

# The Law



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December 2008

Arrival of first 60 police officers recruited under Operation Apex

## NEW APEX OFFICERS WELCOMED ABOARD

**ESSEX Police has opened its doors to an additional 60 police officers, under Operation Apex – the ambition for policing in Essex.**

The officers have been enlisted in addition to our normal recruitment drives, which will continue as usual to replace vacancies arising through retirement or promotion.

The first 40 of these new officers are currently undertaking probationer training at

by **Kate Batson**

Essex Police College and the remaining 20 are awaiting their training course, which starts this month.

This follows the decision by Essex Police Authority to recruit the first 110 officers of the extra 600 Operation Apex officers – which the force hopes to recruit within the next three to five years.

The remaining 50 of the first 110 new police officers will continue to be recruited until the end of the financial year in March.

Following consultation with divisional commanders, these first 110 officers will be equally split across the five territorial divisions and will be placed in neighbourhood policing teams in all 14 districts.

Throughout the course of the Apex programme, new posts will be created in the neighbourhood policing teams – to increase visibility on the front line – and in Protective Services to enhance our many specialist areas.

The Apex team is working very closely with the force's recruitment team to ensure we continue to track the Apex officers so we know exactly where in the organisation they have been deployed.

Operation Apex programme manager Supt Alison Newcomb said: "We are delighted to announce the recruitment of these new police officers.

"This growth will help our neighbourhood policing teams to deliver a quality service to the public and contribute towards making Essex the safest place in which to live and work."



● Some of the new Operation Apex recruits at Essex Police College



● Acting Insp Scott Cannon, of Laindon/Basildon, Insp Steve Ditchburn, of Pitsea, Basildon district commander Chief Insp Simon Dobinson and Insp Sue Heaton, of Billericay/Wickford, launch the Policing Pledge in Basildon town centre

Picture by Laura Anderson

● Turn to Page 5 to find out more

## Force performing well as crimes hit a new low

WITH 9,200 crimes recorded for the month of October 2008 – the lowest since April 2001 – the force continues to perform well.

Just 8,975 crimes were recorded in Essex during April 2001. Twelve months later, the National Crime Recording Standards (NCRS) were introduced, which led to a general increase in recorded crime nationally.

Across Essex, recorded crime had dropped last month by 117 from September 2008.

Head of Territorial Policing ACC Peter Lowton said: "The hard work of everyone across the force continues to affect our performance in a very positive manner – these figures are an absolutely brilliant combination of factors and teamwork.

"At the end of the day it means, quite simply, fewer victims!"

"The news that only 9,200 crimes were recorded last month is a huge boost and I know that we can continue this downward trend to help us meet our aim of becoming the safest county in the country."

And there's more good news.

The October 2008 sanctioned detection rate stood at 35.76 per cent – 5.69 percentage points up on the September 2007 figure.

Please note that the copy, advertising and letters deadline for the January 2009 issue of *The Law* is Monday, December 15, 2008

'A change in attitude and in how we do business'

**The head of Professional Standards, Chief Supt Peter Coltman, explains how the emphasis has changed to putting things right under the new Police (Conduct) Regulations:**

THE police service is unique in many ways.

Perhaps the most significant is that police officers are not employees in the ordinary sense but hold the Office of Constable.

With this Office comes unique responsibilities and powers and it is right that the public should expect the highest standards from police officers.

Another unique feature of the police service is how almost all matters of discipline have traditionally been drawn into the centre for investigation by the Professional Standards Department (PSD).

The new conduct regulations change this significantly.

The investigation into the more serious allegations will still be conducted by PSD but for most other cases – such as complaints where members of the public allege the officer was rude, or didn't do what they said they would – any investigation will be carried out on division by local managers.

This brings a number of advantages:

- investigations should be quick and proportionate;
- support for the officer is close at hand; and
- where shortcomings are identified, management action needed to ensure improvement can be put in place.

The Code of Conduct – something that has always been seen as a list of potential offences – has gone.

In its place is a new set of Standards of Professional Behaviour for police officers.

These are written in positive language, describing what police officers are and do.

They provide a benchmark which the vast majority of officers exemplify and, for those few occasions when officers fail, they provide an inspiration to work up to.

In the vast majority of cases when things go wrong, human frailty is the cause rather than deliberate wrong-doing.

Both managers and officers need to be more willing to agree this is the case and look at how things can be put right rather than who can be blamed.

This requires movement on all sides.

Officers should be willing to admit mistakes and will be given credit for doing so.

Managers should also ask the question, what can we learn to prevent this happening again?

The new system will require a change in attitude and a change in how we do business.

## Setting the benchmark by which you serve

“THE December 2008 changes to police regulations are a once-in-a-lifetime opportunity.

They provide us with a mechanism to improve the service we give to the public and to improve the environment in which we all work.

We know that police officers do a difficult and demanding job and they cannot always get things right.

The principle behind the new performance and conduct regulations is that, when there are failures, the question should not be 'who is to blame?' but 'what can be done to put things right?'

Whilst there will always be a small number of cases so serious that they must be fully

investigated, on many occasions it would be better to look at how we can prevent any repetition – perhaps by training or other development, by closer supervision and support or by giving advice on the right thing to do.

The new Police Conduct Regulations go hand in hand with Essex Police's commitment to ACTION Leadership, in particular putting our customers first. They will help us deliver our promise to serve the people of Essex.

As a police officer, your immediate responsibility is to know the regulations which set the standards of professional behaviour you must achieve.

They also set the benchmark by which you serve in the Office of Constable with pride.”



● DCC Andy Bliss

Performance Regulations will help us to improve

**Deputy head of HR Kevin Kirby says the Police Performance Regulations are there to support both managers and officers in resolving gaps in performance:**

THE change to the Police Misconduct Regulations supports managers who are considering applying the Performance Regulations as a possible alternative to applying the new Police (Conduct) Regulations in situations where it is more appropriate to do so.

The regulatory change provides a greater involvement of HR professionals in the process, which is seen as a positive development for the force.

Essex Police performs very well as a force – we treat every victim of crime as an individual; we have named officers in every neighbourhood; and we have great ambition for increasing our numbers and performance in order to better serve the public.

Our achievements are the result of the hard work and commitment of police officers and staff – both on the front-line and providing essential support.

However, we all know of some colleagues who don't pull their weight or who are unable to fulfil their obligations.

As an organisation we have a duty, both to the public and to colleagues, to ensure that this is addressed in a way that encourages and supports improvement.

The Police Performance Regulations 2008 build on the Police Efficiency Regulations that provide an open and transparent framework to enable managers and supervisors to identify performance issues at the earliest opportunity and agree with the officer an appropriate course of action to enable an improvement to be achieved.

The Police Performance Regulations are not intended to be punitive but to be supportive, for both the officer and manager, in identifying performance gaps and resolving these at the earliest opportunity for the mutual benefit of the officer and the force.

# Modernising the discipline process

**THE new Police Conduct Regulations aim to simplify and streamline the discipline process for officers – and move away from a culture of blame and recrimination.**

The 2005 Taylor Report made numerous recommendations for changes to the misconduct and performance regulations and these form the basis of the changes to the Police (Conduct) Regulations and the introduction of new standards of professional behaviour on Monday, December 1.

Previously, police officers the subject of complaints by the public could be subjected to lengthy investigations, often for relatively minor misdemeanours.

However, the new rules have simplified the process, with an emphasis on learning and development, while taking away some of the worry – in the past, investigations could take months to resolve, with an officer not knowing whether they faced losing their job.

Now, those who commit relatively minor breaches can be dealt with by their local line-managers, rather than be investigated by Professional Standards (PSD).

Sussex Police officer Det Supt Vic Marshall was seconded to the Home Office to put together the new regulations, which, he stresses, encourage officers to take "personal accountability for their actions".

"If somebody has misbehaved, they let themselves and the organisation down. That needs to be dealt with proportionately and in a timely manner, to make sure we don't have a long, drawn-out, criminal-style investigation."

He highlights the distinction between misconduct and under-performance.

"Performance is quite different to misconduct," he says. "The bad and naughty



● Chief Insp Steve Robinson and Supt Stuart Ashton talk to an officer on division

Picture by Heather Turner

as opposed to the could-have-done-better-at-your-job.

"When something does not go as well as it could, there is always a big rush to blame somebody. However, it may be someone trying their best but maybe not being properly trained or having enough experience.

"Officers will feel confident [in the new system] that, if they make a mistake, it is for the organisation to assist them to improve their performance and recognise that it is quite different from somebody who misbehaves."

However, instances of misconduct will be treated differently and managers have to decide from the outset whether the breach is gross misconduct – a sackable offence – or misconduct, which is a more

minor offence. For instances of misconduct, officers will attend a meeting with their manager – a sergeant or inspector – where they may be given words of advice, a written warning or a final written warning.

An officer who makes a serious error will be charged with gross misconduct and have a hearing before a chief officer – they will face a range of sanctions, including dismissal or being required to resign.

A written warning will remain on an officer's record for 12 months and if, during that time, their conduct falls below par again, they will receive a final written warning – whatever the offence – which will remain on their record for a further 18 months.

## Aspiring to perform better is key to new standards

THE new Police (Conduct) Regulations list ten aspirational Standards of Professional Behaviour, replacing the 12-point Police Code of Conduct.

They are broadly similar but the new standard of 'challenging and reporting improper conduct' makes it a specific breach not to do so.

The ten standards are:

- Honesty and integrity
- Authority, respect and courtesy
- Equality and diversity
- Use of force
- Orders and instructions
- Duties and responsibilities
- Confidentiality
- Fitness for duty
- Discreditable conduct
- Challenging and reporting improper conduct.

Under the new regulations, some cases will be

diverted from misconduct to performance, allowing learning and development to take place, through informal intervention, rather than concentrating on blame and punishment.

In these cases, officers may be set targets or action plans – it will now be recognised if a lack of training has been a reason for under-performance.

Strict timetables have been put in place and investigations in all cases will be fair, more open and, above all, proportionate.

Local managers will deal with minor misconduct breaches and, while more serious incidents of gross misconduct will be investigated by Professional Standards, officers will be told what outcomes they face so they can make 'informed' decisions.

There will be no more fines or reductions in rank. The new sanctions are:

- Not found

- No further action
- Management advice
- Written warning
- Final written warning
- Dismissal – with or without notice
- THE Professional Standards Department (PSD) has produced a handy, pocket book-sized aide memoire on the Police (Conduct) Regulations. If you have not received yours, contact your local HR Manager or PSD.
- Visit the Professional Standards intranet site – listed under Divisions & Departments – for more information about the new regulations and for a computer-based training (CBT) package, *Police Performance, Conduct and Standards*.
- If you wish to report inappropriate behaviour in confidence, then phone the Integrity Line on ext 51023 or 01245 452106



## 'Thank you all for your hard work and commitment'

ESSEX Police has always prided itself on our commitment to deliver the best possible police service to the communities we serve.

At the end of this year we remain one of the safest counties in the country, with an excellent track record of reducing crime and anti-social behaviour, and increasing the numbers of criminals brought to justice.

In 2009 we will strive to become the safest county in England and Wales and we will continue to drive in to the face of criminality, tackle

anti-social behaviour and, most importantly, put the public first in order to achieve this.

One of the most important projects which will have a great impact for police staff and officers and especially for our communities is Operation Apex – the Ambition for Policing in Essex.

