeared to me as a bit of an outspoken rebel but not bolshie. Now John, like many of us, suffered with his back and it caused him to have a long spell of sick leave.

I should add at this stage that John had served in the Royal Navy as I had. When John returned to duty he was sporting a full set, of whiskers, Navy style.

In those days, such a thing was unheard of, let alone seen on a serving police officer in Southend. He was immediately called upstairs to Supt Devlin's office where he was told to remove the beard forthwith.

John, not being slow in coming forward, said to Mr Devlin: "Why should I? You have a moustache." To which came the reply: "Well that's different, my moustache is military." John's answer was: "And my beard is Naval." He kept his beard.

**Ted Lester
Shoeburyness**

The Essex Police Choir

proudly present their new CD



● Just £8.75 to have it posted: contact Mark Lawrence on 07802 414793 to order

● Just £8 if bought at a choir concert

● The choir are performing at Chelmsford Cathedral on Friday, February 8, at 12.30pm

To 'try before you buy', visit www.essexpolicechoir.co.uk and click on recordings



● December force lottery winner Dilys Ware, of Braintree Service Desk, was informed of her win by Chief Constable Roger Baker on her birthday. She is pictured picking up her new Ford Ford Fiesta ST from Dovercourt Ford in Braintree.

● Turn to Page 11 to see if you are a winner this month

Volunteer 'voices' for the vulnerable

by Donna Veasey

OFFICERS dealing with vulnerable victims or witnesses can now get help from communications experts - from taking a statement right through to court.

The force is taking part in a new scheme being implemented by the Home Office which offers people known as intermediaries who help vulnerable people to communicate with officers.

They facilitate communication between witnesses or victims and the officer, right through the criminal justice process.

There are 120 intermediaries across the country of whom 20 are in Essex - they specialise in communicating with people who suffer from general communication difficulties.

All intermediaries are specialists in communication and language and will be matched specifically to the needs of the

vulnerable person they are helping.

Vulnerable victims co-ordinator Insp Nick Burston said: "The beauty is that we have gone beyond saying 'we don't understand you'.

"We have got to the next stage of saying 'we can investigate your crime but there are some issues'."

The intermediaries help officers to work with these issues, helped by assistance from trained personnel.

Insp Burston continued: "People want to have their voice heard and their case decided on the same basis as everyone else."

Since Essex Police joined the scheme in December last year, three intermediaries have been used and the response from officers involved has been positive.

● For information about using intermediaries, contact Insp Nick Burston on 07976 889316 or your divisional Domestic Abuse and Hate Crime Unit

Lifesavers invited to HQ

THREE life-saving police officers have been invited to tea with ACC Peter Lowton at HQ.

Mr Lowton wanted to thank Pc Adam Barry and Pc Stacey Howe, of Clacton, and Pc Martin Brooker, of Stanway Road Policing Unit, in person.

He said: "Our officers are trained to react positively to any situation with which they are faced and I am very proud that their actions led directly to two lives being saved."

The Clacton officers helped drag a man from a burning flat on Boxing Day and then Pc Howe evacuated other residents from the block of flats in Ellis Road.

They were both treated for smoke inhalation in hospital but returned to duty the next day.

And Pc Brooker put his training as an advanced medic into use when he and his colleague Pc Trevor Sleet went to an accident

on Boxing Day at Marks Tey. He established the motorist was hypoglycaemic and injected him with a glucose solution.

● THE force will be submitting teams for the ACPO National Lifesaving Championships.

And Sgt Andy Ford, of the Marine Unit, is looking for officers to volunteer to take part.

"We are hoping to follow the excellent competition win for the women's team last year," he said.

"Lifesaving is regarded as a 'duty event', supporting the core responsibilities of an officer's role in saving and protecting life."

The championships will be held in Bournemouth from June 6-8 and feature men's, women's and mixed competitions.

Sgt Ford said there would be training in swimming for lifesaving and in first aid skills.

● Contact Sgt Andy Ford via email

Reduction in Christmas drink-drivers

THERE was a slight drop in the number of motorists arrested during the force's pre-Christmas anti-drink-driving campaign.

The December-long operation saw 8,507 drivers stopped and breath-tested.

And 167 motorists tested positive for alcohol with seven more failing to provide a sample of breath or refusing to take the test.

In 2006, 8,264 tests were carried out, with 178 testing positive for alcohol and a further 24 failing to provide a sample of breath or

refusing to take the test.

An Essex Police spokeswoman said: "Drink-driving is not just a Christmas issue but one we need to remind people of throughout the year.

"The figures are a positive sign that fewer people are risking their and other people's lives. But although the figures have continued to drop, it is always a concern that there are still drivers out there who need reminding of this message."

Letters of appreciation

A selection of letters sent to our divisions and departments, thanking us for a job well done.

TO Dc Kieran Backhouse, Dc Danny Carter and Dc Phil Pullinger:

Thank you for your help while visiting Leicester. On November 15, at about 11.20pm, police were called to Granby Street in the city.

