THE force will be giving the public more of what it wants – more officers on the streets – thanks to the introduction of new, handheld computers.

By the end of this year, 3,000 front-line officers will have the benefit of technology at their fingertips.

ACC Derek Benson said: “We welcome this additional funding for PDAs, which is of benefit to both the force and the public.

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PDAs are being rolled out to front-line officers after they have completed a one-day training programme at Essex Police College. It is expected that all 3,000 – those we currently own plus those funded by the Home Office – should be deployed by the end of this year.

Already 500 PDAs are in use across the force – they enable officers to gain remote access to intelligence information, the Police National Computer (PNC) for details about people and vehicles, driving licence information, the force’s STORM command and control system, local authority voters registers and legal databases.

They mean officers can send and receive information while out on patrol, which reduces their need to return to their station to complete paperwork and the need to duplicate information which previously would have been written down in notebooks before being transferred on to forms or computer systems in the police station.

And because they don’t need to return to their station to check out details, the PDAs will enable officers to engage more effectively with members of the public.

Timely, accurate and updated information will also enable them to make better informed operational decisions.

Ultimately it means officers will be able to spend more time on front-line policing duties, increasing the force’s visibility on the streets and providing public reassurance.

OFFICERS in Basildon town centre have become some of the first in Essex to use headcams during routine patrols.

The mini-digital cameras, called Robocams, will be used to capture evidence or at the arrest of shoplifters, pickpockets, drunks and people involved in anti-social behaviour.

Four camera kits, each costing £1,100 have been bought with funding from the operators of the Eastgate Centre and Basildon Market.

They will be used by officers from the town policing unit and security staff at the Eastgate Centre.

Sgt Josie Hayes said: “When the camera is filming there can be no argument as to what is said or done in connection with an offence.”

Chelmsford town policing unit trialled head cameras last year and currently have two in use – they were also used during last year’s V-festival in the town.

Gary Chapman is flying to the Caribbean island later this month for a three-week secondment to train sergeants and inspectors from the local police force.

Sgt Chapman is an accredited police trainer, with national qualifications in course design and assessor training. With just 12 years’ service, he spent three on a Home Office secondment at the police training college in Ashford as a law and practical skills trainer before moving to Bramshill in 2005, where he was the project lead on the positive action leadership programme.

“I was contacted in January by the International Policing Academy at Bramshill, which wanted me to deliver training to these officers as I had the knowledge as well as being an operational officer in a multi-cultural community,” said Sgt Chapman.

“The bosses at the National Police Improvement Agency recognised my experience of law, leadership and management training from my time at the Leadership Academy for Policing and Central European Police College at Bramshill.”

The 34-year-old sergeant from Colchester North’s Neighbourhood Policing Team will be delivering his training programme at the Trinidadian and Tobagan force’s Special Anti-Crime, Leadership and Management Institute.

Gary exports his training expertise

Cam cops to catch crooks on video

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By the end of this year, 3,000 front-line officers will have the benefit of technology at their fingertips.

The force already has 1,000 hand-held computers, or personal digital assistants (PDAs), and now additional funding of £2.84 million, announced by the Home Office last month, means we can purchase a further 2,000.

ACC Derek Benson said: “We welcome this additional funding for PDAs, which is of benefit to both the force and the public.

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Jack’s charity run is a great success

THREE Essex officers travelled to New York last month to take part in a charity run to raise funds for the Jack Brown Appeal. Jack’s parents are both officers in the Metropolitan force and with support of Essex officers Pc Dan Thrale, of Pitsea, Pc Neil Bazzone, of Tilbury, and Pc Christian Forbes, of Rayleigh, were part of a 46-strong team covering 36 miles over two days wearing the top half of their police uniform. They all got involved through friends they know in the Metropolitan Police. Jack Brown, six, suffers from a rare childhood cancer, neuroblastoma, which attacks the nervous system. He must receive treatment in the USA as there is no treatment available in the UK. On his return from the run, Pc Thrale said: “The New York public were very generous and I even started to collect money in my custodian as I went round. “I kept my custodian and uniform on for about 32 miles in total, after which point I couldn’t take it any more and discarded them for the final few miles.” “We then walked to a McDonald house, which houses the family and child sufferers during their treatment, which was a humbling experience and really made it hit home who we were doing this for. “Just seeing a child walk past you with no hair was very impactive, and made the pain in my legs totally insignificant to the troubles they were facing.” • Jack’s story can be read at www.jackbrownappeal.org and www.j-a-c.org • Donations can be made at www.justgiving.com/policerunjack

Putting experience to use on streets of Brazil

TO run a marathon for charity is very worthy. To run a marathon in Brazil is a little more adventurous. So running a marathon to raise money for a charity for which you have volunteered to work for six months unpaid is praiseworthy. Jonathan Stuart is quitting his job as diversity and community engagement officer to work with abandoned street children in Rio de Janeiro, Brazil.

A love of travel has seen the 24-year-old visiting countries as diverse as Australia, Bolivia, and Cambodia. Most who see poverty and deprivation vow to make a difference but, once they return, their enthusiasm may be short-lived, however Jonathan is actually giving up a lot to try and transform children’s lives.

Jonathan joined the force in November 2006 in what was a new role. He has been responsible for bridging the gap between the police service and the local communities. His work involves giving student officers a greater understanding of the people of Essex through work placements at 120 organisations, ranging from women’s refuges, schools for children with disabilities and homeless schemes.

Jonathan said: “When the officers speak to me about how their experiences have challenged their preconceived ideas and prejudices about, for example, homeless people or prostitutes, and helped them to understand why people become involved in criminality and made them think about ways to help them out of the cycle, then I feel I have played a part and made a difference.”

Jonathan is running the Rio de Janeiro marathon on June 29 and has been training hard for the event. All the money raised will be going to the charity Task Brasil for which he will be a volunteer worker for six months. Living in basic, shared accommodation, he will be teaching English, playing football on Copacabana beach and acting as a guide and mentor to youngsters aged 0-22 who have fled drug abuse, prostitution and violence in their home area.

Jonathan said: “I can genuinely say that I have enjoyed my work with Essex Police, dealing with so many different people from varying social and cultural backgrounds. “I feel that I have not only played a part in the business objectives but actually made a difference. The role has, I believe, prepared me for the voluntary work I will be doing in Brazil.”

