

The Law



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CiB Anglia Communic8 2008 awards winner – best small internal publication

January 2009

Anglia CIPR PRide awards 2008 finalist – best newspaper or magazine

'Strong network' on estate assisted in murder investigation

NEIGHBOURHOOD

POLICING WORKS

● Chief Supt Tim Stokes, Western divisional commander, believes Neighbourhood Policing played a vital part in the investigation of the murder of Chigwell schoolboy Jack Large



Picture by Bill Stock

WESTERN divisional commander Chief Supt Tim Stokes believes that a strong Neighbourhood Policing ethos helped to solve the murder of a teenager stabbed to death on a Chigwell housing estate.

Jack Large, 14, of Grange Hill, was stabbed in his back and head on November 30, 2007.

He died in hospital two days later.

The day after the attack, two Chigwell teenagers were arrested and they were later charged with his murder.

Last month at Chelmsford Crown Court, the 16-year-old



was found guilty of manslaughter and the 14-year-old admitted to being in possession of an offensive weapon.

Speaking after the hearing, Chief Supt Stokes spoke of his firm conviction that Neighbourhood Policing had played its part in the case.

"The conviction of a young man for the manslaughter of Jack Large is the conclusion of a year-long policing operation on Limes Farm. It is proof positive that Neighbourhood Policing works," he said. "Prior to the incident, the Chigwell Neigh-

bourhood Policing Team had already set up a strong network with young people in and around the estate, using, amongst a number of initiatives, the *Kicks* project with Tottenham Hotspur and the residents' association.

"In the aftermath of the killing, the neighbourhood team of neighbourhood specialist officers (NSOs) and PCSOs were able to mobilise the community to assist the major investigation team.

"In previous years, the estate might have turned against the police and I am convinced that disorder would have occurred.

"And, prior to the introduction of Neighbourhood Policing being introduced, I would have swamped the estate with public order units.

"But, because of Neighbourhood Policing, I was instead able to deploy NSOs and PCSOs, who the Limes Farm residents knew.

"This kept the peace and facilitated the criminal investigation.

"In the months following the stabbing, we influenced the creation of a Special Action Group to deal with issues on the estate.

"The group has informed us of the policing needs and we have responded positively.

"The community cohesion during this difficult time has been strong, and we are now an integral part of that community.

"I am very proud of my team and consider Operation Jabot to be a model for Neighbourhood Policing following a critical incident.

"If anyone doubts that Neighbourhood Policing works, just look at what is happening on Limes Farm."

● The 16-year-old boy has been remanded into secure accommodation while the 14-year-old boy has been released on court bail prior to their sentencing this month.

Whole community 'pulled together'

THE community had been in shock after Jack Large's murder, said Western divisional commander, Chief Supt Tim Stokes.

But it had pulled together in the wake of Jack's stabbing in Limes Avenue shortly before 11pm on November 30, 2007.

Chief Supt Stokes said after the court case last month: "My officers and I, especially those from the local neighbourhood policing team, continue to offer our sympathies to Jack's mother Julie and her family.

"We hope the verdict sends a strong message to those criminals on the Limes Farm estate who continue to carry knives and other offensive weapons – if we don't arrest you first, then you could end up being a needless victim of knife crime."

Senior investigating officer Det

Supt John Quinton also praised Limes Farm estate residents for their co-operation "from the very beginning through to this day and beyond".

He said: "They themselves have shown that Neighbourhood Policing works, having built up an excellent rapport with the police officers and PCSOs who patrol the estate; so much so, that many are on first-name terms with them."

In a statement, Julie Maddison, 45, said: "My son Jack was part of a very loving family and everyone is still finding it difficult to get to grips with what happened a year ago.

"One of Jack's brothers is still very much affected by the death. Jack had loads of friends and they too have been left with a void in their lives. I would like to thank all of them for their support and kind

words throughout the past year or so.

"Jack was not a gang member and, although no saint, he was trying to overcome his petty criminal past and forge ahead with a career.

"He was looking forward to becoming a chef and cooked a mean English breakfast."