This project aims to bring an additional 600 officers to the county in the next three to five years.

And by the end of March 2009, the first 110 of these new officers will

have been recruited, trained and allocated to a police division where they will enhance neighbourhood policing and increase visibility to the public.

However, recruiting the officers is only the start. We will continue to drive up performance and reduce crime, nuisance and disorder even further.

We will also continue to attend all crime, keep police stations open and deliver a service that deals with people face to face. Our staff and

officers are and will always be visible, contactable and accessible.

Essex is and has always been a safe place in which to live and work. By working together, I am sure that we can sustain this success into 2009 and beyond.

May I take this opportunity to thank everyone for their hard work and efforts over the past year and wish everyone a merry Christmas and a peaceful New Year.

**Roger Baker**  
Chief Constable



## 'Get evidence ready and PIP your manager to the post'

THE upcoming round of performance and development reviews (PDRs) for employees in investigative roles will be the first to measure national standards of competence.

Managers will implement the Professionalising the Investigation Process (PIP) scheme assessment at the end of the 2008/09 year.

Uniformed constables, investigators, detectives and senior investigating officers must gather 'evidence' during their work which will support this process.

PIP project manager Richard Day said: "It is vital that police officers and staff can demonstrate that they have the experience required to meet the standards laid out by the PIP.

"In this way, both they and Essex Police can continue to develop their investigative skills, to everyone's benefit."

PIP is a national programme which requires forces to assess the competency of their officers and staff in investigative roles against agreed standards.

PIP levels 1 to 3 affect uniformed constables, detectives and senior investigating officers. There are also PIP level qualifications in other divisions and departments, such as Mobile Support Division and the Crime Bureau.

Mr Day said: "As part of the 2008/09 PDR, supervisors grading the relevant investigative core responsibility area will be indicating that the investigator is either competent or requires development."

'Exceptional' or 'competent' will mean the investigator is classified as PIP-registered.

'Not yet competent' will mean agreeing a development plan, which will lead to PIP registration on completion.

Constables and detectives already in-post will merely need to be assessed for their competency under the PIP level 1 and 2 standards, respectively.

However, new-to-role officers, eg trainee investigators, will still need to become formally accredited by passing an exam, completing the Initial Crime Investigators Development Programme (ICIDP) and gathering 'evidence' of their competency in a personal development plan (PDP) before becoming accredited as detectives at PIP level 2.

● Visit the 2008 PDR policy on the HR intranet site – click on PDR/Job Descriptions and then on PDR Policy

● Or contact Richard Day on ext 54203

# New software views crime scenes differently

**INVESTIGATIONS will benefit from a new software system purchased by HQ Photographic for less than £10,000.**

Essex Police is the first force to purchase CrimeSceneNet in the UK.

The pioneering software package pulls together and displays all the data connected with a crime scene into one place, allowing the police and other criminal justice agencies to plot forensic and other evidence accurately and to analyse it.

Any type or format of digital data – audio, visual or documentary – can be attached, along with panoramic, three-dimensional digital representations of real crime scenes.

Head of Photographics Norman Eastbrook said not only would investigators at major crime scenes benefit, CrimeSceneNet also had the potential to be used for security briefings, at Stansted Airport, for crowd control at football grounds and at road crash scenes.

"It will benefit us at a lot of crime scenes as our photographers will be able to capture the images in 360° format," said Mr Eastbrook.

"At major crimes, the senior investigating officer (SIO) will be able to brief his team immediately and they will be able to 'walk through' the entire crime scene, rather than waiting for still photographs.

"In fact, I hope CrimeSceneNet will do away with the need to video crime scenes – we can make use of the three-dimensional aspect of the system.

"And the software can be used to present the whole case in court – it's a total presentation package.

"In the long-run it will save us as a force a lot of time and allow investigators 'to get ahead' in their investigations."

Not only can CrimeSceneNet be used by the police, other criminal justice agencies can use it to share details and add information – the software can incorporate still photographs, 360° views, CCTV pictures, taped interviews, 999 calls, documents and even evidence such as fingerprints and DNA.

The managing director of supplier 360 Tactical VR, Andrew Baddeley, said: "This application will prove to be a huge benefit for the Photographic department at Essex Police and other law enforcement agencies, given the vast amounts of data they work with.

"It helps them to develop theories and scenarios for investigations in a fraction of the time they needed before.

"In addition, the software permits users to export data easily to DVDs and to make presentations for appearances in court, greatly speeding up the sharing of up-to-date information between police departments and with the judicial system."

The only additional cost to the force has been the purchase of a conventional fish-eye lens for crime-scene cameras, which will enhance some of the pictures which need to be taken.

CrimeSceneNet is being installed in-force on December 16 and 17 and photographers will then be trained in its use.

● Norman Eastbrook is planning to hold a demonstration day in the New Year – contact him on ext 52207

## £1 confiscation order is a 'crime prevention measure'

CONVICTED drugs trafficker Ryan Martin has been ordered to pay a nominal confiscation order of £1.

A judge at Chelmsford Crown Court declared that Martin, currently serving six years' jail for conspiracy to supply

cocaine, had obtained a criminal benefit of £48,968.50 under the Proceeds of Crime Act (POCA).

But Martin was ordered to pay just £1 due to his limited available assets.

However, financial investigator Philip

Bridge, of SOCD – Financial Investigations explained the effect of the confiscation order was that the case could be revisited at any time and acted as a preventative measure for it was a disincentive to commit further crime.

## Man admits attempting to murder Sgt

A MAN who shot at a police officer in Loughton has pleaded guilty to attempted murder.

Kenny Spence, 23, appeared at the Central Criminal Court last month and admitted the attempted murder of Sgt Rob Huddleston, who was in a police car on June 26 when he was shot at with a sawn-off shotgun from close range. Fortunately Sgt Huddleston was uninjured.

Spence also admitted the possession of a firearm and assault causing grievous bodily harm with intent in relation to a shooting in Romford the previous day.

He is due to be sentenced on December 18.

Senior investigating officer Det Supt Tim Wills, said: "This was a most serious offence against an officer."

## Band concert

THE Essex Police Band will be at the Marconi Club in Beehive Lane, Chelmsford, on Monday, December 15, at 7.30pm.

The band's annual concert will feature music from stage and screen plus Christmas favourites.

● Tickets cost £5 from Mark Harvey on 07789 117804 or via email or in person from the Marconi Club.

# An illustrious day for the Marine Unit



● One of the Essex Police rigid inflatable boats (RIBs) passes by the Illustrious

Picture by Essex Police Air Support Unit

THE drunken captain of a ship carrying explosive chemicals sparked a pursuit with a difference for members of the Marine Unit – while they were escorting a Royal Navy warship on the River Thames.

Three RIBs (rigid inflatable boats) and a launch from the Burnham-based unit were maintaining an exclusion zone around the aircraft carrier Illustrious as it headed for London when the port authority raised the alarm about a vessel struggling to berth four miles ahead.

One of the Essex RIBs was sent to board the cargo ship. The Ukrainian captain smelled strongly of drink and was arrested by Essex officers. A Metropolitan Police land unit was called and the master was breathalysed.

He was found to be three times over the legal alcohol limit and was jailed for two months when he appeared at Snaresbrook Crown Court on November 19.

The court was told that, had there been an accident, the ship's cargo of 4,000 tons of ammonium nitrate and diesel fuel could have caused a massive explosion or, had the ship run aground or sunk, any leak would have caused serious environmental problems.

Sgt Andy Ford, from the Marine Unit, who was co-ordinating the escort operation from the bridge of Illustrious, said: "It was a serious incident that could have become much more serious.

"Our job was to enforce an exclusion zone around the warship to make sure people in small boats do not get too close and maintain the safety of all shipping on the Thames.

"The cargo ship was about four miles ahead so the Illustrious was not in any danger but it did need dealing with quickly because there certainly could have been problems if the cargo vessel had gone out of control as the carrier passed."



## Federation news by Roy Scanes



### On-call allowance

WHEN the three-year pay settlement was agreed, part of the negotiations included an agreement from the Home Secretary to act upon some of the outstanding issues, most of which were destined for arbitration.

One was to introduce an on-call allowance for police officers.

The Police Federation and the government have recently conducted a joint data collection exercise to provide evidence in support of a claim for on-call allowance.

Based upon the results, the Government has agreed to engage in constructive talks to resolve this matter. However, it was not possible to conclude discussions prior to the October meeting of the Police Negotiating Board (PNB).

At this meeting, agreement was reached in principle to resolve this issue through a national framework for on-call arrangements, which would be formally issued to police authorities and forces by Secretary of State guidance. These would include changes to Police Regulations to clarify the status of 'on-call' and the application of the determinations on pay and benefits to 'on-call'.

Given the government's recognition of the need for such a national framework, the Federation believes it is appropriate to continue discussions to achieve an agreement that is right for officers. The details will be considered at the next PNB meeting on January 23.

The Federation has therefore deferred any move to arbitration at this time to give PNB the opportunity to reach an agreement.

### Federation subscriptions

The Federation has done its utmost to keep the rise in subscriptions for 2009 to a minimum. At the Joint Central Committee's Statutory Meeting, agreement was reached to increase subscriptions to the Voluntary Fund with effect from January 1, 2009.

The monthly subscription to the Voluntary Fund will be increased by 52p to £17.55 per month for members of the Federated Ranks from constable to chief inspector.

### Death benefit increase

The Federation has recently reviewed the level of death benefit – currently £2,650 – payable under Police Federation Fund Rules.

The Joint Central Committee Statutory Meeting decided the level of death benefit should be increased to £2,730 with effect from January 1, 2009.

The increased benefit may be claimed in respect of the death of a serving, contributing member on or after January 1, 2009.

### Pensions – commutation update

The Police Federation has been granted permission for a Judicial Review proceedings of the backdating of the new factors for commutation under the 1987 Police Pensions Regulations.

The basis for the challenge is that the relevant regulation (B7, Police Pensions Regulations, 1987) requires a commuted lump sum to be actuarially equivalent to the pension given up.

The Federation believes this cannot be affected by wider policy issues, as appears to be the case in the determining of October 1 2007, as the date for backdating.

The court hearing is on December 17. Home Secretary Jacqui Smith and the Government Actuaries Department have been given a month to lodge detailed replies and evidence.

### Help for Heroes

I am pleased that 'Help for Heroes' is one of the Federation's nominated charities.

Set up in October 2007, Help for Heroes is seeking to raise £6million to help provide a swimming pool and gymnasium at Headley Court in Surrey for the rest, recuperation and rehabilitation of wounded soldiers.

The Federation has offered its facilities in Leatherhead as a stop-gap measure until the funds have been raised.

• For more information or to donate, visit [www.helpforheroes.org.uk](http://www.helpforheroes.org.uk)

### Christmas message

Last but not least, as this is the last issue of 2008, may I, on behalf of the Essex Joint Branch Board, wish you and your families a happy and peaceful Christmas and New Year.

## Unison news by Barry Faber



### Three-year pay offer

UNISON is recommending a three-year pay offer to police staff members in a ballot running this month.

The offer, made at the Police Staff Council pay negotiations on November 19, is made up of the following elements:

• A three-year deal comprising the following increases on all pay points and on standby allowance:

2008 – 2.6 per cent

2009 – 2.6 per cent

2010 – 2.58 per cent

• The deletion of the three lowest Police Staff Council pay points by 2010

• A Statement of Intent on a set of joint negotiating aims for the future of police staff pay and conditions

• A re-opener clause in case economic conditions change over the three-year deal.