To sponsor Jonathan visit www.justgiving.com/jonathanstuart

Funds rain down on museum

IT may have rained but the Essex Police Museum family fun day was a massive success with more than 1,451 visitors. And they helped the museum at HQ raise much-needed funds. The £600 will pay for new displays and education sessions for schools. Essex Police dogs and horses attended and visitors were able to see the Force Information Room and a First World War shelter.

A buy-to-let investment with a social conscience

NORTHSTAR Homes Ltd has helped hundreds of people to become successful landlords in London since 2000. Using the firm’s buy-to-let opportunity, many clients are enhancing their retirement funds, some use it to create a lump sum for their children’s university education while others use it to save for a holiday home.

Whatever you decide to do, it’s entirely your choice and the work is done by your capital and not your labour. Northstar Homes operates in the Greater London area where, traditionally, property prices have risen consistently – and they should continue to do so whilst demand outstrips supply.

Working exclusively with London Boroughs and housing associations as nominated suppliers Northstar Homes provides them with properties for their social housing needs. Northstar Homes finds the appropriate properties, refurbishes them to the required standards and rent them out to local authorities on three-year – normally renewable – leases, providing guaranteed rental income.

Needless to say, these are not the over-priced executive type of homes which have attracted so much adverse publicity and left so many amateur landlords facing ruin. All the properties are ‘self-funding’, whereby the rental income exceeds the associated costs and some may even leave large enough surpluses to enable overpayments on one’s own residential mortgage, thereby saving both time and money.

The funds required can either be sourced from savings or from equity release in one’s own residential home. Clients can obtain independent financial advice from experienced brokers who have access to the whole of the market for competitive, and sometimes exclusive, mortgages.

There is no pressure to take on more properties and there are no pressure-selling tactics.

Currently, it is a buyers’ market and Northstar Homes knows from experience how to make the most of this for the benefit of its clients.
Funding to help fight knife crime

ESSEX Police is to receive government funding to help tackle knife crime after Home Secretary David Blunkett revealed earlier this month that the government had decided to allocate extra resources to support forces and their partners. Not everyone is convinced this is the way to deal with the problem. Vicky Bannister explains.

Community provides clues to young killers

Two teenagers were convicted last month of the alcohol- fuelled killing of a woman who they assaulted and then left to die in a Colchester river.

Nishan Wijeratne

by Nishan Wijeratne

A murder enquiry was launched following the discovery of the 24-year-old woman’s body in the River Colne in May last year. A post-mortem examination revealed she had died from multiple injuries as well as asphyxia.

Detectives had few leads to follow up in the community, identifying the two killers who had been captured on CCTV, following coverage in local newspapers and on TV. Witnesses came forward and the two teenagers were arrested.

Senior investigating officer Det Supt Tim Willis said: “There were over 100 hours of footage to go through so my team at Harlow carried out the long, arduous process of identifying the relevant material. “We then utilised the experience and expertise of the Press Office who were able to attract those who had seen the images were there for all the public to see. “There was then the identification of Helen’s killers was down to members of the public. My officers then took over again and it’s down to their hard work and commitment that the jury were left in no doubt as to how Helen was murdered.”

At the time of the crime, diagramming in such a criminal manner. should be a lesson to all young drivers entering Essex and driv-

OFF BEAT

Wife ‘recognises’ wrong lunchbox ...

ON a busy Saturday in Basildon custody suite, a custody officer eventually found time to eat. He went to the fridge and took out his sandwich box, which he had made earlier in the day.

While eating a ham and pickle sandwich, the thought crossed his mind that his sandwiches had been cheese and pickle. But he continued to eat until the box was empty. At the end of his shift, he took his now empty sandwich box home only to be informed by his wife that this was not his box. He had realised the sandwiches he had eaten had been somebody else’s, and that officer would now have to go hungry.

The following day, when the late turn came on duty and the embarrassed custody sergeant made his apologies and admitted his wrongs, to which the owner of the ham and pickle sandwiches replied: “Don’t worry, I was going to throw them away as they had been in the fridge for a week.”

Airport pays for more officers to police it

A FORMAL Police Services Agreement has been signed which enables an extra 19 officers to serve at Stansted Airport.

Chief Constable Roger Baker and Essex Police Authority chairman Robert Chambers signed the agreement with Stansted Airport Ltd (STAL) – which will fund 18 constables and one inspector, plus two new vehicles for the airport this year.

The complement of officers policing Stansted Airport will now rise to 109.

ACC Peter Lowton said: “Our key priority is to identify any threat to passengers, staff and businesses based at Stansted Airport, as well as local communities. “The increase in officer numbers at Stansted Airport will ensure that crimes are dealt with in such a manner that will help us to reduce the risk of harm and offers further reassurance to people that Stansted is one of the safest airports to travel to.”

STAL’s finance director Matthew Gill said he was delighted that the “collaborative approach” to negotiations between STAL and Essex Police had concluded successfully. The new service level agreement ensures we continue to fund appropriate levels of policing to help provide a safe environment for passengers and staff. We’re looking forward to continuing our close working partnership with Essex Police.”

The new officers will be based at Stansted Airport. Divisional commander Chief Supt Ian Grüneberg said: “The new agreement is a significant step forward for Stansted Airport. “We are delighted that the new service level agreement will mean we can continue to provide a high level of policing to help ensure the safety and security of those who visit Stansted.”

Two young men from south-east London were on trial in connection with the death of 26-year-old Charlie Morris, who died from a road crash on the A113 at Hadleigh in October 2006.

Sam Lebau, 19, and Duncan Rowland, 20, were found not guilty of causing death by dangerous driving.

Bissmire lost control of a blue Vauxhall Corsa, which was one of several vehicles driving at high speed along the A13, before flipping the vehicle over on the Victoria House roundabout.

Charlie, a passenger in the car, was declared dead at the scene and another passenger received life-changing injuries. Lebau was arrested after the accident.

Speaking after the trial, head of road policing Chief Insp Tom Diment said: “Racing vehicles on the public highway is a dangerous activity, which can have devastating consequences for the Police and those it serves. “We would be a lesson to all young drivers entering Essex and drive-

Driver in high-speed death crash is jailed

FOllowing the conclusion of a trial at Basildon Crown Court last month David Bissmire was sentenced to four years’ imprisonment for causing death by dangerous driving.