Ms Maddison echoed the force's call for parents and teenagers to take a stance against knife crime and stop "this seemingly never-ending misery that is being experienced by mothers like me up and down England".

She said alcohol abuse was the cause of today's breakdown in society and a rise in crime.

"Children must stop drinking the stuff and parents should stop turning a blind eye to it."

And Ms Maddison also thanked

Essex Police for its "unswerving support".

"Despite Jack's criminal past, they have never once showed anything but a caring, sharing attitude as well as devotion and determination in bringing my son's killers to justice.

"Both Mr Quinton, the senior investigating officer, and Terry Whitlock, my family liaison officer, have shown my family and me respect and I thank them for this."

Det Supt Quinton said he felt the verdict offered "little consolation" to Ms Maddison.

But he added: "Its purpose, though, offers a very stark warning to everyone who chooses to carry a knife in public and to those who supply weapons to others.

"Jack is the youngest stabbing victim to be killed in Essex Police

history and the saddest fact from this case is that he had his whole life ahead of him and it was cut short by two fellow teenagers.

"Julie did her best to guide her son through life.

"All parents must face up to their responsibilities as guardians. They must challenge their children – find out who they socialise with, find out where they are during the evenings and not allow their young teenage sons and daughters to be out on the streets late at night or in the early hours of the morning.

"Jack's death was witnessed by several children and they will have to live with the trauma for the remainder of their lives.

"This should not be the case; they should not have been there in the first place."



● Colchester Witness Care Team receive their awards from Frances Done at the Essex Justice Awards 2008



● The Essex Police and Crown Prosecution Service Crown Court Witness Care Team with Frances Done at the Essex Justice Awards 2008

Pictures by Bill Stock



● Maldon District Council Crime and Disorder Reduction Partnership manager Julia Mackenzie, left, receives her award from Frances Done



● Witness Care officer Wendy Counsell, left, receives her award from Frances Done

Justice is seen to be done

WITNESS care staff working for Essex Police have been commended at the Essex Criminal Justice Board's Justice Awards for going 'the extra mile'.

And the work of Maldon Crime and Disorder Reduction Partnership was highlighted, too.

Essex Criminal Justice Board sponsor Frances Done, chair of the national Youth Justice Board,

thanked them for all the work they are doing to make a difference to the way justice is delivered in Essex, during the presentations on Thursday, December 11.

Among the 15 nominees from all areas of the criminal justice system, Awards of Commendation were presented to:

- Witness Care officer Wendy Counsell for 26 years of continued commitment and, in particular, for her work in helping the Crown Court Witness Care Team deliver the Code of Practice for Victims of

Crime and the Witness Charter.

- The Essex Police and CPS Crown Court Witness Care Team, which was established as a dedicated joint-agency team in June 2007 and has since dealt with about 2,500 cases. The excellent level of service the team provides to victims and witnesses has won wide-ranging recognition across Essex for supporting members of the public, resulting in improved confidence in the criminal justice system in Essex.

- Colchester Witness Care Team;

Witness Service staff and volunteers at Harwich and Witham magistrates' courts; court staff at Harwich and Witham; Witness Intermediary Gary Kirkley; and Crown Prosecutor Fiona Hardman. The partnership is a good example of joint working across the criminal justice system.

Both individuals and teams work together to ensure that a vulnerable victim gets their 'day in court' and that justice is seen to be done.

- Maldon District Council Crime

and Disorder Reduction Partnership manager Julia Mackenzie, for her outstanding contribution to tackling youth crime.

She is a strong advocate for team-working and has put in place an effective team that deals quickly and proactively with crime and disorder.

All nominees demonstrated dedication and commitment in support of victims and witnesses, working with offenders and tackling youth crime.

Designer proves he's 2SMART for awards

THE 2SMART project has been recognised during by an awards scheme which showcases the best public relations work throughout the industry.

The 2SMART programme, given out to all the young people who attend the roadshows, was awarded a Chartered Institute of Public Relations (CIPR) East Anglia Silver PRide Award 2008.