All members should have received ballot papers, which must be returned to the Unison office on the sixth floor of Essex Police College at HQ by Tuesday, December 16.

If you have not received ballot papers, contact the Unison office on ext 55013.

### Police Staff Conference and seminar

**Wednesday, October 16:** The evening commenced with a pre-conference getting to know everyone meeting where we renewed old acquaintances and met new delegates from the five other forces in the Eastern Region.

**Thursday, October 17 – conference day:** A full day's debate was expected, with 29 motions, plus amendments, being scheduled.

Conference was opened at 9.30am by the chair, Caryl Nobbs, and various reports followed.

Then Home Secretary Jacqui Smith made a powerful speech, mainly centred on Home Office support for PCSOs.

Her main thrust was the standardisation of PCSO uniform and powers plus additional powers, ie the power to detain.

Ms Smith was then questioned by delegates about the standardisation of PCSO powers and how and when this would be implemented.

There were other questions about police officers

being employed into police staff jobs.

The response was that we should challenge this practice under workforce modernisation but would need to take into account workforce mix ie the right person in the right job.

Avon and Somerset asked about South West One and privatisation. South West One is a company set up by IBM (the 80 per cent stakeholder) and the county council, to which 600 police staff jobs have been outsourced.

Ms Smith's response was that there was no clear view by chief officers on this and whatever the best way of providing a service, taking into account value for money, is the approach that the Home Office will take.

Unison South Western Region has instigated an employment tribunal case to fight this.

The one motion lost was based on Police Force Funding. Motions carried included Outsourcing By Another Name – the transfer of services to private companies; Revision Of The Police Staff Council Handbook; What Is An Exigency Of The Service; Flexible Working; various PCSO issues; Training; Disability Discrimination; Challenging Racism; and Violence And Aggression Toward Police Staff.

**Friday, October 18 and Saturday, October 19:** the seminar days where we engaged in much excellent debate and attended workshops on Pay, Challenging Racism, Pensions, The Role Of The IPCC and a very good input from Thompsons – Unison's solicitors – on disciplinary and criminal investigations of police staff, the Police And Criminal Evidence Act (PACE) and data protection matters.

The seminar finished at 3pm on the Saturday – all who attended said it was the best conference and seminar for some time.

### Season's greetings

On a much lighter and relevant note, the executive officers of the Essex Police branch of Unison would like to wish all staff and our police officer colleagues a very happy Christmas and prosperous New Year.

It is also at this time that we would like everyone to remember those members who, due to their roles, are required to work over the festive season. Good luck and best wishes.

## Christian Police Association news



by Simon Werrett

IN October, I was in Kenya, visiting a local school.

Mogonet is a village in the north-west of the country, reached by very bumpy dirt tracks.

The families have limited resources – most of the children have tattered clothes and no shoes.

My wife, Linda, had been busy collecting pens and pencils from various sources, including work colleagues. We were able to provide every child in the primary school with a pencil, and every one in the secondary school with a pen.

The children were so excited to receive them, they were queuing up for an item we take for granted.

Imagine if all your child received on Christmas Day was a pencil, would they be happy? Probably not but these children were.

You may not have the opportunity to travel to Africa to see the children personally but anyone can be involved in providing hope for the children.

Hand in Hand – a Chelmsford-based charity, with its website at [www.hihand.org](http://www.hihand.org) – has a new catalogue called Make Your Presents Felt, which is an opportunity to purchase books, school materials, meals, animals and other goods and services for children in Africa and South America.

People will spend astronomical amounts of money at Christmas on presents, food, alcohol and parties, taking Christmas for granted.

It is at Christmas that Christians celebrate the birth of the Lord Jesus in Bethlehem.

We have all seen 'romantic' Christmas cards with the shepherds, the wise men and animals dutifully glazing at the crib.

However, this was a real event – Mary experienced the pain and joy of childbirth, real angels appeared to the shepherds and it was probably chaos at the inn, with everyone arriving to register for the census.

As Matthew, Chapter 1, verse 21 informs us: "She will give birth to a son, and you are to give him the name Jesus, because he will save his people from their sins."

Jesus was God's present to the world – an opportunity for a sinful world to be reconciled



• Mogonet schoolchildren with their pencils

to him and, as with all presents, it is our choice whether we accept or reject it. What will you do?

### Celebrating 125 years of witness

The Christian Police Association (CPA) was founded in 1883 by Catherine Gurney and now has branches in the majority of police areas in the UK as well as maintaining links with similar groups overseas.

So, for 125 years, the CPA has maintained a witness in the police services of the UK and beyond and a celebration service was held last month at All Souls in Langham Place, London.

A personal message was read out from the Queen, giving her congratulations to the CPA and noting all it has achieved to support officers and staff in the police service.

### Goodbye to Ian Grüneberg

Chief Supt Ian Grüneberg retires next month after 30 years' service, and on behalf of the Essex branch of the CPA, I would like to thank him for all the work he has done as branch leader and wish him God's blessing in his retirement.

Our branch looks forward to a future filled with hope and a desire to encourage and support those who serve the community in this vital way.

"Reaching out, building bridges."



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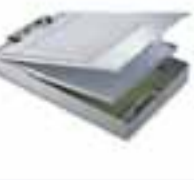
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**Robert Chambers**

### Time to look ahead with optimism

“ I HOPE Christmas will be a happy time for all officers and police staff at Essex Police. The national economic situation is quite gloomy but Essex Police and Essex Police Authority are looking forward to the future with optimism and vigour. We are going to increase the number of sworn officers by 600 over the next three to five years and our Specials will increase to 1,000 by 2010. Our PCSOs are doing an excellent job in the county – being part of the eyes and ears of the police service – and we value the work that our police staff are carrying out to keep our front-line officers going. All in all, Essex residents are proud of the service being given to them by the police. And we at Essex Police Authority give our grateful thanks to all those who work for Essex Police for all their hard work over the past year. We wish you all a happy Christmas and a healthy New Year.”

## Swift justice is dealt out to young burglar

A 17-year-old appeared before Southend magistrates last month, in connection with a burglary two days earlier.

Within 36 hours of the offence being committed at a house in Lifstan Way, Southend, on November 12, the teenager was arrested and charged and put before the next available court.

He was sentenced to three months in a young offenders institution and given a three-month supervision order.

DI Pauline Bowers, who is overseeing Operation Avenue, South Eastern Division's plan to combat burglaries, said: "This is a great example of how effective the criminal justice system can be.

"It is very pleasing to see this young burglar receive a sentence, which we hope will help him to see the error of his ways.

"We are taking strong action to deal with the issue of burglary and will leave no stone unturned in our efforts to take burglars off our streets."

# Local pledges for all our residents

**THE roll-out of the Essex Policing Pledge to all neighbourhoods across the county emphasises the force's commitment to customer service.**

All 145 Essex neighbourhoods now have a local pledge, as promised by Roger Baker when he became the first Chief Constable to sign up to the official Policing Pledge last month.

The Policing Pledge is part of a radical programme of reform set out in the Policing Green Paper.

Its central aim is to increase public confidence in the fact that the police and other agencies are dealing with local crime and anti-social behaviour priorities.

The pledge ensures the public are better informed about the service they can expect from their police service and that their voice can be heard when policing priorities are agreed and actions set out to deal with these.

This means concentrating on Customer Service Standards, Neighbourhood Policing and the service provided by the police to victims and witnesses who contact us. Most of this is not new to Essex Police. Officers and police staff already comply with the Victims Code of Practice – which states that timely updates should be provided – recommendations within the Citizen Focus Good Practice guide and the National Quality of Service Commitment.

Nationally, the pledge sets out a clear minimum standard of service expected from neighbourhood policing teams (NPTs) and clear priorities for all forces, while shaping the way the police will deal with issues and concerns.

This includes attending all reported crimes – a move Essex Police introduced in 2005 – and ensuring that the police respond within an hour to calls about locally-agreed neighbourhood priorities, where police attendance is required.

It gives residents the right to meet their local NPT and others in the community once a month, to agree their local crime and anti-social behaviour priorities and the action required to tackle these.

And it ensures NPTs will spend at least 80 per cent of their time visibly



● Waltham Abbey neighbourhood specialist officer  
**Pc Chris Leavett** discusses his local Policing Pledge with a resident

Picture by Sally Davies

working on behalf of the public in their neighbourhood. Locally, the pledge for each neighbourhood also details the members of the local neighbourhood policing teams and their contact details.

It also lists the locally-agreed priorities for action and tells the public how to make comments or complaints if they are not satisfied by the service they have received from the force or feel that we have not met the terms of the Policing Pledge.

Leaflets setting out this information are available from every police station and a copy of the pledge is on display in every front office.

And, from next month, the force will also provide up-to-date crime information on a monthly basis, both on the Neighbourhood Policing pages – situated on the force website at [www.essex.police.uk](http://www.essex.police.uk) – and at local neighbourhood action panel meetings.

This will include the publication of 'crime maps', information about specific crimes and information about what has happened to people brought to justice in the neighbourhood.

The Essex Policing Pledge was launched by Mr Baker during a visit by Home Secretary Jacqui Smith to Basildon on November 4.

Since then, low-key launches of

local neighbourhood pledges have been held across the county.

In Epping Forest district, members of NPTs visited key locations to hand out leaflets and discuss with local residents the promises contained in the pledge.

Acting Insp Tom Simons said: "This pledge represents our commitment to policing Epping Forest district in a way which puts our customers first."

Across in Basildon, a launch was held in the town square.

Pledges were also handed out to the public at beat surgeries and community events.

District commander Chief Insp Simon Dobinson said: "The pledge is a great way to assure the public that we will provide them with a policing service that they want and deserve."

"It's also a good way for the public to know the minimum level of service they can expect from us and how to contact us if they have any concerns."

- Members of NPTs who would like to see a PowerPoint slide briefing, with associated notes, about the Policing Pledge can obtain a copy by emailing internal communications officer Heather Turner
- Home Secretary Jacqui Smith writes about the launch of the Policing Pledge – see Page 9

## What the Policing Pledge means for Essex Police

- Providing accessible and responsive services to make it easy for the public to contact us
- Providing appropriate help and advice to deliver a professional and high-quality service
- Taking appropriate steps to deal with initial enquiries from the public
- Providing contact details and updates to keep people informed
- Asking victims for how long they wish to be kept updated about their case and by what method
- Ensuring that the public voice counts by giving residents a say in how their area is policed
- Dealing effectively with and providing support for victims of crime
- Working to improve our service by listening and responding to public concerns and complaints.

## Reducing energy consumption

IT'S that time of the year when the majority of us would prefer to stay at home with the central heating on or in front of a roaring fire.

However, we need to go to work to pay for, among other things, our ever-increasing fuel bills.

Essex Police is also having find ways to pay its increasing fuel bills. We buy our energy under a 'term contract' to stabilise the costs for two to three years.

When contracts are negotiated, the supplier tries to calculate the price so it ends the period having made a working profit.

This means that if the costs have risen more than the supplier predicted during the contract period, it will then increase its



**Ian Mott, of Property Services, considers the savings to be made by simply keeping our cool**

charges substantially at the start of a new contract.