Two women were reporting being followed by a man claiming to have a knife and threatening to stab them.

Police made their way to the scene and received another call from a member of the public claiming that three men were attacking another.

Fortunately, the three men were off-duty Essex officers who had detained the suspect for the previous incident.

Far from attacking him, they had correctly restrained him against the wall to conduct the search for this knife. None was found but the suspect was arrested for placing the two women in fear of violence.

And, due to the comprehensive statements from the three officers and the two women, the suspect was charged the next day despite having denied the offence.

The officers involved were off-duty and obviously not in possession of their personal protective equipment.

However, having carried out a dynamic risk assessment regarding the potential danger to them and members

of the public, they challenged and restrained this large, intoxicated man, who they suspected to be in possession of a knife.

Sgt Paul Woods
Leicestershire Constabulary

I AM writing regarding two of your police officers, Pc John Swann and Pc Matthews, who attended a collision involving my son.

I would like to praise the two officers who took care of my son and his friend. They were both in a state of shock at the time.

Your officers took the time to look after them and my son commented how understanding they were.

Mr and Mrs E
Westcliff

TO Insp Rachel Wood:

I am writing on behalf of the Tilbury Christmas Lights and Fayre Committee to convey our sincere thanks to you and your officers and staff for the help and assistance given to us on the lead up to and on the night of November 30, 2007.

Without such support we would not be able to organise such a successful community event each year.

Christmas Light and Fayre
Committee and Tilbury Riverside Project

I WOULD like to thank Dc Richard Trower and Dc Alan Blakesley and their team at Pitsea CID for their quick thinking and detective work in recovering items of jewellery burgled from my house in November.

I discovered the burglary at 7.45am and immediately

reported it. At 4.45pm the same day, I received a phone call to say that a suspect had been apprehended in possession of my jewellery.

Thanks to the prompt actions of Pitsea CID, I was able to recover all but two of the items stolen, some of which have great sentimental value.

GH
Billericay

TO Pc Dan Brand and the Southend Multi-Agency Anti-Social Behaviour Response Team (SMAART):

I would like to thank your splendid team of officers in Southend who helped in the eviction of a man from our flats in Southend, and specifically for being with us during the court hearing.

DP
Southend

TO Chief Insp Craig Robertson:

Thank you for the trouble you took over my visit and for your time and your initiative in focusing upon youth preventative work, my particular interest and area of work.

It was valuable to learn of the parochial nature of your division and the great advantages this brings for partnership working under the Crime and Disorder Reduction Partnership (CDRP) and community safety agenda.

I had first-hand evidence of this from my meeting with PCSO Julie Anderton and Julia McKenzie and Claire Lawrence, of Maldon District Council, and I was delighted to learn of all the exciting initiatives that are flowing

from this fruitful partnership working.

How commendable that you are ahead of the game with Julie's appointment and all that she is already doing with the Brownies and in primary schools with reference to the Every Child Matters agenda.

It is impressive and encouraging that all this important and worthwhile work is being invested in the Maldon district to assist vulnerable young people.

Lady Diana Kemp-Welch
High Sheriff of Essex

TO Sgt Tony Adams:

I am writing regarding the excellent action of Pc Carly Boitout at a road traffic collision.

A friend of mine was driving an unfamiliar car when she became confused by parking arrangements at Southend Hospital and perpetrated minor damage on a parked vehicle.

Happily no-one was hurt and both police officers on the scene could not have been more helpful or supportive of an older, female motorist.

As I was unable to drive through knee injury, Pc Boitout kindly took my

friend and I back to her home where she confirmed that my friend was fully aware of what she had to do next.

Subsequent contact with Rochford police station resulted in Pc Michelle Rawson notifying Pc Boitout that Ann had just lost one of her cats.

I cannot commend those two officers too highly.

If Pc Boitout is the new face of modern policing then the public's liaison with her can only be a thoroughly joyful experience.

David Porter
Leigh

MY daughter was involved in a road traffic collision in Takeley in September 2006.

An off-duty officer was one of the first to arrive on the scene.

We understand she took charge until the emergency services arrived and, in particular, prevented others from releasing my daughter's seatbelt, even though she was upside down.

As she had broken her neck, this was exactly the right course of action and undoubtedly avoided making serious injuries worse.

I am told the officer stayed

with my daughter for a long time before she was released, some say as long as 90 minutes.

Until now we have not known the officer's name. During the recent court trial in connection with the collision we found out it was Pc Sue Keel.

We are very grateful for her endeavours. It was very kind of her and we very much appreciate the time she gave up to help our daughter.

MS
Oadby
Leicester

TO Pc Emma Silk:

Thank you very much for the kind attention which you gave me.

Although feeling shocked and upset about the theft of my wallet/purse, I was greatly comforted by your calm, gentle and thoughtful approach while asking questions and sorting out my statement.