The 2SMART programme is a colour booklet for the Year 7 students who attend the annual roadshows which take place each year.

It gives information about the performers but, more importantly, provides young people with more information about the four issues covered during the roadshows – knives, bullying, alcohol and drugs.

This year it contained an eight-page pull-out centre, which could be used as a workbook during lessons.

Insp Kevin Whipps, head of the Children's and Young People's Team, said: "It is always nice to have the work we do recognised. We know that in 2SMART we have a great initiative that captures the imagination of young people while, at the same time, getting gets some really important safety messages across."

Graphic designer Tom Knight, who designed the booklet, said: "I wanted to make the programme fun, colourful and relaxed. It is designed to engage the audience and make the serious subject matter more palatable. From competitions with great prizes to bold ideas and colours, the 2SMART programme doesn't look like a typical policing resource."

Kevin Bentley, chair of CIPR East Anglia, said: "To win a CIPR PRide Award is a tremendous achievement."

- The force newspaper, *The Law*, was also shortlisted for the PRide Awards in the best newspaper or magazine category.



● Graphic designer Tom Knight and Heather Turner, editor of *The Law*

Picture courtesy of Goldcrest Design and Media



Assistant Chief Constable Sue Harrison, centre, with the latest recipients of Chief Constable's Commendations

Picture by Kathy Holloway

Bravery and perseverance

OFFICERS from the Marine Unit at Burnham, and from Chigwell, Halstead and Rayleigh Child Abuse Investigation Unit (CAIU) have received Chief Constable's Commendations.

The bravery of five officers from the Burnham Marine Unit and Chigwell was tested on February 5 last year when they were flown in from Harwich to board a ship 11 miles off the Suffolk coast, in dangerous weather conditions.

They had been called to control a man armed with an iron bar, who was smashing up the ship and threatening the crew.

Chief Insp Jonathan Dodman, Sgt Andy Ford, Dc Simon Lofting and Pcs Shane Burke and Andrew Kemp received a call for assistance after a stowaway found on the ship went berserk. They were deployed to support Suffolk Police, which does not have a marine unit.

Once the officers had boarded the ship, they found the stowaway at the top of a 42-metre crane banging the iron bar against the crane, which made communication difficult.

During gaps in the noise, the Essex officers managed to successfully negotiate him down. The man was then arrested and was later handed to the Border and Immigration Agency for deportation proceedings to commence.

Pcs Julie Willis, Simon Faraday, Gareth Hennessy and Barrie Schulz were commended for their actions on September 23, 2007, when they were called to deal with a man attacking another man with a knife at Trinity House, Halstead.

Once there, the Halstead officers saw the man with the knife attacking a woman on the floor.

Pc Willis challenged the attacker and he

got off the floor and tried to strangle her. However, following a struggle, Pcs Faraday, Hennessy and Schulz managed to restrain the man and put handcuffs and leg restraints on him. He was arrested on suspicion of attempted murder and assault causing grievous bodily harm and actual bodily harm.

And Ds Stephen Harvey and Dc Denise Jeakins, of Rayleigh CAIU, received Chief Constable's Commendations for their tireless work over two years, investigating the murder of a five-month-old baby.

The baby's father had claimed that he had accidentally dropped him, so a comprehensive investigation was made into the father's claim.

Their attention to detail and determination meant that the father was later sentenced to life imprisonment; to serve a minimum of 15 years.

Firearms medical training comes to the fore as officers revive pregnant mum-to-be

TWO armed officers on patrol in Colchester revived a heavily-pregnant woman who had collapsed.

Pcs Martin Brooker and Gary Cable, both based at Stanway Road Policing Unit, were on local patrol in Berechurch on December 14, when they received an urgent call for offi-

cers to assist paramedics at a home in Queen Elizabeth Way.

Just minutes after the 999 call, they arrived to find that the ambulance was not yet on the scene.

So, using skills they had learnt while training as firearms officers, they gave life-saving first aid.