This has been the case for most energy suppliers over the past year and so present indications are that when new contract negotiations take place during 2009 the increase could double our current costs.

The force will get no additional funding for this and, if we consider the additional finances required to increase our front-line policing capability, it is essential that we do

not waste energy. To comply with legislation, we should only put heating into the building if the internal temperature is below 19°C (66°F) – a temperature we consider to be reasonable in the summer.

However, we are heating some of our old buildings to 20°C to counter problems caused by badly-fitting windows.

We have been working to improve the insulation and have been modifying our heating systems to provide better control – this should enable the temperature to be reduced by that 1°C which could reduce our heating energy bill by ten per cent.

And, remember, once we have made the change, the cost savings are repeated every year.

## Ruth's 'moment of madness'

IN what she describes as 'a moment of madness', administrative support officer Ruth Banning has got herself a place in next year's London Marathon and is seeking sponsors.

Ruth, of Harlow's Domestic Abuse and Hate Crime Unit, will be running for the charity BackCare and said: "I am looking for sponsorship for my charity and would be grateful if you could support me in this personal challenge as I am not a natural runner.

"At some point in our lives two in five of us will suffer from back problems. It is the nation's leading cause of disability."

● Pledge your support at [www.justgiving.com/ruthbanning1](http://www.justgiving.com/ruthbanning1)



● **Designing out crime – Clacton town centre in 2006, above, and today, left, following improvement work**  
Pictures courtesy of Tendring District Council

# Designing out crime in your neighbourhood



● **The Channel Tunnel rail-link, above, and the Weston Homes Community Stadium in Colchester**

## THE force's senior architectural liaison officers can help neighbourhood policing teams to tackle crime on their beats.

John Hills and Pc Heather Alston are Essex Police's senior architectural liaison officers (SALOs) and accredited assessors for the safer parking Park Mark award.

They advise architects and planners on how to 'design out' crime and anti-social behaviour from new and refurbished buildings, developments and environments – using the principles of crime prevention through environmental design.

This is the basis of the Secured by Design (SBD) initiative which celebrated its 20th anniversary this year.

Both SBD and Park Mark are ACPO crime prevention initiatives which have a proven track record in reducing opportunities for crime and anti-social behaviour – developments designed and certificated to SBD standards suffer less crime than those which don't implement security and environmental improvements.

To achieve SBD certification, a development has to include certain standards and specifications, along with a layout.

All must be approved by John or Heather on a site specific basis. These standards cover such things as security doors, lighting, windows, the use of laminated glass and lighting schemes, along with planting schemes which help protect perimeters but don't hinder natural surveillance.

John said: "We can work with neighbourhood policing teams (NPTs) to tackle issues such as graffiti and criminal damage and instances where there is evidence of drug use.

"We can offer training in crime opportunity profiling of streets (COPS), which is simply identifying environmental clues and then working with NPTs, local and

county councils to address the problem.

"This may involve new or improved lighting schemes, the removal of old problematic garage areas or having youth shelters and skate parks installed.

"We can advise them about environmental improvements to make those areas less appealing to criminals, whilst reducing the fear of crime for local communities."

Not only do John and Heather work with and support divisional crime reduction officers (CROs), they also advise firms, councils and individuals about how they can design buildings to reduce the risk of the buildings becoming a target for crime.

John explained: "Working with architects and planners to design out any potential problems at the design stage will save on police resources at a later stage.

"Take the problems we have inherited from housing estates built in the 1950s, 1960s and 1970s with their 'rat runs' and garage blocks which are subject to arson, graffiti and burglary."

John was a constable for more than 25 years, much as a local beat officer and crime prevention officer.

He is also the force CCTV liaison officer advising companies and local authorities on CCTV systems, codes of practice and legislation.

Heather is a serving officer of 30 years service and is also a police search adviser (PoISA) co-ordinator.

Between them they also have a number of qualifications in crime prevention, health and safety, environmental design, security systems, teaching and training.

They are both members of the Designing Out Crime Association (DOCA) and the Security Institute.

John also chairs the Eastern region ALO group and Essex Security and Fire Safety Association. He also sits on the ACPO CPI Crime Prevention Design Group and represents the force on the Essex Playing Fields Association as the security adviser.

Both have been and are actively involved in a number of large construction projects, including the Weston Homes

Community Stadium – the new home of Colchester United FC – the major regeneration of Vange and the Five Links, Craylands and Fryerns estates in Basildon, the barracks site in Colchester and the Harlow Gateway development.

They recently certificated the privately-financed £35million North Kent police station with both the SBD and safer parking awards as an external force was required to assist with processes and advice.

Heather and John are being kept very busy with their input required on both Stansted and Southend airport expansion plans, the new Southend FC stadium, port regeneration works in Harwich and the new £3.5billion Shell Haven project.

John and Heather were also involved in the development of the Channel Tunnel rail-link track running through Essex – advising on and carrying out inspections along the route, working with colleagues in the Metropolitan and Kent forces.

Then there are the London 2012 Olympic Games – they are involved in projects connected to a logistics centre and the white-water canoe course in Lea Valley Park at Waltham Abbey.

Last year, John and Heather advised on more than 300 planning applications, involving about 6,000 individual 'units' – anything from a single house or shop to football stadia and open spaces.

They awarded 66 SBD certificates. This year they had certified 101 after just ten months.

The county has 133 Park Mark accredited car parks, which John and Heather inspect annually.

● SALOs John Hills and Heather Alston are based in HQ Territorial Policing and can be contacted on ext 54441 or ext 54442. Contact them or your divisional CRO if you have a car park or problematic area in your neighbourhood that would benefit from a COPS.

● Visit [www.securedbydesign.com](http://www.securedbydesign.com) and [www.parkmark.co.uk](http://www.parkmark.co.uk) for more details

# The 400-year-old mystery of Leigh Creek remains unsolved

**THE mystery surrounding a skull and bones found in a creek at Leigh-on-Sea will stay unsolved after tests revealed that the remains are more than 400 years old.**

by **Bill Stock**

Detectives thought they might have a murder case to investigate after parts of a skeleton surfaced in the mud at Leigh Creek at low tide in August.

Initial tests indicated that the remains were male and could have been there for anything between three and 30 years, which meant a major inquiry could be necessary.

Missing person files were checked and inquiries were carried out at boatyards near the scene of the find, off the High Street in Old Leigh.

A specialist police search team was brought in to carry out a fingertip search of mud scooped up by digger from the area where the skull and other parts were found.

More bones were found and the search team was able to pinpoint the precise location where the remains had lain under several feet of mud before being churned up by a boat's propeller.

A small section of bone was sent for scientific examination and exhaustive tests using carbon-dating techniques revealed just how old the bones are.

Det Insp Jim Sandford, of Southend CID, who was in charge of the investigation, said: "We originally thought that the bones had been in the creek for anything up to 30 years.

"But the scientific experts have said they are 400-500 years old and had been preserved

because they were covered in the thick black mud.

"The investigation started when a woman sitting on a boat moored in the creek looked over the side after the tide went out and noticed a skull looking up at her.

"We discovered that a boat moored nearby had been testing its engine and the propeller and wash had churned up the mud where the skeleton had lain. We won't be investigating further but it would be interesting to know what happened to this person."

Det Chief Supt Simon Coxall, head of Crime Division, said: "It is not that unusual for bones to be discovered by members of the public in the course of work, landscaping work and the like.

"Each case has to start from the standpoint that a crime may have been committed and, accordingly, expert resources are deployed to further our enquiries.

"This case presented many challenges due to a variety of indicators on physical examination of the skull and other bones recovered.

"Further expert analysis then relies upon carbon-dating techniques and revealed the skeleton to be late or post-medieval."

The man's death probably occurred at a time when Leigh was a bustling port and fishing centre. Large sailing ships were built there and it was a naval base for eight warships.

But, after Canvey Island was drained by Dutch engineers in 1622, the Thames tidal flow changed and caused severe silting in Leigh Creek, making it unsuitable for larger vessels. So, was the man a seafarer, a fisherman, a boat-builder, a smuggler or a pirate?

Or was he a docker, a farm-hand or even a Dutch reclamation expert? We will never know.



● **Pc Emma Harris, air support observer Pc Jon Holden, Southend PDU tutor Pc Daryl Flint, Pc Tina Quinlivan, of Billericay and Wickford, and Pc Martin Winterbone, of the Marine Unit, sifting through mud scooped out of Leigh Creek by a digger**  
Pictures by Bill Stock



● **Pc Emma Harris, of Harlow Domestic Abuse and Hate Crime Unit, with one of the discoveries – not a bone**

## Sweet teeth raise cash for Pudsey

**THE canteens at HQ and Essex Police College raised almost £700 for the BBC's Children in Need appeal. Staff in the college canteen made biscuits and cakes and raffled a Pudsey cake while the college itself held a non-uniform day – which all helped to raise £348.83.**

**Over at HQ, they held a raffle and sold special sweets and cakes to raise a further £31.50.**

**Meanwhile, at Harlow, officers and police staff raised £150 through buying cakes. Organiser Dc Jean Seager said she was very pleased with the turn-out. The cash was delivered directly to the BBC's regional Children in Need party in Cambridge by PCSO Lauren Lawton.**



● **Pc Simon Early and PCSO Lauren Lawton tuck into cakes at Harlow**

Picture by Denise Harvey

## Daniel's high-flying visit

A DREAM came true for a little boy who wants to be a policeman when he was invited to visit the Air Support Unit.

Daniel Rail, eight, of South Woodham Ferrers, is a huge fan of the *Police Interceptors* programme and the Essex Police helicopter and so he decided to save up his pocket money to donate to the Air Support Unit.

Although the unit does not take donations, officers suggested to Daniel that he give his money to the Essex Air Ambulance, which is also based at Boreham airfield.

And they were so impressed by his kind gesture that they invited him to visit them.

So, last month, Daniel and his friend Logan visited the unit, met the crew and were shown around.

They then went out to the helicopter and sat in the front seats, pretending to be pilot and observer. The boys had another surprise when they were taken round the corner to where the Essex Air Ambulance was waiting.

They got to try out the stretcher, meet the crew and learn about the work that the team does.

Daniel then presented the money he had collected to the Essex Air Ambulance crew.

Afterwards, Daniel said: "I wanted to give my money to the police helicopter so they can buy more equipment." On being asked how he found his visit, Daniel said, with a big grin on his face: "Wicked!"

He was given a bag of goodies and a framed, signed photograph of him on the helicopter to remember his visit.

Daniel's mum Peaches said: "I never thought that when I called up asking where to send the money, that Daniel would get the opportunity to see the helicopter. It was a brilliant day – Daniel really enjoyed it and learnt a lot.

"Thank you to Essex Police for making it possible."



● **Daniel in sits in the Essex Police helicopter pilot's seat**  
Picture by Jenna Smith

## Sparkling performance from fireworks night

HQ Sports and Social Club's annual fireworks night certainly went with a bang this year, raising a huge sum of money for charity.

The annual display has taken place on HQ sports field for more years than people can remember and, for the past 19 years, it has been organised by HQ Sports and Social Club.

Phil Knight, of Transport Services, said: "We had our biggest crowd for many years – thousands of people who enjoyed the fireworks and stalls.

"We do not charge for entry but ask for donations from the crowd and collected well over £3,000."