Three young men from south-east London were on trial in connection with the death of 26-year-old Charlie Morris, who died from a road crash on the A13 at Hadleigh in October 2006.

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Getting down to business

JUST a few days after moving from Bocking to the new Constabulary Training Academy at the station, road policing unit and dog section officers stopped a man for having no MoT.

However, they carried out a search of the car and found a quantity of eco bereavement, the help of Pe-Jerry Hill and his spouse, who is medicated more than 100 wraps of heroin to crack cocaine. A man was arrested and charged with possession with intent to supply heroin and cocaine.

See New station to help

Police 21st century on Page 12

Counter-terrorism officers get top grading

The awards are now in their eleventh year and are designed to recognise dedication and achievements in the criminal justice, eg crime prevention, the Criminal Electronic Crime Centre (CECC), the National Counter Terrorism Security Office (NaCTSO), and the Government’s long-term CONTEST strategy into combating national and international terrorism.

● Visit the Special Branch website on the internet at www.sbuac.gov.uk

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Federation news by Roy Scanes

Annual conference

The Police Federation of England and Wales' annual conference brings together policing representatives and bodies from across the UK. It provides the opportunity for discussion and debate and the sharing of good practice to ensure policing in the 21st century is able to meet the increasing challenges and expectations it faces.

Last month I, along with 29 of your federation representatives attended the annual conference in Bournemouth.

Every member in Essex will receive a Conference Newsletter which I hope you will find both interesting and informative of the week's events.

In the meantime, I would like to draw your attention to three news items which hit the headlines during the week.

Results of the Police Federation Poll of Members 2008

A total of 60,572 responses were received to our poll on binding arbitration and full industrial rights – 1,640 from Essex, which is just under 50 per cent of our membership.

The response was disappointing but the message was clear.

The breakdown to these responses is as follows:

Q1 Do you think decisions made by the independent Police Arbitration Tribunal should or should not be binding on the Government?

Yes = 83 per cent

Essex members response = 92 per cent

No, should not be binding = three per cent

Essex members response = three per cent

No opinion/don’t know/not stated = four per cent

Essex members response = five per cent

Q2 In the current absence of binding arbitration on the Government, do you wish the Police Federation of England and Wales to start to lobby for a change in legislation to allow police officers full industrial rights?

Yes = 86 per cent

Essex members response = 84 per cent

No = 11 per cent

Essex members response = 12 per cent

No opinion/don’t know/not stated = three per cent

Essex members response = four per cent.

I personally do not see this as a vote for strike action – it’s more of a vote for binding independent arbitration.

Hopefully it will be a wake-up call for the government and it must listen to what police officers of England and Wales are telling them.

Government keeps spinning

Home Secretary Jacqui Smith attempted to ‘buy off’ police officers, for her refusal to honour our pay reward in full, by announcing new commutation factors for calculating retirement lump sums under the Police Pension Scheme 1987.

However, this wasn’t a gift from the Home Office, in fact, it had nothing to do with the Home Office. This work was done by the Government Actuary's Department and the change in commutation figures gives our members only what they deserve – what they have paid for during their careers – and has only increased due to the fact that life-expectancy has increased.

These new factors, which are the same for both men and women, should be implemented in forces from July 1 this year and they will be back-dated to October 1, 2007.

The new factors will increase the lump sum payable to all officers who retire under the old police pension scheme, or who retired with a lump sum under the old pension scheme, from October 1, 2007.

May I request that those of you who would like a pension projection please wait a couple of weeks to allow the new software package to be written and installed.

Fair pay for police

We still await the result of the Judicial Review into Jacqui Smith’s decision to ignore the independent police arbitration award. We have now been advised that this judgement will be delivered on June 10.

When cornered on the subject during her question time at the conference, Ms Smith have now been advised that this judgement will be delivered on June 10.

When cornered on the subject during her question time at the conference, Ms Smith agreed to abide by the decision. Watch this space!

Unison news by Chris Willcock

TUPE

The Transfer of Undertakings (Protection of Employees) Regulations 1981 – or TUPE – were introduced to comply with the European Union Acquired Rights Directive and were replaced by the Transfer of Undertakings (Protection of Employees) Regulations 2006.

Under the regulations, employers have limited scope to change terms and conditions of employment either for economic, technical or organisational reasons involving changes in the workforce or for insolvency situations.

An employer has the right to claim unfair dismissal if substantial change is made to employees’ working conditions, without having to prove breach of contract.

There is also a requirement for an ‘old employer’ to give the ‘new’ employer details about employees who will transfer.

Responsibility for redundancy and some outstanding matters up to the ‘old employer’ can lie with the ‘new’ employer, and both ‘old’ and ‘new’ employers are liable for compensation for failure to inform or consult.

Effectively, TUPE regulations ensure that, when businesses change hands, all employees transfer with it and their terms and conditions (in the main) stay the same.

Employees’ representatives and/or trade unions must be consulted and given information regarding any proposed transfers.

Terms and conditions – the legal effect

TUPE-transferred employees maintain their terms and conditions, which were previously in place in their employment prior to the transfer, also including any transferor rights in relation to liability for personal injury. However, this is not applicable to cases which are negotiated separately.

There is no time-limit on the right to maintain protection of terms and conditions under TUPE.

But some changes are allowed – they surround variations to contracts unconnected with the TUPE transfer, subject to normal consultation procedures.

Economic, technical or organisational (ETO) reasons for change

Such changes are permissible, providing the employer shows that there is an ETO reason for change.

Harmonisation of terms and conditions between workforces does not entail change to the workforce and would be considered unenforceable.

For more information about TUPE, contact the Unison office at HQ on ext 55013.

Legal advice available

Unison tries to support its members in all aspects of their lives – not just in their employment.

Did you know that you can get a free half-hour of legal advice from Unison’s legal firm Thompsons for most non-work-related incidents – even in the unlikely event you found yourself under arrest.

So, before relying on the services of a High Street solicitor or even a duty solicitor, you may find it ‘pays’ you to arrange this service by ringing Unison Direct on 0845 355 0845.

Mother packs forces anti-knife message

Words from the mother of a knife victim have helped to boost this year's 2SMART campaign.

Westley Odger was murdered in Colchester in September 2000 when he was stabbed near a cashpoint.