They found the seven-months-pregnant woman in an upstairs bedroom suffering from a lack of oxygen in her blood, a locked jaw and a blocked airway. Her partner was attempting mouth-to-mouth resuscitation.

Pc Brooker attempted basic first aid but was unsuccessful because

her jaw was locked. He and Pc Cable then inserted a tube into her nose and fitted an oxygen bag and mask.

After five minutes, the woman's oxygen levels rose and she became semi-conscious. Paramedics then took her to Colchester General Hospital for further checks.

Both officers had received comprehensive training in trauma life support techniques to assist their firearms role and Pc Brooker is also qualified as a police advanced medic.

Afterwards, Pc Cable said: "I am pleased we were in the area and able to put our training into practice."

Serving up HR on a plate for you

IS your personal HR data correct? How would you know if it wasn't. Can you change it?

The answer to all these questions is 'yes' if you know how to access Self Service on Origin HR.

Origin HR went live in July and can be accessed by clicking the grey button at the top of the intranet home page.

Within the Origin HR portal, everyone has access to Self Service – where you can view the details held on your HR record.

Self Service allows users to have control over their own personal HR data. Users can view, query and update their:

- address
- payroll number
- sickness record
- emergency contact and next-of-kin details
- skills/courses/nominations
- And, from April 2009:
- ePDR
- duties.

HR system manager Sheryl Higgins said it was vital for all employees to check their HR data.

"The information held on Origin HR is used by the force to support applications for Competency Related Threshold and Special Priority payments and the allocation of courses and developmental roles," she said.

"Incorrect HR data could also lead to mistakes being made in an emergency situation as Origin HR holds emergency contact and next-of-kin details for police officers and staff.

"Officers will be aware of the need to keep personal data accurate as a requirement of Police Regulation 15 (Police Regulations 2003) and all staff will be conscious of the principles of the Data Protection Act – all now have the ability to inspect this record via Self Service."

• Browse through your record – details of how to log in, set a password and navigate the system can be found on the Origin HR log-in page. Just click on How To Get started

• For more, contact your local HR team or the Origin Helpdesk on ext 55440/2/3



• Geoff Scott and the Masai chief with a Not In My Neighbourhood Week T-shirt

Geoff spreads the neighbourhood message to Kenya

ASSISTANT investigator Geoff Scott took the opportunity to 'spread the word' to a Masai chief while he was on holiday during Not In My Neighbourhood Week.

Geoff, from South Western Division, was able to tell members of the Kenyan tribe about Neighbourhood Policing during his trip in October.

In a community where young men traditionally kill a lion to prove their manhood, Geoff was able to explain the UK's concept of a neighbourhood and how law enforcement works. He said: "Our communities are so different but they both exist to keep people safe and well."

"I took rice and maize to give to the children and explained to the chief how our neighbourhood works and how Essex Police reduces crime for the benefit of the whole community. He seemed quite impressed."

Not In My Neighbourhood Week gave police forces and their partners an opportunity to engage with local communities in order to understand their priorities and concerns. Geoff took the same concept to Kenya.

Making a difference to a child by 'looking out'

KEEPING your eyes and ears open as you go about your duties could make a huge difference for a child or young person.

As frequent visitors into people's homes, police officers, PCSOs and police staff may come across conditions and signs that all is not well for any child or young person living there.

Speaking to children or young people on the street have you noticed any who appear to be uncared for or unusually subdued?

If you have, then Insp Kevin Whipps, of the Children's and Young People's Team, asks you not to ignore what could be a deprived, negative, under-achieving, at-risk child or young person.

He says: "Make a difference for them."

"The first step to changing their life is to take action and those actions can be found on a new computer based training (CBT) package on the intranet.

"This package will give you the knowledge and skills to refer your concerns to the right place and share information with agency partners and the voluntary sector."

The Common Assessment Framework (CAF) package is an assessment tool that enables children and young people who are at risk of not achieving any of the five outcomes of Every Child Matters to be referred to a team of professionals to take action.

The desired outcomes for children and young people are to: stay safe; enjoy and achieve; make a positive contribution; be healthy; and achieve economic wellbeing.