The money will be donated to local Essex charities, including the Essex Air

Ambulance, Little Havens Hospice and Broomfield Hospital Intensive Care Unit.

Thanks to the massive support last month from members of the club and their friends and families, Phil hopes that the display will continue for many years to come and even "get bigger and better".

## Help in-force to support diabetic employees

OFFICERS, police staff and their families who are affected by diabetes can get help and support from the National Police Diabetic Association.

It aims to provide a support service to ensure best advice and experience is shared for both people with the condition and their relatives.

ACC Peter Lowton is currently chair of the association and says it is always looking for new members.

Mr Lowton became diabetic in 1989 after being seriously injured while attempting to arrest a man for robbery in Brixton, south London.

The association holds regular meetings and its website contains a message board so members can exchange information and offer support.

Diabetes mellitus is a condition in which the amount of glucose – sugar – in the blood is too high because the body cannot use it properly.

Glucose comes from the digestion of starchy foods such as bread and rice, sugar and other sweet foods, and from the liver which makes glucose. The hormone insulin is produced by the pancreas and helps glucose to enter the body's cells where it is used as fuel.

More than 2.5 million people have diabetes in the UK and there are more than half a million people with diabetes who have the condition and don't know it.

● Officers and police staff can get support through the force's Disability Network or the Occupational Health department.  
● Visit the National Police Diabetic Association website at [www.npda.org.uk](http://www.npda.org.uk)  
● The force's NPDA representative is Chief Insp Joe Wrigley. Contact him via email or on ext 485131



● **ACC Peter Lowton**



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

I AM on our village neighbourhood action panel and feel privileged to have Pc Alison Rumbold and her lovely colleagues working to support safety etc.

They have been a great source of help and inspiration too in my work with local youngsters, supplying me with useful information etc.

Their help in all aspects is so much appreciated.

**VT**  
**Stebbing**

TO Safer Communities manager Caroline Wiggins: Many thanks for your help in organising police support for our Brownie Day this year.

The police turnout was excellent – we had five officers, both regulars and community support officers.

Pc Jennifer Paget, Pc Roberto Vacca, PCSO Richard Earle, PCSO Kerri Bowden and PCSO Kevin Sanderson made an invaluable contribution to site and road traffic safety by controlling vehicle movements on the public highway to ensure vehicles entering and exiting the site at the start and finish of the event could do so quickly and safely and with the minimum of disruption to local residents and other road users.

Their on-site activities with the Brownies were very popular. They had a steady stream of girls visiting them and taking part in the activities all day long.

Some of the officers also took the opportunity to tour the site and interact with the girls on other activities as well.

We had over 1,000 girls present and approximately 200 adult helpers. I hope the opportunity of meeting and interacting with these members of Girlguiding UK was as beneficial and pleasurable for the officers as it was for the Brownies and Guiders.

**WG**  
**Chigwell Row Girlguiding Campsite**

TO PCSO Linda Werrett and PCSO Angela Westall:

Re your talk to the Southend Group of CPSA, the group really appreciated the talk and demonstration you gave.

The discussion among the members at the meeting gave an idea of how interesting

they all found it.

Personally, I have stored the details of my relatives etc in my fridge and know others have stuck the Essex Police non-emergency number on their fridges or behind their doors.

**BM**  
**Southend**

TO Chief Supt Dave Folkard: Thanks to you and your officers for the wonderful experience arranged for the children of Hockley Primary School and the Year 6 children of Plumberow, Westerings, Ashingdon and Hockley schools.

The scenario organised by Pc Steve Joynes fired the children's imagination. It showed them how the police and fire service worked together at the scene of an incident.

Thanks especially to Chief Insp Andy Prophet and PCSO Laura Merrell, who gave their time in supporting this event.

The whole experience has brought a great amount of interest, excitement and also trust in the services that were involved, which adds greatly to community cohesion.

**Hockley Primary School**

TO Sgt Chris Vale and Sgt Philip Barrett:

I am writing to apologise for all the inconvenience I have caused to you and your colleagues over the last few days in relation to my missing bracelet.

As you can appreciate, it has been a very difficult few days for me after my arrest for drink-driving – something which I fully appreciate that I have brought on myself through my own stupidity and naiveté.

I understand that my parents are also writing to you to thank you for the polite and courteous manner in which you have treated this matter.

I think it's fair to say that I have learnt a valuable lesson.

**SC**  
**Hockley**

TO Chief Supt Graeme Bull: I have undertaken some mediation within the Saffron Walden area following disputes within the local community.

I would like to thank Sgt Mike Ashton and Pc Jack Russell, who both attended the community conference and were instrumental in achieving a satisfactory conclusion for the parties concerned.

**G D Moss Associates**  
**via email**

TO Chief Constable Roger Baker:

On a day when there was considerable criticism of the police on the news, I wish to report to you that I had to dial 999 for help in a suicide case and the support given to me was 100 per cent.

Apart from the fact that paramedics and police responded within ten minutes of my call, the attention to everything was first class, in particular, their attention and care to me.

Insp Mark Watson was one and I know there was no question of him leaving me until he was sure that I was in a fit condition.

I just want you to know how much his work and that of Pc Andy Long was appreciated.

**DK**  
**Maldon**

TO Pc Melanie Mullender: I am writing on behalf of Sible Hedingham Parish Council to thank you very much for all your hard work to make the Hallowe'en event such a success.

The parish council greatly appreciates the time and work which you provided.

**Sible Hedingham Parish Council**

TO Chief Insp Alan Gooden:

I am writing to thank you for a recent visit to this school by Pc Jay Wedderkop.

As an ex-pupil of this school, she kindly agreed to visit and to talk to my GCSE law pupils.

She spent all morning with several different groups and was one of the best guest speakers I have seen in nearly 30 years of teaching.

Please pass on my thanks for such a valuable contribution.

**Castle View School**  
**Canvey Island**

TO Insp Neil Murray:

I was delighted to have the opportunity to catch up with you last week.

I was pleased to see that you have matters pretty much under control in our area and this is certainly reflected in my postbag, which has very few complaints, if any, regarding law and order in our area.

**Brooks Newmark MP**

EARLY in the morning, I was on the telephone to my elderly mother, who lives in Feering, when the line went dead and subsequent attempts to call her failed.

My husband called your information room, who sent a patrol to her house. Having checked she was safe and

well, PCSO Jack Brennan then phoned us to inform us that she was OK.

Please pass on my sincere thanks to him.

**SG**  
**South Woodham Ferrers**

IN an era when police officers are frequently the objects of criticism, I feel I ought to point out that, regarding my arrest, Pc Scott Threadgold conducted the matter with the utmost civility and expeditiousness.

This was also true of the officer who visited me for the signing of documents.

**AW**  
**South Ockendon**

I WOULD like to thank Pc Tom Neilson and Pc Wayne Davies for their prompt response to our burglar alarm call.

While it was, in the event, a false alarm, I was most impressed by their thoroughness and care.

I should add that the alarm company has now visited us and traced the incident to a triggered space alarm in the kitchen.

Thank them for their speedy reaction.

**DY**  
**Ashdon**

I AM writing to thank PCSO Aaron Tansley and PCSO Nicola Willsher who dealt with my 16-year-old son at about 10pm in Braintree. My wife and I were in London at a show.

It seems my son decided to take four cans of lager to share with his mate. After that, they decided to walk home.

The two officers stopped him because he was riding his bike without lights and then smelled alcohol.

They explained he should not ride a bike without lights and that he should not drink alcohol. They then told him he should tell me he had taken the beer and told his mate to make sure he went straight home.

We have been telling our son for weeks that he should not ride his bike in the evenings without lights. He has now purchased some.

I have also had a long chat with him about alcohol.

I would like to say that the two PCSOs handled the situation brilliantly.

I was wondering if they are passing whether they could call in and have a chat with my son about the dangers of alcohol for a 16-year-old – I think he would benefit from this.

**RO**  
**Braintree**

I AM writing to thank Pc Kirsty Lucas, who helped me to change my life completely.

My husband wanted to remortgage the house without me noticing.

We had argued and he had pushed and kicked me. I rang 999 and after three minutes, Kirsty and her colleague came.

She left her name card and a form – to read that form, it was just like someone talking to me.

I was suffering mental and physical abuse badly. I rang up Kirsty and she was great.

She asked me to go to the police station and made coffee for me.

She was like a sister, she comforted me so much.

She contacted the housing office and arranged accommodation.

Kirsty is so understanding and does things efficiently.

**LJ**  
**Frinton**

I HAD my bike stolen and I would like to say that all the police officers I spoke to were polite, helpful and professional.

I was further impressed with the fact that a statement was taken the same day.

Pc Jonathan Mason arrived on time, was friendly, efficient and caring and I could not have been more impressed.

He is a credit to the force.

**PK**  
**Leigh on Sea**

TO Pc John Swann and Pc Ray Jeffery:

I just wanted to thank you so much for all your hard work and support over the past months.

We have been living a nightmare and the final outcome leaves us angry, frustrated and in total despair but, without your support, these times would have been even harder

**MC**  
**Shoebury**

to cope with.

I want you to know you are welcome to pop round anytime if you feel the need for a cup of tea.

TO Becky Latchford, Jeff Walker, Pc Karen Brimson and Roger Johnson:

On behalf of members of the Great Bentley History Society who visited the Essex Police Museum, I would like to thank you for arranging our trip and to our three guides for the care, attention and most interesting tour that they provided.

It is obvious how much trouble is taken when you consider that a third member of your team had to stand in at a moment's notice for a short time as one of the original team was delayed, making an arrest.

The fact, too, that the latter is willing to give of her time while closely embroiled in her duties says much for her.

The tour was successful and all those I have talked to about it spoke highly of their enjoyment and fascination with the many aspects of what we were able to see and learn.

It was also good to be able to see the work of the Force Information Room so that we saw at first-hand the daily business connected to 999 calls.

It was so interesting to view this modern facility in contrast to the past history seen in the museum.

**Great Bentley History Society**

I AM writing to express my appreciation and thanks to Dc Michelle Long and Pc Julie Bolingbroke who were concerned with the apprehension of the burglar who came into my house twice in two weeks.

I was very impressed with the response time to my 999 call and the man's arrest within two days.

I also greatly appreciate the letters keeping me informed of the progress of this case and it is reassuring to know we will not be subject to any more visits from the burglar, who will be in custody for ten months.

**LJ**  
**Stanway**

THREE ACTION awards were made by the Bonus and Honoraria Panel last month. 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 second-best. The recipients of £100 awards were: Tom Newman, of Corporate Development; Pc Robert Diss, of Eastern Division; and Pc Daniel Brand, of South Eastern Division.



## Police dog Ben tops the lot

**POLICE dog Ben has been crowned winner of this year's Essex Police Dog Trials. The five-year-old German shepherd came first out of 14 police dogs in the trials, which test the dogs' tracking, searching, criminal work, agility and obedience skills. The win is especially pleasing for Ben's handler Pc Neale Gleeson, of Rochford Dog Unit, as it was his last competition before he retires next year. He said: "Working in the Dog Unit means that I get to attend all the jobs that I joined the police force for – whenever something exciting is going on, the Dog Unit gets called out to help."**

**Pc Gleeson has been working with Ben since the dog was nine months old. "Working with the dogs is like bringing your hobby to work. There is a strong bond between us and he enjoys being a police dog," said Pc Gleeson. He and Ben were presented with the winner's cup and two shields for coming top of the search and criminal work categories. The pair will now go on to compete in the regional trials.**

● **Pc Neale Gleeson and police dog Ben during the Essex Police Dog Trials**

Picture courtesy of Malcolm Fish Photography



## Youngsters get a kick out of project

**POLICE in Harlow joined forces with Tottenham Hotspur and Harlow Town football clubs to help to launch a pioneering community youth project in the town.**

The event gave an insight into the main project, which starts next month and will provide such activities as football skills training, with Tottenham Hotspur Foundation coaches, and music workshops.