His mother, Oakes-Odger, has been keen to get involved with the force’s 2SMART project which, this year, has expanded from an anti-drug roadshow into one tackling issues surrounding bullying, alcohol and knives as well.

The death of her son at just 27 left Ann with many unanswered questions and a drive and determination to campaign for more education about knife crime.

She got involved with the 2SMART roadshow which, she says, do not even want to carry a knife,” said Ann.

“I am concerned about the recent growing trend in knife crime which only serves to illustrate and reinforce the importance of early intervention through education.

“Sadly, the contents of bladed weapons by some young people is often in the foolish belief that it will protect them if they are threatened.

“I cannot emphasise enough that the reverse is true – far too many serious injuries are sustained with the victim’s own weapon. It only takes the wrong thing said and a tragedy can happen that could have been avoided.”

She added: “I consider the 2SMART 2008 programme of huge importance, especially given that young people are our future citizens.”
Volunteers required for TETRA mast study

RESEARCHERS at the University of Essex are recruiting volunteers for a study looking into the use of TETRA (Terrestrial Trunked Radio) masts. Participation in the study will contribute to a valuable body of research as very little has been conducted into the subject until now.

Last year the force was also involved in a study into the use of Airwave handsets carried out by Imperial College, London. The University of Essex’s TETRA study runs until December, and the team at Essex need TETRA users to participate in this important project.

They particularly need to recruit volunteers who have lived at or near TETRA base stations. The study is being carried out at the university’s Colchester Campus, and is funded by the Mobile Telecommunications and Health Research Programme (MTHR).

There is a small payment for taking part. However, officers and staff are advised participation is not a duty commitment and so they must attend in their own time.

For more information, or to take part, contact the independent research team on 01208 873784, by email at info@stal.co.uk or visit www.essex.ac.uk/psychology/ets

OPERATION Leopard – the neighbourhood policing operation which halted crime on a Basildon housing estate – has been praised by the Home Secretary.

Jacqui Smith announced new measures to tackle local crime last month, briefing a new Action Squad to help police and local agencies make full use of all the tools and powers available to tackle anti-social behaviour in every community, backed by £255,000 of new funding.

After she praised Operation Leopard while urging her audience of police, anti-social behaviour co-ordinators and housing officers to make use of all the tools and powers available to tackle the small per cent of persistent troublemakers who cause the most problems.

“I am particularly pleased with the success of Operation Leopard in Basildon turning the focus on persistent offenders, giving them a taste of their own medicine - daily visits, repeated warnings and relentless filming of offenders to create an environment where there is nowhere to hide,” she said.

“There can be no excuse for inaction while people still fear for the safety of the streets and estates where they live. We will do more to protect them. We all need to sharpen our resolve to tackle both the symptoms and the causes of anti-social behaviour.

Officers involved in Operation Leopard knocked on the doors of known offenders, warned them that their behaviour wouldn’t be tolerated any more then they photographed them and their associates as they wandered around an estate for the next four days.

The result was dramatic. Burglary, criminal damage and car crime stopped completely during the course of the operation at the end of January.

Ms Smith was announcing a raft of measures aimed at reducing anti-social behaviour still further.


Why not give a dog a phone?

Do you have an old mobile phone which is too small for your child to use? Do you have an old mobile phone sitting at home, gathering dust?

Why not send it to PNC super-visor Hazel Hallsworth. Hazel sends old phones to be recycled by the Retired Greyhound Trust.

Hazel said: “By donating your old mobile phones, the trust can raise funds to help greyhounds lead a new start in life.”

Send your mobile phone to Hazel Hallsworth, PNC Supervisor, c/o Phoenix House, Springfield, Blackpool. FA 111, CM2 6DA.

Praise for Op Leopard

OFFICERS aat the Hollybush pub in Loughton. Officers spent a night out with the Ion Track Trace Detector at the Hollybush and The Minx, nearby. Customers’ hands were wiped with a ‘teflon trap’ as a condition of entry to the bars. The wipes were then fed into the Ion Track Machine – which is capable of detecting minute samples of controlled drugs, if they are present. During the evening, 150 people were screened and several searched but no drugs were found. Picture by Denise Harvey

‘Tales from the website’

THE Essex Police website now has an application which reads the web pages aloud. The force website is now ‘speech-enabled’ and Browneslode is there to help people by ‘reading’ text on screen.

To access it, click on the orange Broweslode icon at the bottom of any page on our website: www.essex.police.uk – for more information.

www.broweslode.com to download the free software on to your personal computer.

All you have to do is highlight the text on any Broweslode website which you want ‘read’ to you and the software will do the rest.

As well as the Essex Police website, 1,000 websites in the UK and USA use the technology, including Google and the BBC.

Head of customer services Claire Heath said: “We are very pleased with this application. This demonstrates our commitment to making our services more accessible.”

Awards shortlisting

THFR Media & PR department has been shortlisted for two regional awards by the British Association of Communicators in Business (GIB).

The Law, edited by Heather Turner, is entered in at the Internal Publications category for those with 12 pages or fewer.

And the When I Leave School information and recruitment leaflet developed by the Marketing Communications team under the ‘minds on’ idea by PCSO Kay Fleming, of Rochford, is entered in the Brochures, Annual Reports and Reviews category.

Winngh will be announced at the CIB Anglia Region’s Communicators Awards 2008 ceremony next month.

The CIB is the UK’s leading professional body for in-house, freelance and agency staff involved in internal and corporate communications.

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Keeping our cool

I AM a person who suffers when I have to work in an environment where the temperature is above 20°C but I appreciate that in summer I am going to have to put up with temperatures in excess of this.

I try to arrange my day so that I can carry out work requiring a lot of mental concentration in the morning and evening.

However, as we all know, this is rarely practical.

The option of providing cooling to offices is very expensive and environmentally difficult to justify when staff have the units working to bring the temperature down to 20°C or lower when the outside temperature is in the 30s.

Temperature setting on the air-conditioning units should not be set below 23°C – preferably 25°C – unless there are specific reasons for the protection of equipment.

Windows should not be opened when the air-conditioning is on because, no matter how much you try, we will not cool the world, just waste energy.

Windows should be opened in the periods when summer temperatures are below the room temperature in early mornings and late evenings.

Where the buildings have forced ventilation, we will be using the cooler nights to bring the temperature in the building overnight so that the day starts fresh.