• To access the CAF CBT, click on CAF e-Learning under the intranet's Training menu, when you have registered, you will be invited to take part in the CBT

Number of people carrying knives has fallen since June

THE number of people found in possession of a blade in Essex reduced over the second half of 2008.

Between June and the end of November, the number of people found carrying a bladed weapon reduced from 63 to 44.

Essex was included in the Home Office's Tackling Knives Action Programme (TKAP) and was awarded £150,000 in August to continue the force's recognised good practice in the fight against knife crime.

A key tool in the force's fight against knife crime is the 2SMART programme which is in its 12th year.

It encompasses not only education around knives but also includes information about alcohol, drugs and bullying and has been highlighted as an example of good practice nationally.

The 2SMART roadshows will be rolled

by **Donna Veasey**

out again in schools across the country in 2009 starting on March 20 in Braintree.

While a large part of the force's educational and preventative work surrounds young people, knife crime is committed by people of all ages.

Essex Police is committed to reducing knife crime in the county and will work with all sectors of the community to fulfil this aim.

Insp Kevin Whipps, of HQ Territorial Policing, said: "Essex is one of the safest counties in the country and does not experience the knife crime problems seen in other areas.

"However, one victim is one too many and we will seize every opportunity to continue to work to eradicate this type of crime from our streets.

"We are encouraged to see the work that we are doing as a force is providing tangible results in the form of a reduc-

tion in those found in possession of a blade."

The force now has the benefit of 19 safety archways and 80 wands which can detect whether people are carrying a knife.

These are being used in a number of operations across the county as well as being taken out and demonstrated to local communities.

The figures for people found in possession of a bladed article are as follows:

June 2008	63
July 2008	76
August 2008	63
September 2008	50
October 2008	56
November 2008	44

In addition, serious crime against people, including attempted murder, homicide and causing grievous bodily harm with intent, fell by more than a third, from 19 in June to 13 in October 2008.

What would you do if snow prevented you from getting to work?

POLICE officers have always been trained to keep a cool head and cope with any emergencies the public can throw at them.

But what would happen if the force, or parts of it, had an emergency of its own and was knocked out or severely crippled by a fire, flood, fuel shortage or the flu?

Step forward business continuity manager Will Newman, a kind of 'super-troubleshooter' with all the answers to every kind of crisis.

Will's job is about developing plans and procedures to deal with any incidents which could affect the normal smooth-running of our force.

And that could range from the loss of whole buildings or a total power breakdown, to snow

preventing individuals from getting to work or a PAC-tag failure, which could mean not being able to get into your office.

Under the Civil Contingency Act 2004, introduced after the foot-and-mouth, fuel and flooding difficulties of the previous four years, all police forces should now have in place emergency plans and business continuity management arrangements to ensure that they can deal with force priorities.

The top five force critical activities prioritised in Essex are:

- saving life and securing public safety
- reducing, investigating and detecting crime
- neighbourhood policing
- receipt of 999 calls and

• command and control.

In recent months, Will and senior officers have identified those parts of the force that we cannot do without and put into place contingency plans.

Every department and division also has a business continuity 'champion' to act as a single point of contact (SPOC) to liaise with Will, make changes to local arrangements and also to organise exercises that test the resilience of emergency plans.

All contingency plans should be in place by next month and will be regularly tested and updated as required.

Now, Will is urging everyone within the force to play their part in the preparations by know-

ing what to do if the efficiency of their job is threatened. He said: "Everyone should know who holds their division or department's business contingency plan, where to find it on the intranet and who is their local business continuity champion.

"It is vital that everyone knows what to do if an incident occurs to ensure that we can continue to deliver critical policing functions, such as answering 999 calls and responding to calls from the public."

• For more information, and to find your SPOC, visit the Business Continuity intranet pages – go to the Corporate Development intranet site and click on Business Continuity in the lefthand menu



Federation news by Roy Scanes



Taser roll-out – the debate goes on

ON November 24, Home Secretary Jacqui Smith announced her approval to allow the chief officers of all forces in England and Wales to extend the use of Taser.