The new initiative is supported by the force, Harlow council, Harlow College, Essex Youth Team, PCT V.Inspired and Connexions.

The community day and soccer tournament was held at Nicholls Field sports pavilion, which will be the venue for a new night-time community-based project which will run twice a week.



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

## Don't forget our ex-Essex officers

I WRITE further to the article in last month's issue of *The Law* – We will remember them – about the rolls of honour at Essex Police HQ, Southend and Colchester.

There is also a plaque on the wall of Loughton police station to commemorate the officers from that station killed during the war.

At that time and until 2000, Loughton was a Metropolitan police station but is now an Essex police station.

I believe there were also losses of officers at Waltham Abbey and Chigwell police stations – now demolished but in our area.

And I assume the same would apply to Romford, Hornchurch, Rainham, Upminster and Harold Hill, which were all Essex police stations until 1965.

**Sgt Dave Hewes  
Brentwood Custody**

## Bike ride interest was appreciated

I WOULD like to thank *The Law* for the publicity it gave to the charity bike ride around Ireland which Phil Arnold and I undertook during August in aid of St Luke's Hospice in Basildon.

Despite atrocious weather, gales, storms and flooding, we both had the experience of a lifetime and, as the result of the generous donations of former colleagues, raised a total of £3,520 – all of which is now with the hospice.

I would particularly like to thank Sylvia Burton, of Crime Division administration, and Terry Earle for their pivotal roles in collecting money on our behalf.

Should anyone be contemplating such a ride, both Phil and I now have a wealth of first-hand knowledge regarding routes, logistics and, most importantly, where to avoid so please feel free to contact me and I'm sure a beneficial meeting can be arranged.

**Chris Hadley  
Fobbing**

# Thank you all for supporting our son

IT is just over a year since our son Arron Williams, a member of Essex Police for five years, broke his neck playing for Basildon Rugby Club.

During this year, we have met lots of his colleagues and senior officers at Stoke Mandeville hospital while Arron underwent treatment and rehabilitation.

This terrible injury naturally had a dramatic impact on Arron, his family, friends and fellow officers, who all prayed and hoped that the doctors' prognosis was wrong.

At every moment during these difficult times his courage, positive mental strength, undiminished personality and

sense of humour have been an inspiration to all of us.

What has helped Arron and all the family is the unwavering support, contact and numerous fundraising activities organised by Essex Police.

We shall not list all the names of those who have participated, partly because they are too numerous to mention, but wish to thank them all.

The amount of money they have raised has been fantastic but as important as the money is the continuing effort which has helped to motivate Arron and has brought great credit to the organisation you work for.

Prior to his injury, Arron absolutely loved every aspect of police work, the camaraderie of his colleagues and the challenges that arise as a nature of the work.

Having met so many of the men and women with whom he works and witnessed the good work they have done for an injured colleague, we understand why. We know that Arron is looking forward to the day that he returns to work with them again.

Our family would sincerely like to thank all of you.

**Barry and Yvonne Williams  
Address withheld**

# 'Delighted at Essex pledge'

I WAS very pleased to visit Essex and congratulate Chief Constable Roger Baker, and Robert Chambers, the chair of Essex Police Authority, along with officers, PCSOs and police staff, on being the first force in the country publicly to meet the standards and commitments in the national Policing Pledge.

As you know, the pledge is crucially important as a key part of the radical programme of reform to increase public confidence in how crime is tackled and justice delivered.

It helps provide what over 91 per cent

of the public said they want – a more consistent, visible and accessible service that is responsive, meets public needs and expectations, deals with local priorities and keeps them informed.

That is why I am delighted that all 43 forces have signed up to deliver the pledge by the end of the year.

The Home Office stands ready to support the Association of Chief Police Officers and the Association of Police Authorities in providing advice and support to forces to implement – and I and my ministerial team look forward to getting out and about, congratulating forces on progress over the coming weeks.

**Jacqui Smith  
Home Secretary**



● Jacqui Smith

## Down Memory Lane ...

WE had a good response to our appeal for the names of officers appearing in photographs printed in our Down Memory Lane column last month.

The 12 officers pictured at the start of the Admiral McHardy Walk on April 7, 1990, are, from left, Chief Supt Ian Wright, retired; Supt Doug Adams, retired; Pc Gary Minors, of the Force Support Unit; Ds Dave Bishop, of South Ockendon; Steve Milbourne, retired, now with British Transport Police; Insp Martin Mueller, of the Force Information Room; Sgt Nigel Dermott, retired; Pc Trevor Hall, retired; Pc Jon Barr, of the Marine Unit; Pc Aidan Brick, of Essex Police College; Supt Bob Ward, retired; and Sgt Paul Ashworth, of Stansted Airport. Thanks to Aidan Brick, Bob Rosenwald, Paul Ashworth,

Jon Barr, Gary Minors and Martin Mueller for their help.

And we've identified two of the officers who appear in the stills we also printed last month from the film *Good and Safe*.

Roger Barkway has identified the man who appears in all three stills as Sgt Arthur 'Ken' Watson, who joined the force in 1935 and left in 1964.

And Mrs Glenn recognised her husband Walter 'Wally' Glenn in the photo in uniform standing on the right (left in the picture) of Sgt Watson. He joined the force in October 1959 and was still on his induction / training in the film, so it is more likely to date from 1960.

Museum curator Becky Latchford says the others were students at the Driving School and so may have been from any police force, not necessarily Essex.

## Comrades are having AGM

THE annual meeting of the Essex Police Comrades' Association will be held at the Federation Office in Stable Lodge, Essex Police HQ, on Thursday, January 29, 2009 at 2pm and all members are welcome to attend.

We would like to remind readers of *The Law* that membership of this association is open not only to all retired police officers but also to serving officers with ten or more years' service.

If you would like further information or details of membership, please contact the secretary, Tony Rayner, at the Federation Office at HQ on ext 54501 or 01245 452799.

**Tony Rayner  
Secretary, Essex Police Comrades' Association**

## Were you on college course?

DURING the early 1990s, I was on the police vocational course run at Chelmsford College and Essex Police HQ.

I spent two years on this course – the skipper on our course was Sgt Toogood. Now, after a great many years, a few of us have made contact with each other via Facebook.

As a result, we are arranging a get-together, planned for late May 2009.

However, there are a few people who we have not been able to contact, who may well have joined Essex Police.

Anyone who remembers me, and therefore was on my course, is invited to get in touch by emailing me at [alan.woodrow@met.pnn.police.uk](mailto:alan.woodrow@met.pnn.police.uk)

**Alan Woodrow  
Basildon**

## Scenes of Crime get together

IT is proposed to hold a social evening for past and present members of the Essex Police Scenes of Crime department – fingerprints, photographic and Scenes of Crime personnel – on Friday, February 20 at HQ Sports Pavilion.

The evening is open to all members, whether serving or retired officers or members of police staff and partners are welcome.

So we can get an indication as to the likely number attending, please could you notify Ron Cook, Frank Reed or Laurie Rampling if you are interested.

Confirmation, for catering purposes, will be required nearer the date.

Contact details are:  
Ron Cook: 01376 573406 or [ron@rcook.org.uk](mailto:ron@rcook.org.uk)  
Frank Reed: 01255 429155 or [reed.clacton@onetel.net](mailto:reed.clacton@onetel.net)  
Laurie Rampling: 07909 985343 or [actionrewind47@blueyonder.co.uk](mailto:actionrewind47@blueyonder.co.uk)

**Ron Cook  
Feering**

● Insp Simon Anslow and, clockwise from bottom left, PCSOs Jakki Hardingham, Jenny O'Doherty, Paul Hogben and Dawn Wells display the Cuppa with a Copper mugs



Picture by Bill Stock

# Home Sec wanted a cuppa

Home Secretary Jacqui Smith expressed her delight with Basildon's *Cuppa with a Copper* idea, whilst she was visiting the town to launch the Policing Pledge last month.

Area commander Insp Simon Anslow originally came up with the idea as a way of making beat surgeries less formal.

After Ms Smith was told about the idea, Insp Anslow showed her the mugs commissioned with the *Cuppa with a Copper* logo.

He said: "Some people don't like to attend the bigger community meetings or don't like coming

into the police station, so we sit round with them, drink tea from a real mug and have a chocolate biscuit or two while chatting about what's going on in the area.

"The Home Secretary thought they were fantastic and asked for one. We ended up giving away six to her staff. I'm really pleased she liked our local initiative to engage with the community."

Similar ideas are also run in Loughton, Wickford, Tendring, Ockendon and Southchurch in Southend.



## Holiday lets

**COSTA** Blanca, Almoradi, lovely Spanish town, three-bedroom, two-bathroom second-floor apartment, communal pool, terrace, sleeps six. From £200/week. Ring Dave Ashpole on 07912 506620 or 01702 201694 or email dashpole@hotmail.com

**COSTA** Brava, La Marina, two-bedroom, two-bathroom villa. Sleeps four to six, beach seven minutes, shops/bars five minutes. From £175 per week plus police discount. Ring Mick Ager on 07775 676142 or (+34) 617 110 096 or email casadomi02@hotmail.com

**COSTA** Brava, Empuriabrava comfortable 2 - bed waterfront apartment close to long sandy beach. Fly to Girona or Perpignan. Contact Fiona on 07817 821 316 or fiona@jemideas.co.uk

**FLORIDA**, Disney, four-bedroom villa, three bathrooms. Private pool, air conditioning, cable TVs, DVD, CD, PlayStation, games room. Golf five mins, Disney 15 mins. Ring Karen or Chris McAulay on 01625 431373 or 07881 614045, or email mcaulay60@hotmail.com

**FLORIDA**, luxury, air-conditioned, four-bedroom villa. Tastefully furnished. Screened, oversized, private heated pool. Cable TV in all bedrooms. Free wifi and UK landline calls. Games room, DVD etc. Full security system. Disney ten minutes. We only rent to friends and colleagues. For more information, contact Mary or Jed on 01245 465690 or 07971 482022.

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

**NORTHERN** France, modern, nicely-furnished Gite with modern comforts situated in beautiful countryside close to market towns of Arras and Amiens. Ring 01375 483045 or visit www.le-petit-hameau.com

**HOLIDAY** 2009? At 50 per cent of brochure prices - why pay more? Quality seaside accommodation in south of Spain, pool. Autumn 2008 availability. Ring 07986 098422.

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

**NORFOLK**, top-quality, low-cost

short/long stay, superb area, wildlife. Easy access to Norwich and the Broads. Converted barns sleep two to six. All inclusive, ring Gwen on 01508 489 754.