I fully appreciate with an observation that has puzzled me for years: Why do people feel uncomfortable working in temperatures below 21°C in winter when, in summer, they like them to be below 21°C in order to feel comfortable?

If you have a story to tell, ring assistant Heather Turner on ext 55819
Helping to tackle serious, organised crime in new and different ways ...

In just two years, the Serious Organised Crime Agency (SOCA) has established itself as an effective weapon in the fight against serious organised crime and the harm it causes to the community. SOCA recognises that, just as organised crime operates at many different levels, so do our interventions in our communities and our approach needs to be flexible.

In February 2007, the agency launched a new operational strategy to reflect the changing nature of organised crime itself. The new strategy set out the following key principles:

- Flexibility:
  - SOCA works with partners on the ground to target those who cause the greatest harm.
- الآلات: 
  - SOCA targets those who are involved in serious and organised crime in a new and different way.
- ضعف المتطلبات: 
  - SOCA works with partners to deliver results that are more evidence-based and reflect the changing nature of organised crime.

Since 2007, SOCA has been involved in a series of major operations across the UK and internationally. These have included:

- Operation Barrier: The agency's first major operation, which was launched in April 2007, targeted the organised crime group responsible for trafficking in drugs, money and people. It resulted in the seizure of £200,000 of cannabis, the arrest of four people and a £100,000 fine being imposed on one of the defendants.
- The agency also worked with police and other partners to target the organised crime group responsible for trafficking in drugs, money and people. It resulted in the seizure of £200,000 of cannabis, the arrest of four people and a £100,000 fine being imposed on one of the defendants.
- The agency also worked with police and other partners to target the organised crime group responsible for trafficking in drugs, money and people. It resulted in the seizure of £200,000 of cannabis, the arrest of four people and a £100,000 fine being imposed on one of the defendants.

These operations have demonstrated SOCA's commitment to tackling serious and organised crime in a new and different way. They have also shown that by working with partners on the ground, we can deliver results that are more evidence-based and reflect the changing nature of organised crime.


**Letters**

**HAYE YOUR SAY**: Write to Heather Turner, Law Letters, Publication Unit, Police HQ, PO Box 2, Springfield, Chelmsford, Essex CM2 0DA 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.**

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**Down Memory Lane**

*Carol Brock*  
Ashington

**Thanks for all of your kind words**

I AM writing to thank everyone who attended the funeral of my late partner Mick Rooney on April 29.

He would have been proud to see so many of you there— a great tribute to a wonderful man.

My heartfelt thanks to Jim Dickinson for a most memorable and touching eulogy, the central core of the commemoration of Mick’s life.

My gratitude also to Mick Tarbin for his invaluable support during Mick’s final illness and to all the others concerned.

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**Borough only had one brick police box**

**Mike Fruin**  
Tasmania

**Let’s renew old friends on the web**

ESSEX Police Museum curator Becky Latchford posted an appeal on the Essex Police Facebook page last month for information on where police boxes are located in the county.

The Essex Police Facebook page is a way for the force to share important information and engage with the community.

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**The Law, June 2008**

MOTHER was supportive of our careers

MY mother June Meiklejohn, a police widow for 31 years, died in April.

She was a avid reader of *The Law*, which she received regularly and from it took a keen interest in Essex Police.

Mentioned at her funeral was the support she had given to my father, PC Philip Meiklejohn—who served from 1951 to 1977—and me throughout our police careers.

And she had valued the many life-long friends they have made along the way, through various postings at Thurrock, Brentwood and at Belchamp St Paul on the Essex-Suffolk border.

The pensioners’ garden parties were a venue to renew old acquaintances and, while I accompanied her in 2006, I must have been a rare occasion to have two generations of police pensioners from the same family attending such a function.

As far as I can remember, my surname last appeared in *The Law* when my retirement from Harlow Traffic Division — of which I was a founder-member together with Sgt Ernie Short, Pc Ken Carlisle and Pc Frank Rawlings—in 1956 was published in February 1975.

So I was pleased to see my surname reappear on the Front Page of the May 2008 issue of in connection with the conviction and jailing of three people involved in the murder of Ian Wilson.

The presiding judge, who delivered the various sentences to the accused, was my nephew Judge Christopher Ball.

My parents would have been proud knowing that I was a front-line copper whilst my nephew was honourably serving society at the other end of the legal process!

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**Borough only had one brick police box**

**Kay Meiklejohn**  
via email

I WRITE regarding Fred Feather’s letter about police boxes in *The Law* last month — Remember pillars of our community.

Being an old Borough man before Fred arrived at Southend — on transfer from Hertfordshire, I think — I recall the following about police boxes in the Southend Borough area.

They weren’t square and did not have blue lights on top. They were oblong, about 6ft by 4ft. Inside was a fixed bench at the back which served as a desk and a table for the officer to take his refreshments on.

There was a telephone, accessible from inside and out, plus first aid equipment.

There were a number in the area — 24, I think. I don’t think the one at the Glen was brick-built but made of wood. The only brick-built one was 24 Box situated at Victoria Circus, next to the old municipal college. This was a bigger box, about 12ft square, with toilet facilities.

In the boxes’ heyday, outlying beat officers were allocated their beats the day before and reported for duty at the relevant box.

They took their refreshments with them and took their 30-minute break at the box.

I remember boxes being situated at Darlos Green, opposite the Kursaal, outside the Halfway House pub, Eastern Esplanade, Shoebury Common and outside Shoebury railway station.

They were also situated at Lisftan Way, Thorpe Hall Avenue and Bournemout Park Road (no 23).

The boxes fell into disuse when the new police station was built with a new telephone system. Also, by this time, officers stopped reporting for duty at boxes and had a 30-minute break at the police station.

The boxes were replaced by police pillars, which had a compartment at the bottom, in which the officer could leave his cape, leggings and other items, and a telephone accessible to the public and possibly police officers.

On top of the pillar was a blue light which was activated from the police station. When flashed, the beat officer called the station from the phone.

These pillars were finally removed with the introduction of what was called ‘unit beat policing’ — this entailed chosen officers working from their respective homes and using a bicycle.

They were assisted by an officer in a car. The Metropolitan Police called them ‘ramshackle constables’.