This followed a successful 12-month trial, which showed that Taser improved both public and police officer safety in incidents involving serious violence.

Independent medical advice from the Defence Scientific Advisory Council Sub-Committee on the Medical Implications of Less Lethal Weapons (DOMILL) also assessed the risk of death or serious injury from the use of Taser as very low.

The Home Office will be making funding available for the purchase of up to 10,000 Tasers and is urging police authorities to support the operational requirements of their chief constables and agree to allow this greater form of defence for front-line officers.

We used to take pride in the fact that police officers were virtually unarmed but, in response to the growing risks from illegal weapons, we have developed a sophisticated and well-trained firearms response.

Since 1970, the number of fatalities as a result of a police shooting has grown but the ratio of deaths or woundings to the number of firearms incidents each year remains minute.

Even so, almost every instance of a fatal shooting by police officers provokes angry protests from the relatives or associates of the person concerned and frequent challenges at inquests to the police action.

This hostile reaction appeared to cause cold feet among some chief officers around the country when they contemplated the introduction of the Taser as standard police equipment.

The Taser is, perhaps, the first practical and effective supplement to an armed response by police officers. In the UK, we have trialled the use of Taser with firearms officers and, more recently, non-firearms officers within ten forces.

The results are very positive and, frequently, just the sight of the stun device is enough to stop offenders in their tracks.

The civil liberties lobby has had plenty to say about the alleged dangers of the Taser. It does deliver a nasty shock to anyone on the receiving end but momentary discomfort is far removed from the possible fatal results of police shootings.

Governments over the years have seemed to be more concerned about attracting adverse criticism from the usual suspects rather than taking positive action in the interests of preserving the lives of police officers, innocent bystanders and, in the final analysis, suspects.

Whenever the Police Federation of England and Wales has campaigned for better protection for our members on the streets, politicians have hesitated.

But too many police officers have been murdered and injured – police officers have to be given the right equipment to protect them and the public.

Essex Police now has the opportunity to take a national lead in extending the use of Taser. This is not a hard decision. We hope our force will extend the use of Taser for the benefit of our officers and the people of Essex.

Binding arbitration not mentioned in the Queen's Speech

Despite having recently secured a three-year pay deal we are bitterly disappointed that the government has failed to ensure that independent binding arbitration for police officer pay decisions is placed in legislation.

We wrote to Home Secretary Jacqui Smith in September making it clear that if there was no announcement on binding arbitration by the time of the Queen's Speech we would act upon the mandate of our membership and start the process to pursue full industrial rights for police officers. It is hugely regrettable that we have been left with no choice but to do so.

Judicial Review on commutation

On December 17, the Judicial Review on commutation factors pursued by the Police Federation of England and Wales was heard in the Royal Courts of Justice.

Judgment was reserved but I will update you when it is delivered.

Unison news by Mike Frost



Things are not as bad as they seem

THE pay award is a bit like having a fixed rate mortgage – you win some and lose some but at least you know what your income is going to be for the next three years.

So planning ahead may be just that little bit easier.

Could we have done better? In the present climate, when some workers are taking pay cuts just to keep their jobs, the truth is that our Unison negotiators did a great job at a very difficult time.

However, let's not forget that Unison negotiates on behalf of all police staff, so you don't have to be a member to benefit from the pay deal.

On the other hand, if more people were members, our 'voice' would be that much louder all the time and, maybe, we would be able to improve the situation in the months and years to come, simply because politicians listen to voters.

Anyway, here we are. Lower mortgage rates, VAT down to 15 per cent and inflation on its way down to zero – or worse!

Worse? Well yes, because deflation brings with it its own challenges, as those of use old enough to remember Prime Minister Harold Wilson and his "the pound in your pocket" confabulations (fabricating imaginary experiences to compensate for the loss of memory) will testify.

What is important to realise is that, although low inflation means low interest rates for savers, because the things we buy don't go up so much, our savings may well be "worth" more than before when inflation was higher!