It was sad to meet under such circumstances but it is always a pleasure to meet a caring person who is so good at her work. God bless you.

JB
Clacton

SEVERAL ACTION awards were made by second-best. The recipients were: Sgt Paul Glasgow, Pc Matthew Harkness and Pc Richard Everitt, of Central Division, Pc Marc Arnold, of Western Division, Timothy Gold, of the IT Department, and Diane Hitchings, of Crime Division all received £100.

The work of officers and staff put forward for the awards demonstrated at least one of ACTION's six strands: Achievement focus; Customer first; Taking responsibility for performance; Inspiring high standards; Overcoming hurdles; Never accepting



And Paul Burton and Rhys Roberts, of the IT Department, each received £50.



Holiday lets

CARCASSONE, southern France, luxury B+B in quiet location, own pool but close to lively town. No children under 12. Contact John Taylor on +33 468 201 105 or visit www.domainestgeorge.com

COSTA Brava, Empuriabrava, delightful two-bedroom waterfront apartment near long, sandy beach. Fly to Girona or Perpignan. Families welcome. Call Fiona on 07817 821316 or visit www.jemideas.co.uk

COSTA Blanca, Almoradi, three-bedroom, two-bathroom apartment, Sky, sleeps six to eight, beach 15 mins, airport 25 mins, from £250/week. Ring Dave Ashpole on 07912 506620 or 01702 201694 or email dashpole@hotmail.com

COSTA Blanca, La Marina, two-bedroom, two-bathroom villa. Sleeps four to six, beach/shops five mins. From £125 per week, police discount. Ring Mick Ager on 07775 676142 or (+34) 617 110 096 or email casadomi02@hotmail.com

FLORIDA, luxury, four-bed villa, private pool near Disney and golf. Police discount. Free brochure. Contact Jill on 01702 586092 or visit www.my-florida-villa.net

FLORIDA, four-bedroom home. Pool, close to Disney, golf and airport. From £450 per week. Ask for free DVD. 10% discount. Call Pete/Lin on 01245 321378 or email petewtaylor@yahoo.com

LA Manga, Spain, two-bedroom apartment, pool, garage, sea views, seconds from beach. Quality accommodation, well reported in 2007. Low-cost flights from Stansted. Ring Bernie on 07986 098422.

MUNDESLEY, Norfolk, two-bedroom house, sleeps four to six, 400 yards from Trimmingham beach. 20% police discount, from £154. Visit www.essex2norfolk.com Ring 07970 107542 for details.

NORFOLK, superb holiday cottages, close to Norfolk attractions. Wonderful country, wildlife and scenery. Quiet luxury. Long/short lets suitable for family/couples. Ring Gwen on 01508 489754.

NORTHERN France, gite an hour from Calais close to market towns, amenities and the Somme. Furnished, modern facilities. Ring 01375 483045 or visit www.le-petit-hameau.com

ORLANDO, luxury villa, four bedrooms, three bathrooms, sleeps up to ten. Private, screened pool near Disney and other central Florida attractions. Contact Alison and

Michael on 01245 266949 or 01376 573406.

SARASOTA, Florida, rent our villa, 20% police discount. Visit www.timberwoods.us or ring Norma Gill on 01206 240281

SOUTHERN France, near pretty town of Limoux. Luxury B+B from £45/night/room. Visit www.domainestgeorge.com or ring John Taylor on +33 468 201 105.

SOUTHERN Spain, Malaga airport, Marbella coast 25 mins, private villa, fantastic views, excellent holiday location, visit www.ownersdirect.co.uk (ref S6911)

SOUTH-west France, three-bedroom farmhouse, mountains, beaches, salmon/trout fishing, walking, Pau, Biarritz, 45 mins, central heating, long lets available. Ring Ian Packer on +33 675 588 136.

TURKEY, Side. Luxury two-bedroom, two-bathroom, ground-floor apartment. Outdoor and indoor pools, gym. Walk to beach and local amenities. From £225 per week. Contact Matt on 07957 151820 or oasisturkey@hotmail.co.uk

TUSCANY, Italy. Romantic, rustic, medieval village house. Four bedrooms, stunning views. Near Florence, Riviera and Pisa. Visit www.tuscanlife.co.uk or phone 07976 720022.

WELLS-next-the-Sea, Norfolk. Warm, stylish, traditional Victorian cottage. Close to quayside, shops and beach. Winter and summer breaks available. Visit www.norfolk-dreams.com or ring 07976 720022 for details.

Miscellaneous

WEDDING car hire. White Rolls Royce Silver Shadow II. Discounted rate for police employees. Visit www.specialdaycarhire.co.uk email info@specialdaycarhire.co.uk or contact Dave or Sally Swann on 01277 364626.

For sale

HONDA CRX DFL SOL, L-plate, auto-convertible CD-player, six months tax, needs respray, £800 ono, ring Rita on 07946 449442.