A Metro Police constable arrived at Southend 1959 and was housed in a single box in Southchurch Road outside the municipal college.

The wooden boxes all had a telephone which was on a direct line to the local police station and was available to the public. There was also a first-aid kit.

Each box had a small electric heater which took forever to heat up and then did not give off much heat.

There were times when officers ‘paraded’ on and off duty at the box on the assigned beat and, just before I joined, some beats required the officer to take refreshments in the box.

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**Down Memory Lane**

*Pete Whitting*  
Leigh on Sea

**WITH reference to Fred Feather’s letter about police boxes in Southend Borough last month — Remember pillars of our community — I think he is somewhat wide of the mark.**

There were 24 police boxes in ‘the Borough’ — 23 were of wooden construction and one was brick and concrete.

The box in Southchurch Road outside the toilets and known as the Glen was, in fact, a wooden one. The only brick and concrete box was 24 Box, which was larger than the others and sited at Victoria Circus next to the municipal college.

The wooden boxes all had a telephone which was on a direct line to the local police station and was available to the public.

There was also a first-aid kit.

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**Down Memory Lane**

**The Law, June 2008**

**Ike Street**  
Great Wakering

**Health policy, premiums are limited to age-based increases**

AXA PPP’s renewal documentation will shortly be issued to the members of Essex Police Federation’s voluntary health insurance group scheme indicating the renewal premiums for the forthcoming year taking effect on July 1, 2008.

I am pleased to report that the premium increases this year will be limited to age-based increases and are usually below four per cent per person.

During the past year we have been pleased to see an increasing number of enquiries from members interested in healthcare policies and we would like to thank you for your continued support and hope that you feel they are receiving the help and advice they require.

If you are not yet a member of the healthcare market, not everyone who makes contact is moving on to the Federation’s voluntary insurance scheme or because they feel that their individual requirements would mean that they would be better served either on an alternative AXA PPP policy or a scheme from an alternative insurer, including BUPA.

Should anyone already on the scheme wish to view their policy and consider a range of options either to change their benefit or excess or would like to know what is available from alternative insurers, they can fit in with their specific requirements, they may contact us on 01803 891900 or via email at enquiries@bdhl.co.uk — our website is www.bdhl.co.uk.

Each member will automatically receive a letter from us within their membership renewal documents.

However, each year some cancel their membership without seeking alternative information. Last year we received calls from members thanking us for the information we gave them which enabled them to afford to remain on cover, as they found for the first time ever they needed to make a claim which would otherwise not have been available to them if they had cancelled their scheme.

Options are available to members to transform the need to re-declare their medical histories as well as low-cost options covering or excluding those more expensive conditions which the NHS should be able to deal with quickly.

We even have access to a policy which encourages healthy living by offering a way of having free membership of a gym and rewards for a healthy lifestyle by reducing premiums and offering discounts for health farms.

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**Managing Director**

Berwick Devoil Healthcare Ltd

Lambethurst

Kent

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**Let’s renew old friends on the web**

**Carol Brock**  
Ashington
Identifying your own ‘hidden talents’

A GOOD employer seeks to stretch its staff and develop their ‘hidden’ talents and so the force jumped at the chance to offer a Maximising Potential Day.

Pledged 50/50 by Essex Police College and the Senior Women Officers’ Forum (SWOF), the event was run by the Springboard consultancy company, which delivers development programmes to both men and women in all roles and from all backgrounds.

The taster day was run as a ‘pilot’ to assess whether it should be extended to other specific staff groups and whether there was a demand for the developmental skills it teaches.

Now Insp Alyson Wilson, who is in charge of management development training at Essex Police College, and Supt Gwynn Williams, chair of SWOF, are keen to move forward and host more events, if there is a demand for them. Any officer, PCSO or member of police staff can contact Alyson or Gwynn via email to express an interest in future events – applications will be subject to a training needs analysis (TNA). Alyson said: “Suffolk, Cambridgeshire and Norfolk offered Essex a few places on a women’s development day and there was such positive feedback that we decided to run one here.”

“We aimed our Maximising Potential Day at sergeant/inspector level and their police staff equivalents. Essex is the best force in the country for recruiting women – 26 per cent – and we need to continue to encourage those women to get promoted and to progress in our organisation, and so maintain their skills and experience across a broad spectrum of areas, including specialisation and promotion.”

However, Alyson stressed that any future events could be aimed at men as well as women, depending on the needs of the individuals and organisation.

She said: “It’s not about fast-tracking women, it’s about maximising people’s potential – as a force we need to identify suitable candidates for promotion and development and events such as this show our commitment to developing our staff.”

Of the taster day, held on May 7, Alyson said: “Staff, in particular those who had never been involved in anything like it before – were coming out buzzing with energy and enthusiasm.”

It was supported by ACC Carmel Naipier – whose enthusiasm about the day put on by Suffolk, Cambridgeshire and Norfolk helped Alyson and Gwynn to organise an Essex event – and DCC Andy Bliss, who commented at the end: “All of us have a role-model role, wherever we are in this organisation but getting promoted is not the only way, it is about making a contribution wherever you are.”

The overall theme was on identifying what changes one needs to make personally in order to get ahead.

Alyson said: “Suffolk, Cambridgeshire and Norfolk helped Alyson and Gwynn to organise an Essex event – and DCC Andy Bliss, who commented at the end: “All of us have a role-model role, wherever we are in this organisation but getting promoted is not the only way, it is about making a contribution wherever you are.”

Networking is the key – procurement contracts officer Claire Turner and planning and resourcing officer Kate Heard get to know each other

Such simple things increase resourcefulness and can prove good for reassurance, self-motivation and empowerment while having the added benefit of providing a real ‘feel-good’ factor. Eventually, it is all supposed to come full circle and one becomes better at communicating ideas more positively.

Guest speaker Shona Pointon, a professional standards investigator with Kent Police, told us how she marked her way up in the job – having joined the force from the Prison Service.

“I don’t have to prove things to anybody else,” she said. “But I have to prove it to me. If you go out to prove it to other people, you may fail. If you go out to prove it to yourself, you won’t.”

Although initially lacking a police background, Shona showed that perseverance pays off – she is now a mentor and has a liaison role, training officers how to deal with complaints, has taken an incident management course and become a ‘designated officer’, which gives her more powers than those enjoyed by other members of police staff.