So you may get less interest but you will be able to buy more with it and you could end up no worse off and maybe a little bit on the right side.

But don't be fooled by the lower VAT rate. So much money is being borrowed to 'buy' our way out of recession that, in the not too distant future, taxation will have to increase.

The pundits expect VAT to go up to 18.5 or

even 20 per cent in a couple of years'

time. Couple that with Pound coming into parity with the Euro and you will do well to make the most of today but plan wisely for tomorrow.

In these straitened times, a word with a trustworthy and independent financial adviser can pay dividends in the future.

All members of police staff have access to Police Mutual products and services and Unison members can get reliable advice from the union-approved advisers.

It costs nothing to ask so there is nothing to lose and, maybe, much to be gained from sensible 'prudence'.

Speaking of 'prudence' – it's always prudent to plan ahead. So get your diaries out and note Thursday, February 12, at 5pm in HQ Sports Pavilion for your local branch AGM.

As an inducement, a buffet is provided but the main reason for you to be there is because we, your executive, need to hear your views.

The year 2008 was our busiest ever and 2009 looks as though it will be no less challenging.

Your interests have been successfully represented at employment tribunals, disciplinary hearings, grievance procedures and departmental review consultations.

And we now have regular and very worthwhile meetings with Essex Police Authority and with ACC Sue Harrison. To get the greatest benefit from these, we need to know what it is you want us to take to these meetings.

We also need more members. We have moved even closer to that magic 51 per cent of police staff as members this year and should get beyond that in 2009.

That will be a real advantage to us all but, the more members we have, the more work we get and so we also need some more local stewards.

It's a fun thing to do, not overly demanding and very rewarding. It takes about eight hours a month and you get duty time to do it.

We would love to talk to you about it at the AGM – see you there! HQ Sports Pavilion at 5pm on Thursday, February 12.

Nexus news

by Jo Littlewood-Kennedy



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

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

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

Standard membership is available to all employees of Essex Police who identify as lesbian, gay, bi-sexual or transgender.

Associate membership is available to all employees of Essex Police who do not identify as lesbian, gay, bi-sexual or transgender but who agree with the aims of Nexus.

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

If you would like to become a member, or you are working with an organisation that would benefit from being a community partner please contact Nexus co-ordinator Jo Littlewood-Kennedy via email at jo.littlewood-kennedy@essex.pnn.police.uk or on 01245 457102.

The busiest time of our year

As 2009 begins, Nexus is getting ready for the biggest month of its year.

Next month, we celebrate Lesbian, Gay, Bi-sexual and Transgender History Month.

In the past, people who identify as lesbian, gay, bi-sexual or transgender have made great contributions to society and have been celebrated for their efforts.

As you can imagine, there are many people who identified as lesbian, gay, bi-sexual or transgender and who became celebrated inventors, explorers and artists, for example.

Although these people were celebrated in their time for what they achieved, every effort was made by society to leave out the fact that they also identified as lesbian, gay, bi-sexual or transgender.

Now society has changed and the majority of people would be happy to celebrate people's achievement, regardless of their sexuality or gender identity. Therefore, LGBT History

Month is in place to reclaim our history.

Find more about LGBT History Month by visiting www.lgbthistorymonth.org.uk

Essex Police is supporting Nexus to use February to raise awareness of the LGBT culture.

Nexus's aim for February is to share useful information which will help the workforce when they are engaging with people who belong to the LGBT community.

We hope this knowledge will be useful when people engage with both colleagues and members of the community we serve.

The LGBT banner covers a wide range of different people with different values and lifestyles, so even those who identify as lesbian, gay, bi-sexual or transgender can still learn lots about others who fall under the same banner.

The main activity to celebrate LGBT History Month has been devised by Nexus in partnership with the cadets at Essex Police College.

This month, the cadets are investigating the history of the LGBT community in Essex. They will have an awareness morning facilitated by Nexus members, from all walks of life, where they will gain some of the relevant information.

Then over the next two days they will be researching and understanding more about the history by contacting various organisations and people.