MAZDA MX5, black, 1998, full service history, MoT June 2008, excellent condition, new tyres, exhaust system, taxed July 2008, £3,700 ono, ring 07721 615166.

MINI Mayfair, 1992, Rover midnight blue, 67,000 miles, MoT June 2008, excellent condition, £2,250 ono, ring 07875 835599.

End of an era at the Federation as Sue Kelly retires

THE force lost another long-serving officer last month when Pc Sue Kelly waved goodbye to the Essex Police Federation and began planning for her new life overseas.

The 50-year-old constable started her career in Grays, before moving to Laindon Traffic, where she trained as a firearms officer – the first woman in the force to do so – and then to Stansted Airport where she finished her operational career as one of the terminal's community policing officers.

Recalling her best arrest, Sue states it was also her most disappointing moment.

"In 1986, Chris Bell (nee Adams) and I were on motorway patrol when we heard over the radio that a lorry and a car had struck each other in Aveley, with the lorry driver, unusually, doing a bunk. It came in as a potential fatal.

"We were trundling down the M25 when we saw a man on the hard shoulder who was trying to flag down lorries. I instantly knew this was the offending driver. It was less than a mile from the scene. We parked up and ran after him. There was a tussle and we ended up rugby-tackling him down the embankment. This arrest led to a multi-million-pound lorry-theft cartel being cracked and 15 people convicted.

"A number of people received a commendation but not the arresting officers and that is also the one regret I have during my service – the fact that I've never been awarded a Chief Constable's commendation."

Sue became a Federation representative in 1987, taking over from Dave Jones as chairman of the Joint Branch Board (JBB) in 2001. Sue says she is proud to have instigated changes and given ordinary officers a voice ahead of change.

"I fought hard and long to have all operational officers given personal-issue body armour," said Sue. "I've raised the profile of the operational officer, ensuring they're heard at the consultation stage. And there are now more mechanisms in place for people's opinions to be heard."

She cites two main changes to the service since her time in the force.

She said: "Technology has had the greatest impact, with communications the main beneficiary as officers can now listen to what is happening around the county and are not just left in their little divisional 'bunker'.

"When it comes to forensics, the service has changed beyond recognition. DNA sample-matching and finger-print scanning are putting more criminals behind bars quicker.

"Finally, we are a public service which is more accountable than any other and I believe we can do more work around the proportionality involved in the investigation of complaints against officers."

Sue was adopted when she was six weeks old after being taken into care by Barnardo's.

She was brought up in Great Burstead, near Billericay, and, when she traced her biological parents she found her father was a New



● Sue Kelly will emigrating to New Zealand after a 32-year career, which has included 14 years as a Federation rep and seven years as JBB chairman

Picture by Nishan Wijeratne

Zealander. Now, after nearly 32 years in the force, Sue plans to emigrate to New Zealand in the summer with her husband of 10 years, Steve.

Sue is happy to keep in touch with all her friends and colleague via email at suekelly50@yahoo.com

● Chief Insp Tony Rayner has taken over as chairman of Essex Police Federation.

Internal communications manager John Johnson has retired after 48 years in the police service.

John left the force on January 17, having served 15 years 202 days as a member of police staff – he had already served 30 years as an officer.

He joined Lincolnshire Police as a cadet in 1959, was attested as a constable in 1962 and transferred to Essex in 1967, first being posted to Hadleigh.

He retired as a chief inspector in 1992, and became manager of the Publication Unit – now Internal Communications.

Pc Mike Dodd retired last month following 30 years with the force.

He served at Southend, Laindon Road Policing Unit, Rayleigh Road Policing Unit, the Air Support Unit and Chigwell Road Policing Unit.

Pc Gary Bradford is retiring this month after almost 30 years with the force.

He has spent his entire career in South Eastern Division.

And Grace Coen retired from Essex Police on January 30.

She joined the force in August 1990, serving for over 17 years before retiring from the Resource Management Unit for Mobile Support Division. She previously worked at Chelmsford Road Policing Unit.

Transfers

The Essex and Kent collaboration team has appointed Rick Tazzini as programme director to drive the

partnership work forward. He will start on February 19.

Bev Ashton, of Kent Police, will continue as programme manager. Head of finance Ken Cocksedge will temporarily cover Mr Tazzini's role as Director of Finance and Administration.

Chief superintendents Sue Harrison and John Mauger have returned from the Strategic Command Course.

Both are now working on internal projects for the Collaboration team.

Chief Supt Graeme Bull is leaving the Collaboration Project to take over as Central Divisional Commander. Chief Supt Colin Steele will be picking up the eastern region collaboration work in his role as SPOC for all Essex Police collaboration.

Chief Supt Bull replaces Chief Supt Win Bernard, who is moving to HQ to undertake a three-month project.

Obituaries

Former superintendent Leslie Humm died in December, aged 82.