When considering applying for a new job, Shona emphasised the need to be brutally honest but also to research opportunities, consider whether skills were transferrable and whether there were training and secondment opportunities to learn more about it.

Perhaps one of the most positive things I took away from the day was my own personal ‘buddy’.

It is up to me to set myself goals and targets but she will support me to time to achieve them ... I shall do the same with her. And I look forward to ‘checking in’ with her regularly.”

THE Maximising Potential Day does what it says on the tin. For me, it started earlier than the day itself. Simply being asked if I would like to attend was a massive boost as it felt like a vote of confidence.

Although billed as a ‘taster’ day, we packed an awful lot in a short space of time, learning how to build up self-belief and self-esteem and motivate ourselves to achieve greater things.

Equal value was put on tips on how to ‘market’ oneself effectively – something a lot of people are bad at but should think more about because, after all, if you don’t ‘sell’ yourself, and your capabilities, who else will?

Effective use of words and body language to inspire first impressions – always vital – was also touched upon as were hints on improving presentation skills.

The overall theme was on identifying what changes one needs to make personally in order to get ahead.

As our trainer, Dr Sue Hewitt, said: “We are pro-women, not anti-men. You need to move forward and take men with you. We looked at the value of networking – and how to adapt it to the working environment by finding and remembering people we can ask for information and help and use their knowledge and expertise.

And we practised affirmation techniques, recognising and reinforcing those things that we do well to give ourselves more inner ‘strength’.

One of the delegates shared this assertive thought: “If it is to be, it is up to me.”

College will help ensure training needs are met

YOUR learning and development needs are being identified and served by the Essex Police College (EPC) thanks to a new system.

Since September last year, the college has been working with each division and department to ensure learning and development needs are identified and that provision is made to meet them where possible. The force learning and development programme was ratified at a meeting of Essex Police Authority on June 2 and is the force’s pledge to its staff to endeavour to meet staff learning and development needs, as identified through the personal development review (PDR) process.

A single point of contact (SPOC) for each division and department has been established at the college. The SPOCs – account managers – will liaise with divisional and departmental HR managers to strive to provide individual developmental opportunities, once these are identified. Pankajni Trivedi, EPC’s head of learning and development, said: “We do listen to you. We are providing you with learning and development activities which help you meet your business needs. “We are improving the way we deliver training and the way we use our staff properly with the right people on the right courses.”

To check out the courses offered by Essex Police College, view its electronic brochure by visiting the college’s intranet site and clicking on College Courses e-brochure

To apply for a course you must submit a TS2 internal training application form to your line manager. Find the TS2 on the Force Forms Register, which can be accessed via a tab at the top of the intranet home page.
People

Dick retires for the second time

Dick Madden has left the building! No really, this time he has...

The head of review and compliance services at Essex Police from 2003, who turned the department from what he described as a "wild animal" to one that is "well managed," has retired.

Madden, who led the department for nine years, has been replaced by ACC Derek Benson.

A security and training policy, which gained national recognition, was one of Madden's key achievements.

"I am sure that this is the best possible time for his retirement," said Inspector General John Longstaff.

"We have had a strong and supportive relationship from the beginning," he added.

Madden, 57, will be kept occupied at Tendering's neighbourhood support team.

Pc Bryan Miles, 52, has retired after 30 years. He served at Grays, Southend, and Southend Traffic, Laindon Traffic, Mobile Support Division South Laindon and Rayleigh Road Policing Unit.

Receptionist and clerk Anthony Hubbard, 64, has retired from Communications Division after serving with the force for 28 years. Another long-serving member of police staff, Shirley Turner, 59, will retire this month as supervisor in Firearms Licensing.

She served for 21 years in HQ Management Services and HQ Administrative Services, which became Communications Division.

Shirley was social secretary of HQ Sports and Social Club for 13 years. Chris Evans has now taken over as social secretary.

Moves

Chief Supt Colin Steele has left the collaboration team to take up the helm at HQ Territorial Policing but maintains his role as SPOC for eastern region collaboration.

Rick Tazzini remains director of Collaboration, concentrating on the Essex-Kent work.

And Chief Insp Jonathan Baldwin has taken over as Epping district commander.

Obituary

Former sergeant Sidney Maxted, 85, of Newquay in Cornwall, has died.

Mr Maxted served from 1946 to 1976 at Chelmsford, Regional Crime Squad and in Romford.

A different style of policing

AN American police officer visited the force last month to explore the differences between policing in Essex and in Ohio.

Officer Brian Smith, from Columbus, spent time in Chelmsford, Colchester and with the Automatic Number Plate Recognition (ANPR) and Tactical Operations team at Chigwell.

His visit followed a conversation with one of his senior officers about getting a different perspective on policing.

"I have done research on different forces in England and applied online to Essex Police.

Officer Smith said: "I wanted to see some real policing and not do the obvious and go to London.

"I wanted to go out into more rural areas to see what really goes on in England and to get a feel of what policing is like over here."

He met ACC Derek Benson to exchange one of his Ohio Police badges for an Essex Police helmet, and to talk about the two styles of policing.

Mr Benson said: "It was a pleasure to meet Brian. I am sure he will find Essex an innovative force and will take back plenty of ideas with him."
Superstar Marcus is pipped at the post

PROSPECTIVE sporting superstar Marcus Buckley was pipped at the post for the national title. Competition was so close that Marcus, from Colchester’s Priority Crime Team, was just three points behind the winner by the skin of his teeth in the national Super Star competition.

He was one of 12 who braved the contest at Potters in Hopton, Norfolk.

last month. It is aimed at people who don’t take part in team sports but do have a sporting lifestyle using local gyms to keep fit.

Over two days, Marcus took place in ten individual events, scoring highly in three – the bleep test (level 15.5), netball and a 1.5-mile road run.

Sadly, said Marcus, missing out on just one event probably made the difference between winning and fifth place.

The winner was David Prentice, from the Metropolitan Police – last year’s runner up and the 2006 semi-finalist. Marcus said afterwards: “Now that I’ve had the experience, I’m hoping to go back next year and bring the trophy home for Essex.”

Communications officer Gemma Pearson struck gold at the World Masters Diving Championship in Australia ...

... and silver and bronze.

In fact, 26-year-old Gemma, who works in the Force Information Room, brought home five medals from the championships in Perth in April.