**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.

**SIDE**, Turkey. Luxury two-bedroom, two-bathroom, ground-floor apartments to rent on 5\* complex. Outdoor and indoor pools, gym and tennis. Close to beach and local amenities. Contact Matt on 07957 151820 or visit www.oasis-turkey.net

**TUSCANY**, Italy. Beautifully located rustic, romantic medieval village house. Stunning views. Near Pisa, Florence and Riviera. Booking for 2009. Visit www.tuscanlife.co.uk or phone 07976 720022.

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

## Wedding car hire

**ROLLS** Royce wedding car hire. Extra special service for your special day. Police discount available. Call Pete Caulfield on 01787 477537, visit rrweddings.co.uk or email info@rrweddings.co.uk

**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

**FOR** sale, Peugeot 406 Executive, 51 plate, 44,000 miles, full service history, taxed 11 months MoT, sat-nav, two owners, £1,995. Phone Pip on 07976 519369.

**FOR** sale, clear glass TV stand. Height 50cm, width 70cm, depth 45cm. See Argos catalogue page 1420, £25 ono. Contact 07946 449442.

**FOR** sale, Thomson digital TV recorder - Freeview. 360 hours of recording, record two channels and watch another. See Argos catalogue page 1404, £50 ono. Contact 07946 449442.

# Cheryl's work is recognised

FORMER inspector Cheryl Callow has been honoured for her lifetime achievements with Essex Police during her 30-year career.

Cheryl, who retired from the force in September, was named a runner-up in the Lifetime Achievement in Policing Award at the Jane's Police Review Gala Awards on Thursday, November 13.

The lifetime achievement award was introduced in 2003 and commends an officer in the last year of their service. She was among 22 candidates shortlisted nationally for the award.

On Cheryl's citation, Deputy Chief Constable Andy Bliss wrote: "She is an outstanding officer who, throughout her career, has continued to demonstrate enthusiasm, dedication and commitment to policing."

"Her enthusiasm and appetite for the work is exemplary and an inspiration to her peers and junior officers."

After the ceremony, Cheryl, 48, said: "I had a wonderful evening - it was very humbling."

She joined Essex Police in 1978 and was awarded the Queen's Police Medal in December 2003, for her outstanding contribution to police diversity issues nationally and within Essex Police - where she was a founder member of Nexus, the force's lesbian, gay, bisexual and transgender support group, and of the Senior Women Officers' Forum.

Cheryl was awarded the force's ACTION Lifetime Achievement Award this year at the annual



● Cheryl Callow with her QPM

ACTION Awards dinner, for her "enthusiasm, dedication and a strong commitment to policing, which was an inspiration to her peers and junior colleagues".

Throughout her policing career, Cheryl worked closely with key partners and community members, and was a leader on quality of life for all.

Born in Southend and a former pupil of Temple Sutton Junior School and Cecil Jones High School - where she was games captain and deputy head girl - Cheryl joined the force in September 1978. She spent her entire career in uniform, serving across the county, first at Basildon

and then at Westcliff.

She was one of the first women officers to join the traffic department, at Laindon, but moved to HQ Training School - now Essex Police College - on promotion to sergeant, before moving back to Basildon as custody sergeant and then on to Pitsea.

Promoted to inspector in 1991, Cheryl spent time on secondment to Shotley Police Training School in Suffolk and then returned to Essex Police Training School for a year.

She was section inspector at Saffron Walden for a while and then took on various roles across the Braintree Division - including helping to set up the Resource Management Unit and developing the role of community safety inspector, "which I absolutely loved".

During her time at Braintree, Cheryl also spent 18 months on secondment to Her Majesty's Inspectorate of Constabulary Training Matters - where she was involved in a 'top to bottom' inspection of national police training, reviewing, among other things, diversity issues - work which was acknowledged when she was awarded the QPM.

Her last two years of service were spent developing Neighbourhood Policing as the inspector for Chelmsford Rural, based at Moulsham, in Chelmsford.

Continuing the theme of community safety work, Cheryl is now a Braintree District Council community development officer.

# New faces at Eastern and Corporate Development

**WITH** Chief Supt Dave Hudson and Chief Supt Andy Adams away at the senior Police National Assessment Centre, Chief Supt Tim Newcomb has taken over as Eastern divisional commander while Dave Gosling returns as head of Corporate Development.

And Supt Steve Robinson moves to Central Division as operational support manager - the position vacated by Chief Supt Newcomb.

Meanwhile, Chief Insp Alan Cook

moves from Essex Police College to take over as Scientific Support Manager from Tom Harper, who has retired.

## Obituaries

Former constable Leonard Carter, of Maldon, has died, aged 86.

Mr Carter served the force from July 1947 to September 1979 at Colchester, Witham and Tollesbury.

Donations may be made in his memory to St Mary's Church and sent c/o WH Shepherd Ltd funeral directors, 93/94 High Street, Colchester, Essex.

Ex-constable Charles Peck, of Manningtree, has died, aged 81. He leaves a widow, Rosemary.

Mr Peck served from 1949 to 1978 at Romford, Colchester and

Chelmsford. And former constable Derek Gandee, of Chelmsford, has died, aged 79. He leaves a widow, Sheila.

Mr Gandee served with the Metropolitan Police between 1949 and 1958 before transferring to Essex, when he served with the Mounted Section at Southend until 1981.

## Awards

Dc Simon Almond, of HQ Crime Division, has been awarded a MA in fraud management by the University of Teesside.

And Pc Robin Norris, of Chelmsford Neighbourhood Policing Team, has been awarded a certificate in terrorism studies by the University of St Andrews.

# Chief praises officers' courage and skill

THE courage and skill of Essex Police officers and staff was commended by Chief Constable Roger Baker last month.

Sgt Mark Estall, of the Force Support Unit at Boreham, received a Chief Constable's commendation for his bravery and skill after an incident on the M25 on May 18, 2006.

Sgt Estall, along with a fellow officer, pursued a van being driven erratically along the motorway.

The driver, who had failed to stop for the police, then climbed into the back of the vehicle, leaving the van to continue out of control along the motorway.

Sgt Estall and his colleague managed to use both of their vehicles to box the van in and bring it to a

controlled stop. Sgt Estall's bravery and skill was also recognised by Her Honour Judge Taylor after a court case, in which the man was convicted of dangerous driving and using a vehicle without insurance.

And PCSO Andrew Hill, from Rochford, was presented with a commendation for his courage and professionalism after he saw a car being swept into a river in November last year.

The two people inside the vehicle had managed to get out but were in shock.

PCSO Hill went into the water, which came up to his chest, and helped both of them to safety.

Afterwards, they both said they felt PCSO Hill had saved their lives.



● PCSO Andrew Hill and Sgt Mark Estall with Chief Constable Roger Baker

**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 Law team reserves the right to edit or omit any advert.

Please note that the copy, advertising and letters deadline for the January 2009 issue of The Law is Monday, December 15, 2008



## Lifesavers are honoured

**THE ACPO area representative for lifesaving, Essex ACC Derek Benson offered his congratulations last month to the Essex women's lifesaving team. The team of Paddy O'Toole, Mel Jobson, Sarah Pike, Diane Frew and Sue Clark came second overall in the national ACPO women's lifesaving competition in Bournemouth. And they won the Kenneth Williams**

**Trophy for the best combined points total for land and water-based incidents. The competition was split into four parts: the rope throw, swim and tow; a land incident, which involved both first aid and lifesaving; and an open water-based incident. Afterwards, O'Toole was presented with a special certificate by the chair of the ACPO Police Lifesaving Championships and Competitions Committee, recognising "the outstanding contribution Sgt Patricia O'Toole, of Essex Police, has made to lifesaving in the police service and hereby records his appreciation".**

● ACC Derek Benson with Essex women's lifesaving team members Sarah Pike, Mel Jobson, Paddy O'Toole and Sue Clark. Diane Frew is not pictured  
Picture by Claire Elliott

## Marathon team is looking for more runners

LIKE a phoenix, the Essex Police marathon team has risen from the ashes and the London Marathon 2009 will see a team of uniformed Essex officers and PCSOs competing.

Jed Stopher, of Mobile Support Division, will be leading a team of four 'cops' in uniform, chasing two 'robbers' – and hopes subsequently to lodge a Guinness Book of Records claim for the longest foot pursuit.

Jed competed this year and raised £2,010 for the British Heart Foundation.

Next year, the team hopes to raise £10,000 for the intensive care unit at Broomfield Hospital in Chelmsford.

● If any other runners have a ballot place for the race and wish to join the Essex Police team, contact Jed Stopher via email

## Seeking more female golfers

THE Police of Essex Golf Society is seeking more female golfers.

And, in fact, more male golfers, too.

The society organises several events and friendly matches across the county.

Captain Kevin Nason and vice-captain Toni Hodge want to attract more members, of all standards, to play.

They want to organise a few days for women to play golf and meet the members.

● For more information, about PEGS contact Toni or Kevin or visit the Essex Police Sports Association website and click on PEGS

## Soccer teams will carry on

THE force's Saturday football team playing in the Mid Essex Football League has, regrettably, folded.

The Veterans and the Sunday sides are still flying the flag – the Sunday team in the Braintree and North Essex Sunday League and the Veterans team in the Essex Veterans League.

● Visit [www.essexpolicefootballclub.co.uk](http://www.essexpolicefootballclub.co.uk) for more information

# John's a 'double double' world karate champion!

**KARATE world champion John Mackman, of Loughton, has done it again!**

A year ago, *The Law* featured news of Mackman's success at becoming double world champion not long after taking up the sport.

He is now fresh back from competing in the Funakoshi Shokotan World Championships in Jesolo, northern Italy, where he won another pair of world titles as a 1st Kyu brown belt in both light-heavyweight Kata (fixed moves) and Kumite (fighting) sections – making him a 'double double' world champion.

Mackman, pictured right, has been practising karate for almost three years now and shows no signs of slowing down.

Now Mackman, 48, and part of Loughton Neighbourhood Policing Team, is hoping to attend next year's championship competition in South Africa to see if he can achieve a hat-trick.

He said: "The competition this year was much stiffer because of the level I was competing at.

"I am starting to train for next year's competition in South Africa when I will also be training for my black belt."

Mackman is the first person in his club – the mid-Essex-based Tokon Kai Karate Association – to have won two world titles two years in a row. He joined in January 2006 after thinking 'why not?' one day when taking his son to his karate lesson.

Now he is seeking sponsorship to enable him to travel to South Africa next year and try for three in a row.



## Men head the cross-country league

THE second fixture of this year's Regional Police Cross-Country Running League was run in difficult conditions.

Denne Park, Horsham, is well-known for its steep hill and resident herd of cattle.

However, the course was made even tougher this year thanks to recent heavy rain and the organisers adding an extra climb of the "hill" on the opening small lap.

So it was no surprise that the start was fairly steady and a group of seven were still together as the men set off on the first of the two big laps.

However, as the course took its toll, the field strung out, with Paul Gardy, of Hampshire, claiming the win.

Having lost to Hertfordshire last month, the Essex men were hoping to hit back but again had to settle for second, just a point behind a surprisingly well-supported Norfolk.

But this was still enough to take them to the top of the league overall.

The veteran men also go top of the league, having secured victory this time.

Disappointingly, there were no Essex runners in what was a very small women's competition.

The Essex men were again led by Russ Welch, who finished fifth, followed by veteran over-50 (V50) Mick Bond, who finished in seventh place overall and was first veteran home, too.

V40 Dave Wood in eighth kept virtually the whole Kent team at bay and, with V50 Don English, in 13th, making his return, they completed both the senior and veterans' scores.