Mr Humm served the force for 30 years from 1953 to 1983 at Dunmow, Canvey, HQ and Complaints and Discipline.

Ex-sergeant Tony Ashworth died last month, at the age of 64. He served from 1965 to 1991 at Hatfield Heath and Harlow.

Former constable William Page has died, aged 81. Mr Page served from 1952 to 1980 at Colchester, Grays, Maldon and Chelmsford.

Ex-Pc David Outtridge, aged 66, has died. Mr Outtridge joined Southend Borough Police in 1966 and served in Southend until his retirement in 1996.

And former Custody Matron Sophie Beck died in December. She worked for many years at Grays, Brentwood and Basildon police stations, leaving in 2000.

BLOCK LETTERS PLEASE - ONE WORD PER BOX

Name and rank

Station Home tel.

Date Signed

Send to The Editor, The Law, Internal Communications, Essex Police HQ.
 ● Advertisers should be aware that The Law is now published on the internet and any telephone numbers given will be in the public domain. No internal or direct-dial work phone numbers should be given as contacts in the adverts.
 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 deadline is the 20th of each month. The Law team reserves the right to edit or omit any advert.



Running for marathon glory and hard cash

THE London Marathon in April will again see Essex officers and staff putting their efforts into passing the finishing line to raise cash for charity.

Mobile Support deputy divisional commander Supt Jed Stopher vowed that last year's London Marathon would be the last.

When he applied for a ballot place this year he had obviously forgotten the blisters, along with training in the rain on winter evenings.

Jed, 45, is raising money for the British Heart Foundation because his wife Mary has a heart condition and several close friends – including Bob Foster, Kevin Knowles and Bob Lay –

have died from heart problems.

• Either email Jed with offers of sponsorship or visit his website at www.justgiving.com/jedstopher1

Fellow Mobile Support Division colleague Sgt Gerry Parker is convinced that he can run faster than his superintendent and is also seeking sponsorship.

He wants to raise £1,500 for Team CONTINUUM, which supports people who are suffering from or recovering from cancer.

• To pledge sponsorship, email Gerry direct

Meanwhile, TV and New Media

Unit producer/editor David Fogerty has been successful in gaining a 'golden bond' charity place with Haven Hospices, which also incorporates Little Havens Children's Hospice.

So, his challenge is not only running the 26.2 miles in less than four hours but also raising a minimum of £1,400 for Havens and also to raise extra for Macmillan Cancer Support.

• To pledge sponsorship, email David direct or visit

www.justgiving.com/davidfogerty

Donations of £10 for the DVD of the recent Christmas five-a-side football tournament for the Arron Williams Trust Fund – which David put

together – will also go towards David's marathon sponsorship.

• Purchase copies of the DVD from Colin Ellis at Basildon Incident Management Unit

The PSUK marathon will be held in conjunction with the Edinburgh Marathon on May 25.

The entry fee for the PSUK competition is £15. The Edinburgh Marathon fee is £30.55.

The closing date for all entries is May 2. Contact Steve Broadbent at steve@policesport.net for an entry form and remember to contact Mick Bond, of the EPSA running section, if you decide to enter the PSUK event.

Attention all keen sea fishermen

THIS year's Croker Cup sea angling competition will, weather permitting, be on Monday, March 17.

Competitors will meet the boats at Bell Wharf, Old Leigh, at 8am. The cost per team of four is £130.

All entries must be made to Tim Hills on ext 69272 or 07900 196191 by Friday, February 29.

British police honours

PITSEA constable Dan Thrale has been picked to represent the British police on February 3 in a match against the Norfolk county team.



• Kerrie Barkway ext 58883

THINKING of booking your holiday? Why not try a personal travel counsellor? Donna Puffett has provided a travel service to Essex Police Sports Association members for more than two years now. She prides herself on the personal service and attention to detail she can offer.

Using state-of-the-art technology, she provides expert advice and great savings in specialist areas ranging from tailor-made holidays, cruises and UK weekend theatre breaks, to flights or airport parking.

The flexibility of working from home allows Donna to be available at times to suit her clients. As part of a larger organisation operating worldwide, her clients have the security of knowing they are booking their holiday with one of the largest independent travel companies – Travel Counsellors – named the UK's Best Travel Agent at the 2007 Guardian, Observer and Guardian Unlimited Travel Awards for the second year.

Everything you book with Travel Counsellors is financially protected. For more information or to discuss your forthcoming travel plans contact Donna on 0845 0587049, email donna.puffett@travelcounsellors.com or visit www.travelcounsellors.com/donna.puffett

Have you been selected for a national sporting squad?

Make sure you let The Law know
Email heather.turner@essex.pnn.police.uk

Team are a muddy marvel

WITH four races completed and one to go, Essex still lead all three team events in the eastern/south-east police cross-country league.

The final league fixture is on February 13 in Cambridgeshire, when we will find out if Essex can make history by becoming the first force to clean-sweep all three team categories.