Competing with her synchro-partner Beth Ackroyd, the pair came first in the 3m and highboard events Gemma also came second in the individual highboard and third in both the individual 1m and 3m events.

She said afterwards: “There was some tough competition from the Americans and Dutch. My best individual result was in the platform where I topped my personal best by 20 points, scoring nines with four of the six dives.”

“And Beth and I scored perfect tens for synchronisation on three of our dives. The events were run along side the men’s event, where we also managed to top the scores of all of the male competitors as well.”

Gemma, who took up diving when she was just six, is now training for the European Masters in Seville next year, “where I aim to top all of my scores from this event and come out on top of the Dutch team who won two of the three individual events in my age group.”

She trains three times a week with the Havering Cormorants Diving Club in Hornchurch and plans to use several UK national events as a guide to keeping her personal bests and doing some more difficult dives.

Gemma was a member of the national team between the ages of 11 and 16 but then gave up diving for five years. She said afterwards: “There was some tough competition from the Americans and Dutch. My best individual result was in the platform where I topped my personal best by 20 points, scoring nines with four of the six dives.”

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Specials are getting down to business

BUSINESS Specials’ in Colchester and Tendring are being praised for their work in the community. The scheme encourages local businesses to allow staff members to train as special constables and thus help the communities in which they are located.

Firms can release employees to take part in a three-week intensive training course after which they can take up their duties as a Special in the local community.

Damien Keane, a site supervisor with construction company Morgan Ashurst, is a special constable for the Business Watch initiative. He recently took part in a drugs raid. After a briefing at the police station, he provided a plain-clothed initial observation, initial entry and provided security for the search team.

A man was arrested for various offences after a quantity of drugs and CS spray canisters were found in the property.

Sc Keane said: “I really enjoyed making a positive contribution as back-up to the regular police. Helping the regulars in this type of operation was a fantastic opportunity and gave me lots of experience which will all help in my normal duties as a special constable. I find it very rewarding to help keep the community safe.”

The firm’s area director David Hurricks said: “I will continue to strive to offer a good service to the community, supported by their local employers to become empowered to do something about the issues that we all want to impact on. Damien is doing this and it is very rewarding to see.”

Special constables are unpaid volunteers who have the powers of a regular officer and who undertake a minimum of duty for one month.

To find out more about the Business Specials scheme, telephone Eastern Division, contact Lyndsey Howard on 0300 333 4444 ext 10106. If you wish to get involved in another area, ring Sylvia Goodchild on 0300 333 4444 ext 58714.

Cape Sought for Police Station Open Day Tour Guides

NEWS

The new police station on the outskirts of Great Dunmow is due to be opened officially this month.

Already a number of different departments are working from the new station in Chelmsford Road – including Central Division’s Scenes of Crime, Divisional Intelligence Unit and Human Resources team – along with uniformed and CID officers from the old Dunmow police station.

Also moving in are officers from the road policing unit and dog section at Bocking.

The new station is due to be officially opened on Wednesday, June 11, by Chief Constable Roger Baker, Essex Police Authority chairman Robert Chambers and Dunmow Mayor Clr Clive Smith.

Mr Baker said the new station was designed to allow the force to be more flexible with its response to incidents in Dunmow and the surrounding area.

“Great Dunmow Police Station also provides better access for the public, which is one of the cornerstones of neighbourhood policing. It leaves us well-positioned to meet the changing demands of policing that the 21st century brings,” he added.

It was built after the force identified the need for a greater police presence in the area as Stansted Airport and the A120/M11 corridor developed.

The new station will be open Saturday-Tuesday 9am-5pm, Wednesday-Saturday noon-2pm. It will boast state-of-the-art facilities, it will also generate greater police presence and it will help keep the community safe.

There are also visitor parking facilities, a disabled toilet, an induction loop and a multi-purpose hall.

With approximately 80 officers and police staff working from the new station, police visibility in Dunmow and surrounding areas will increase quite significantly.

Essex Police Authority chairman Robert Chambers said he was delighted with the new facilities: “The impressive new station is great news for the local people as not only does it boast state-of-the-art facilities, it will also generate greater police presence and visibility – something which the public has asked for.”

The new Great Dunmow police station takes over from the town’s police station in Stortford Road, built in 1842.

But the old Dunmow station will remain open to the public until surveys determine whether the force should keep it or, alternatively, sell it and possibly determine whether the force should keep or to add a bit of ‘colour’ to the event.

PCSO Ray Aylott hopes to give the guests to the guides who will be giving visitors a tour of the station.

The open day at Harwich Town police station, in Main Road, is on Saturday, July 26, from 10am-4pm. As well as the tours, there will be plenty of other displays for families and friends to enjoy.

If you wish to get involved in another area, ring Sylvia Goodchild on 0300 333 4444 ext 58714.

Continuing as Authority Chairman

Members of Essex Police Authority have unanimously voted to keep Robert Chambers as chairman for another year.

Mr Chambers became a member of the authority in 1997 and has been chairman for six years.

He has been a Conservative councillor on Uttlesford District Council for more than 25 years.

On his re-appointment earlier this month, Mr Chambers said: “I look forward to another exciting and challenging year.

“I will continue to strive to give residents of Essex more of what they want from their police service.

“I will also continue to listen to the public’s views, learn from them and work with them.

“The authority also voted Neil Macdonald back in as vice chairman for another year. Mr Macdonald has been an independent member of the authority for four years.

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The open day at Harwich Town police station, in Main Road, is on Saturday, July 26, from 10am-4pm. As well as the tours, there will be plenty of other displays for families and friends to enjoy.

If you wish to get involved in another area, ring Sylvia Goodchild on 0300 333 4444 ext 58714.

Continuing as Authority Chairman

Members of Essex Police Authority have unanimously voted to keep Robert Chambers as chairman for another year.

Mr Chambers became a member of the authority in 1997 and has been chairman for six years.

He has been a Conservative councillor on Uttlesford District Council for more than 25 years.

On his re-appointment earlier this month, Mr Chambers said: “I look forward to another exciting and challenging year.

“I will continue to strive to give residents of Essex more of what they want from their police service.

“I will also continue to listen to the public’s views, learn from them and work with them.

“The authority also voted Neil Macdonald back in as vice chairman for another year. Mr Macdonald has been an independent member of the authority for four years.