V50 John Mackenzie (15th) showed a return to form as he held off rival V40 John Jackson (17th), closely followed by V50 Pete Bryan (18th), Gary Lane (22nd) and V45 Steve King (25th).

However, the award for the unluckiest but most determined runner of the day must go to Chris Holmes (26th).

Having had his way blocked by the herd of cattle and been chased off course by a charging bull, Holmes then turned his ankle as he slipped in the mud but still bravely limped to the finish.

● The next fixture will be a home one for Essex Police, at Gloucester Park in Basildon on Thursday, December 17, from 2pm.

This fixture will include the force's own Croker Cup cross-country competition, with a 5km course – one lap for the women and two laps for the men.

## Top lottery prize finds its way to Southend

THE winner of the November force lottery draw was Pc Scott Richards, of Southend Central Neighbourhood Policing Team (NPT), who takes home £3,000.

Runner-up was Sgt Andrew Robinson, of Dunmow, who won £1,000, and third was Pc Thomas Fisk, of Eastern Professional Development Unit, who won £500.

Winners of £100 were: Dc Toby Larkin, of HQ Crime Division; Sgt Jon De Vries, of Wickford NPT; Pc Jay Leeson, of Corringham; Michael

Hall, retired; Kate Heard, of HR; Ryan Tullett, of Fryerns NPT; Rowena Legg, of Communications Division; Lorraine Thompson, of Goats Hall NPT; Madeleine Clow, of the Criminal Justice Department; Sgt Jamie Gingell, of Harlow; Damian Dickens, of the Force Information Room (FIR); and Dc Lena Andrejevic, of Colchester. The winners of £50 were: Karen Keen, of Central Division; Dc Ian Steele, of HQ Crime Division; Pc Darren Pinchback, of Essex Police College; Karen Davies, of East Tilbury

NPT; Helen Knightley, of Loughton NPT; Verna Mackie, of Mistley; Jacqueline Lovegrove, of HQ Crime Division; Jacqueline Lovegrove, of HQ Crime; Pc David Clark, of Stanway Road Policing Unit; Pc Karen Morris, of Blenheim NPT; Dc Andrew Marbrow, of Brentwood Major Investigation Team; Joanne Baker, of Essex Police Sports Association; Pc Simon Owen, of Colchester Neighbourhood Support Team; Pc Nicki Turnbull, of FIR; Stephen Turner, of Great Dunmow; and Sheena Smout, of Harlow.

## Representing national teams

YELDHAM constable Nicholas Smith was selected to represent the English Police in a football match against the RAF at Uxbridge last month.

● AND Pitsea constable Dan Thrale has been selected to represent the British Police in a tennis match in Spain on April 4, 2009.



● Christian Robinson ext 58883

## Christmas shopping ideas for members

PERFUME is a new discount that we are offering through the Essex Police Sports Association shop in HQ Sports Pavilion.

We now stock a variety of perfumes and aftershave and hold an extensive list of those available to order.

Also available are a large range of skincare and cosmetic products, including Clarins and Clinique.

Enquiries and orders can be made through the shop or by email to Jo Baker (EPSA).

Collection and payment of these orders must be made at the shop, open 10am to 2pm Tuesday to Thursday, or at the bar, open 7.30pm to 10.30pm Monday to Thursday.

Members in South Eastern Division can collect orders from Rayleigh Club Room during opening times.

Examples of prices

CK - One 100ml EDT spray RRP £31

Duty free £25 Our price £18

Givenchy - Ysatis 50ml EDT spray RRP £39.50

Duty free £30 Our price £20

Calvin Klein - Obsession for men 125ml EDT Spray RRP £45

Duty free £32 Our price £24.50



## Small businesses are big on the force's agenda



● ACC Peter Lowton, FSB Home Affairs Policy Unit chairman Mike Cherry, Business Link East facilitator Keith Hughes and Essex Police Authority vice-chairman Neil MacDonald at the launch of Essex Crime Against Business Forum

Picture by Claire Elliott

ESSEX Police is the first force in the country to back the Federation of Small Businesses (FSB) campaign to pay invoices within 20 days – and has beaten it by ten!

The FSB is urging local authorities to pay companies within 20 days for services supplied because it claims unpaid invoices are a major factor in the bankruptcy of small firms, in particular.

At the launch of the Essex Crime Against Business Forum on November 17, ACC Peter Lowton announced plans to support local “through these difficult times”.

Mr Lowton said: “We are a large local employer and appreciate how these harsh economic times affect local businesses, that’s why we are reducing our invoice payment time.

“We want to continue to build our working relationship with local businesses and recognise the important part they play within our communities. They are a valued source of intelligence and, working together, we can help to tackle crime across Essex.”

And earlier this month, the force’s acting director of finance, Ken Cocksedge, said economic conditions were “particularly challenging” and vowed to pay all invoices within ten working days.

He said it was our “social responsibility” to support

small businesses who traded with the force – we spend about £28million a year with around 700 of them and £15million of that is spent in Essex.

Mr Cocksedge hopes the move will help smaller suppliers to maintain service standards and keep prices keen in the long term.

This commitment will also support plans to recruit an additional 600 police officers for Essex.

Mr Cocksedge added: “Essex Police has pledged to make Essex the safest county in the country.

“We have a reputation here for doing business differently – in September we launched Operation Apex which is our plan to bring an additional 600 police officers to the streets of Essex over the next three to five years.

“By continuing to support local businesses, we hope to continue to obtain value for money with local suppliers to release savings to pay for these extra officers, which will ultimately benefit the public we serve.”

At the launch of the Essex Crime Against Business Forum, FSB Home Affairs Policy Unit chairman Mike Cherry said he was delighted the force was taking the initiative to join with the business community and recognise that crime against business needed to be taken seriously.

### Sending out an SOS Bus in Colchester

COLCHESTER is the first town in the country to have a 24-hour SOS Bus – and the scheme has been launched 18 months ahead of schedule.

The bus drives around the town to help and advise members of the community on a variety of subjects, such as personal safety and health issues.

Essex Police is sponsoring the bus and working in partnership with Colchester Community Safety.

Police officers have been popping into the bus to help with visitors’ queries.

During the day, the bus promotes good health and helps to raise awareness of many different issues.

One half of the bus acts as a lecture theatre, providing information on current issues, while the other is used as a customer services area for people to talk to the volunteers about their queries.

At night, the bus used as an emergency first aid and medical care unit.

The back of the bus is used as a treatment area for those feeling unwell or who need medical attention, while the front is a recovery area for patients and somewhere for members of the public to talk to the volunteers who staff it.

A total of 35 volunteers from Colchester, Braintree, Tiptree and Clacton help to give advice to the public.

Peter Carrington, Colchester Community Safety co-ordinator, said: “The bus will provide advice on any issues the public may have – there is no message the bus can’t give out.”

# Joint supplies can save us £millions

by Heather Turner

## ESSEX Police scored another first when Chief Constable Roger Baker signed a national Procurement Charter.

The Association of Chief Police Officers (ACPO) Procurement Charter demonstrates a commitment to collaboration on acquiring goods, works and services from third parties.

It covers supplies and services, information and communication technology, vehicles, equipment and the acquisition of assets, such as land and buildings, from the identification of need, through to the end of a services contract or end of the useful life of an asset.

The charter supports the ACPO Procurement Strategy agreed earlier this year, which contains six key principles.

Mr Baker was the first Chief Constable across the East and South East Regions to sign up to the charter, with the force’s Head of Procurement Sandra Higgins, last month.

Mr Baker said: “People can be very dismissive about strategies but this charter will make a huge difference to the people we are here to serve – collaborating with other forces to procure goods and services could save us millions of pounds.

“Procurement plays a vital role in innovation and the streamlining and improvement of services and, as our own procurement strategy directly refers to the principles contained in the ACPO Procurement Charter, we felt it right to sign it.”

And Mrs Higgins pointed out: “If



● Chief Constable Roger Baker and head of Procurement Sandra Higgins with the signed ACPO Procurement Charter, members of the Procurement department and Rick Tazzini, back row far left, chairman of the East and South-East Police Procurement Committee

Picture by Heather Turner

Procurement is involved at the concept stage, we can draw up a procurement strategy that will enable us to structure the contracts to maximise opportunities and efficiencies, exploiting the competitive markets where possible.”

In the last financial year, procurement saved the force £2.8million in efficiency savings – equivalent to 70 police officers.

The force’s Operation Apex programme director, Rick Tazzini, is also chairman of the East and South-East Police Procurement Committee and represents the region on the national ACPO Procurement Committee.

He is the national lead on delivering the principle of ‘increasing further police procurement capacity and capability’.

Mr Tazzini said: “The ACPO

Procurement Charter will help us embed collaborative principles at Essex Police.

“Indeed, collaborating with other forces on procurement can help deliver genuine savings for front-line reinvestment, which we are doing under the banner of Operation Apex.”

Operation Apex is the force’s plan to recruit an extra 600 police officers over the next three to five years. The first 40 recruits are currently being trained at Essex Police College, with another 20 due to start next month.

Earlier this year, Essex and Kent police forces agreed to operate a single Procurement unit, which will procure almost £100million of goods and services a year. A joint head of Procurement is currently being recruited.

### Children keep watch over their village

CHILDREN from Doddinghurst Junior School have held their first Neighbourhood Watch (NW) meeting to discuss their concerns and ideas to improve the quality of life in the village.

Safer Schools Partnership Officer Pc Dawn Barrett, NW co-ordinator Bill Reid, PCSOs Susan Payne and Moira Kennedy and head teacher Maggie Cooper organised last month’s meeting and helped pupils to discuss issues and plan further meetings.

Topics considered by the youngsters included littering and speeding cars.

Mr Reid said: “It was interesting that the children also saw speeding as an issue, because only that morning I had been in Appletree Crescent targeting speeding vehicles with a speedgun.

“Thirty-five vehicles were reported to the police for speeding.”

The children will be minuting their own meetings and are placing posters and comment boxes around the school to encourage fellow pupils to submit useful ideas and concerns.

Pc Barrett said: “It’s a great way to interact and work with the children on key concerns.”

Mrs Cooper said afterwards: “The NW meeting has been so successful that, out of 217 children in the school, 91 asked to be involved – unfortunately we could only take 45.

“We were blown away by the response and it was good to see the children so enthused by it.”

## ‘Thieves’ are shopped to student officers out on patrol

STUDENT officers took part in an exercise at the Chelmer Village Retail Park in a first for the Essex Police College.

The officers participated in a live training exercise at the shopping complex with backing from shop staff and the experience was well received by all who took part.

Signs placed at the retail park informed the

public that the student officers were taking part in an exercise – with the suspected thieves being played by members of Essex Police staff.

Trainer Sgt Sue Richardson, of Essex Police College, said the exercise had also provided a great opportunity for community engagement.

“People were stopping the trainers and say-

ing what a good idea they thought it was,” she said.

“This is the first time we have done anything like this and the student officers were really buzzing from it.

“It is nice for them to get out among the public while they are training as it gives them a taste for what is to come.”

Other opportunities for student officers to train outside the college include court classes where real courtrooms are used to act out mock cases, which give them an idea of what it is like to give evidence.

It is hoped exercises like the one in the Chelmer Village Retail Park, Chelmsford, will soon take place across the county.