The team arrived in Portsmouth last month without regulars Derek Walker, Dan Sorrell, John Mackenzie and Rachel Wood.

However, the Essex squad no longer relies on one or two individuals and has real talent, strength in depth and a huge dose of commitment.

Triathlete Andy Jopson took the lead from the off and claimed his first win in any competition.

In the over-40s (V40) race, Dave Wood (fifth overall) took his first top veterans' spot, just a few metres ahead of Mick Bond (sixth overall), who was first in the V50.

The women's team maintained a 15-point lead over Hampshire.

England soccer representation

MIDFIELDER Nicky Smith, of Great Yeldham, has been selected to represent the England police football team in matches against Combined Services, and Loughborough University on February 13.

He is currently the assistant manager of the England police football team and is on the management team of the Great Britain police football team.

• ESSEX Police veterans' team are currently lying second in the Greene King vets league first division and vying for promotion back to the premier division.

• In the PSUK veterans' competition, the team play the Metropolitan Police on February 8.

The result of that match will determine whether they finish top or second in the regional group and who they play in the national knock-out stages.

Central take badminton cup from HQ



• Central's Croker Cup-winning badminton team: back, from left, Mark Schofield, Paul McKee, Ian Jennings and Chris Higgins front, from left, Tracy Hawkings, Sarah Brunt and Debbie Grafton

CENTRAL Division took the honours in the Croker Cup badminton competition, wresting the title from HQ.

HQ had won the badminton cup for the previous three years so it was quite a feat by the Central team, captained by Paul McKee, of Witham, who took the men's singles title and was partnered by Ian Jennings while winning the men's doubles, too.

Jennings and Sarah Brunt were third in the mixed doubles, while Brunt was third in the women's singles competition. Debbie Grafton partnered Chris Higgins to victory in the veteran's doubles and Tracy Hawkings to third place in the women's veteran's doubles.

Results were: 1 Central, 59 points; 2 HQ, 53 points; 3 Western, 38 points; and 4 South Eastern, 35 points.

• SOUTH Eastern won the Croker Cup swimming competition, held at Gloucester Park pool in Basildon on January 13.

Results were: 1 South Eastern; 2 Central; 3 HQ and Eastern tied.

• SO the Croker Cup table, after nine events, is as follows: 1 Central, 67 points; 2 South Eastern and Eastern, both on 46 points; 4 HQ, 42 points; 5 Western, 20 points; 6 South Western, 17 points.

Hockey team knock out PSUK favourites

THE force's women's hockey team knocked out the Police Service of Northern Ireland team in round two of the PSUK competition.

PSNI were the favourites to win the competition this year after narrowly losing against West Midlands Police in last year's final.

The Essex squad of 15 descended on Belfast on January 16 for the match.

The weather was sunny and dry.

After just five minutes of play a short corner was awarded to Essex. A clean push-out by Lucy Robinson found Sarah Bamfield who passed to Leisa King and some intricate play at the top of the D led to King unleashing a ferocious strike to the bottom right corner which gave the PSNI goalie no chance.

A second short corner was awarded within another five minutes, this time to PSNI, which resulted in an unfortunate

deflection off Sharn Taylor's stick, which left Essex goalie Kate Mead with no chance, levelling the scores at 1-1.

Essex fought back hard and very quickly, with good support by Alison Riley and Kelly Gibbs, another cracking goal from King made it 2-1 at half time.

An inspirational team-talk by captain Angela Finn saw Essex back on the pitch and ready for battle, which rattled PSNI in the second half.

Good defensive play by Di Reynolds, Finn, Teresa Lucas and Taylor was supplemented by Mead, who at one point had a one-on-one with a PSNI player but Mead rushed off her line to make a superb sliding tackle, thwarting PSNI's attempt at goal.

This proved to be a crucial move as Finn collected the ball and, through some intricate play between Reynolds and Caroline Fisk, passed the ball to Bamfield, who went round two defenders with ease.

Rachel Jeffries sprinted into the D and

found herself unmarked. Bamfield passed to Jeffries, who coolly collected the ball and slotted it past the PSNI goalie for a third Essex goal.

This put the game out of the reach of PSNI and Essex Police go through to the next round.

Afterwards, Tracy Bishop said: "Overall, it was a fantastic team performance from a team that gelled on the day and we had three new players – Leisa King, Katy Joyce and Lisa Thompson.

"PSNI were bitterly disappointed not to be in the final as they are hosting it this year."

• VIC Murphy, of Stansted Airport, Matthew Brown, of Harlow, Gaz Ingram, of Basildon, Lewis Smith, of Waltham Abbey, and Lea Ward, of Colchester, have all been selected to represent the national PSUK men's hockey section in tournaments to be staged at RAF Halton from February 11-13 and at the Portsmouth Navy base from February 26-28.

South Ockendon detective comes up trumps twice in draw

THE winner of the force's January lottery draw was Lorraine Allen, of Corringham administration, who takes home £3,000.

Second-prize winner, taking home £1,000, was Simon Crane, of HQ Vetting Unit, and Sgt Vince Brown, of Southend, won the £500 third prize.

Winners of the £100 prizes were: Scott Grant, of Ongar; Richard Day, retired; Dc Grant Handley, of South Ockendon; Pc Niki Howard, of Clacton; Sgt Geoff Knight, of Stansted Airport; Sandra Uglov, of

the Intelligence Support Bureau; Lesley Coltham, of the PNC Bureau; Neil Dibell, of the PNC Bureau; DCI Timothy Raymond, of Southend; Pc Joanna Campbell, of Writtle; and Chief Insp Mark Wheeler, of Basildon.

The winners of the £50 prizes were: Dc David Crane, of Brentwood; Edward Hampson, of Crime Division; Alcuin MacDonald, of the Force Information Room (FIR); Mick Barry, of FIR; Dc Grant Handley, of South Ockendon; Sue Yeoman, of Grays; Grahame Bird, retired; Chief Insp Craig Robertson, of

Maldon; Det Sgt John Woodley, of Crime Division; Ellen Hall, of Basildon; Pc Ian Banks, of Brentwood; Pc Craig Wheeler, of Waltham Abbey; Lesley Coltham, of PNC Bureau; and Michael Breeding, retired.

The winners of Benenden Healthcare teddy bears were: Daniel Wimpory, of IT; Insp Paul Moor, of ANPR tactical operations; Mark Spellman, retired; Hannah Street, of Camera Enforcement; Sgt Gary Chapman, of Colchester; and Dc Caroline Parkes, of Crime Division.

Force recognised for its workplace equality achievements

THE force has been ranked 38th in this year's Stonewall Workplace Equality Index (WEI).

The force has leapt 50 places – it was ranked 88th last year – at its first attempt.

The index showcases the top 100 UK employers for lesbian, gay and bisexual (LGB) people in the UK.

Assistant employee relations officer Kathy Holloway said the new ranking had been achieved by building on previous work, including internal communication such as newsletters and bulletins, by supporting staff with

training and development and by being involved with community events such as Chelmsford Gay Day and Brighton Pride.

She said: "This achievement confirms Essex Police's position as an employer of choice and helps us to earn trust from the local community, which can bring great operational benefits.

"The force is truly committed to equality of employment and to building up staff confidence and awareness of all strands of diversity," she said.

"And giving all members of the community

confidence in Essex Police, both as an employer and as a service, is vital in ensuring that we attract the people with best skills available and that we are representative of everyone we serve."

ACC Derek Benson said: "The award is something we should rightly be proud of. The list of winners includes many 'blue chip' companies and to be placed so highly is indicative of the good work going on in Essex Police."

Jo Littlewood-Kennedy, co-ordinator for Nexus – the force's lesbian, gay, bisexual and transgender support network – said further

ways to improve were already being considered and vowed: "This year we will continue to liaise with our community partners and with other police forces in order to share initiatives and best practice.

"We will continue to train our staff in order to improve the satisfaction of both Essex Police personnel and members of the public and we will continue to improve monitoring initiatives with the aim of identifying and addressing any inequalities which may still exist."

● Read the Nexus column on Page 4

Man jailed for rape after friend came forward

A MAN from east London has been sentenced to seven and a half years imprisonment for raping a woman in Benfleet.

The attack happened on May 12 last year when a then 21-year-old woman was walking along London Road in Benfleet shortly before 4am.

She was returning home after visiting a nearby friend when she was accosted by Zahid Hussain, who raped her by the roadside.

The case was given a boost when a witness came forward while officers were at the scene.

The young man had been out with Hussain the previous evening and was returning to the area to give vital information to the police.

Hussain, a 27-year-old manager from Parkway in Ilford, was arrested at his home later that same day.

At a five-day trial at Ipswich Crown Court in November, Hussain was found guilty of the offence. He was sentenced at Peterborough Crown Court last month.

Investigating officer De Adam High said afterwards: "This man has shown absolutely no remorse for his offence, maintaining his innocence throughout despite the overwhelming evidence against him.

"His denial of the charges forced the victim and the key witness known to him to give evidence at court and we are extremely grateful to the witnesses involved for helping us to secure a conviction."

Hussain was also ordered to be placed on the Sex Offenders' Register.

Diverting young people from crime

by Denise Harvey & Nishan Wijeratne

THE day Chief Constable Roger Baker helped to launch the new ACPO strategy for children and young people, Harlow became the first district to drive forward the Neighbourhood Policing Youth Toolkit (NPYT).

It is hoped the early detection of potential young offenders will have a dramatic impact on cutting future youth crime.

The NPYT forms part of the strategy and sees the police take the lead in identifying youngsters aged 17 or under who are at most risk of becoming either victims of crime or offenders.

The strategy also calls for the extension of existing programmes such as the Safer School Partnerships initiative where officers are deployed in schools.

The workshop in Harlow was organised by Western Division's Youth Project co-ordinator Sgt Louise Beattie and involved partner agencies which work with, or have links with, young people in the community.

The NPYT profile was raised and the process to identify teenagers considered at risk of offending and stepping into the criminal justice system was discussed.

Speakers included former deputy chief constable Charles Clark, now of the Youth Justice Board, Insp Ian Carter, ACPO Youth Issues Staff Officer based at HQ, and the community development manager of Tottenham Hotspur Foundation, Gary Broadhurst.

Western Division is piloting the NPYT, with successful Tottenham Hotspur football projects involving Chigwell youngsters.

Further discussions are under way for



● Charles Clark, of the Youth Justice Board, and Supt Steve Graysmark, of Western Division, front centre, at the launch of the ACPO Neighbourhood Policing Youth Toolkit

Picture by Denise Harvey

similar projects in Harlow, Waltham Abbey and Debden.

Sgt Beattie said: "I'm delighted with the high turn-out and support. The next stage will involve meetings with key members within specific areas to agree joint action plans on individual children considered to be at high risk of criminal offending."

Mr Baker, who is the ACPO lead on youth issues, insisted it was vital to have systems in place to identify young criminals early and divert them away from committing further crime.

He said: "For those who persist in offending or commit serious crimes, we will not only resort to the full weight of

the law but we will ensure that intervention is tailored to the needs of the individual and the community, and that young offenders are positively rehabilitated in their communities thereafter."

Supt Steve Graysmark, who is overseeing the pilot youth project in Western Division, said the aim of the youth toolkit was to identify young people who were most likely to offend.

"This is followed by partnership intervention, working with those young people and their families," he said.

"I know that many districts have done some excellent work already but this approach is more comprehensive and joined up than ever."

'Police are not just an emergency service'

SOME elderly people have a very lonely Christmas period and may not see or speak to people for a number of days.

This does put them at risk should they have an accident or fall.

So in support of an Age Concern scheme to help such vulnerable people, Essex Police staff made quick visits to those people on their patch during the festive season to check they were alright.

Insp Tim Crux, who co-ordinated the police response, said: "When we received the request from Age Concern to support their Home and Alone campaign it received unanimous backing from our district commanders.

"We are not just an emergency service and I personally feel that we should extend a human hand to those people who, for whatever reason, are alone at Christmas."

The scheme was supported by the local neighbourhood action panels (NAPs) and mainly involved local PCSOs knocking on the doors of people on their patch, who had previously been identified as wanting some contact.

In one case the PCSO also provided a gift of mince pies.

Tony Southam, chief executive of Age Concern, said: "I feel really humbled by the response to our campaign and wish to give my sincere gratitude and thanks to everyone involved.

"It was a resounding success from every point of view; not least for those home alone and socially isolated over Christmas."

Many twists in Ward case finally reveal a result

NO major crime investigation is void of its complexities but the fatal shooting of John Ward in St Osyth brought the sorts of twists and turns of which dramas are made, with a steep learning curve for all involved.

Not least, because it became the first case in the UK to handle protected witnesses under new legislation.

John Ward was just 22 when he was gunned down on his doorstep in March 2006. It was clearly no random attack and detectives immediately hit a wall of silence with few independent witnesses.

It gradually emerged that the intended target of the shooting was 19-year-old Stuart Higgins, who was at the Ward home that night.

The only motive for a group of men getting together to commit such a violent act appeared to be a failed minor robbery by Higgins on another local teenager.

In May 2007, three men went on trial at the Old Bailey for murder but, a week in, it ground to a halt as the two outstanding suspects in the case were tracked down in Spain.

They had been found not by any hi-tech means but by sheer hard

work and determination – such as trawling Spanish phone books and car services records.

The learning continued as officers found themselves involved in extradition procedures.

By this time, one of the men involved had decided to give evidence against the others and was placed in the witness protection programme. And so the John Ward murder became the first case to be held under new legislation.

Senior Investigating Officer Det Supt Phil Tucker said: "The process of criminals assisting the police in

order to help themselves is now on a legal footing. This allows for the public and the jury to hear how the person speaking against the others is benefiting by helping the police.

"It assists the jury in making a better informed judgement on the evidence that person is giving."

And the twists in the investigation didn't stop there, as primary witness Higgins refused to give evidence, which resulted in him being held in contempt and being jailed for six months.

The second trial finally got underway – involving armed escorts

as well as jury protection.

On January 8 this year, three men were found guilty of murder and were sentenced to life with a recommendation that between them they serve 85 years before being eligible for parole.

Det Supt Tucker said: "John Ward's murder was a totally disproportionate act of violence by a group of criminal thugs who were so callous they didn't care who was killed by the actions.

"The motive was little more than petty revenge and the result the death of an innocent bystander."