They will complete a display for Essex Police College which will be on show for the whole of next month. It will be very relevant to anyone currently working on their National Occupational Standard to "promote equality and value diversity" for this year's Performance Development Review (PDR).

Visiting this display to learn about the history of the LGBT community will help to complete one part of your accreditation.

The rainbow flag will also be displayed on Nexus posters across the force – Nexus members feel it is important to display this to show Essex Police treats LGBT people with respect.

In the past, when organisations could quite legally exclude LGBT people from receiving the goods or services they provided, the rainbow flag was used by the LGBT community to identify which organisations would welcome them.

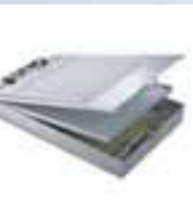
**Blues
And
TWOS
LIMITED**

PROTECTING THE PROTECTORS

POLICE EMERGENCY AND SECURITY INDUSTRY SUPPLIES



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MAJOR CREDIT CARDS ACCEPTED



Corner the chairman



● Essex Police Authority chairman

Robert Chambers

'All I want ... for policing in 2009'

“ I HOPE you all had a very merry Christmas and I wish you all a happy, healthy and safe New Year.

I am looking forward both to seeing what 2009 has in store and to working with as many of you as possible in the coming months.

The results from our *All I Want For Christmas...* campaign will be released shortly and I am eagerly waiting to find out what the people of Essex have wished for.

The campaign has gone really well and we have had many interesting suggestions from the 'wish lists', so thank you very much to everyone who stopped at one of the events to let the police authority know what they want to see from our policing in 2009.

A campaign like this is great as we are getting out to meet the people of Essex and asking them exactly what they want.

The answers will be passed on to local neighbourhood policing teams and Essex Police Authority members with a view to feeding the suggestions into the local policing plan.

I would like to take this opportunity to thank all the officers who attended the events around the county – your help was invaluable.

And, again, I wish you all a very happy 2009! ”

Help For Heroes

THE charity Help For Heroes has benefited from weekly 'weigh-ins' at Property Services.

Dave Watts, Geoff Fawell, Malcolm Holmes, Adrian Sharp, Derek Roche, Matt Kimber, Terry Fowles and John Kimble each pay £1 per session if they have gained weight over the previous

week and 50p if they stayed the same.

In the three years since they started, they have donated the proceeds to Great Ormond Street Hospital for children but this year 'chief weigher' and projects administrator Lynda Barkway suggested their £80 goes to Help For Heroes – which helps wounded soldiers.

● STAFF at Rayleigh Criminal Justice Unit successfully completed their challenge to raise money for Help for Heroes.

They walked, ran or rowed the equivalent distance from Rayleigh to Ypres, Belgium – a total of 288km in 24 hours. Section head Karen Summers expects the total raised to reach £3,000.

Arron thanks 'everyone' in force for their support

THE second annual five-a-side football event for the Arron Williams Trust Fund was held last month.

Twenty-nine teams entered the day-long competition, helping to raise more than £500 for the fund set up to raise money for the Pitsea constable, who broke his neck while playing rugby in September 2007.

The final was contested by HQ's IT All Stars v the Thurrock Beach Boys from Tilbury. The IT All Stars won 3-2 to lift the cup.

Basildon district commander Chief Insp Simon Dobinson thanked everyone who donated money and put effort into making the day a success.

"This day shows the value of supporting our staff through adversity. This is the second successive year of the tournament and I am overwhelmed by the support and enthusiasm shown by everyone. I am very proud of what has been achieved here," he said.

He particularly thanked Pc Gary Barrett, of South Western Incident Management Unit, for co-ordinating all the matches and Pitsea South PCSO Amanda Moxon for her tireless fund raising via the raffle and who also arranged Essex and Suffolk Water's donation of bottles of water.

Afterwards, Pc Williams said he wanted to thank everyone involved for their support.

"The tournament was a brilliant day. I couldn't believe how many people turned up to show their support.

"It is even more heartfelt for me that, even a year on after my accident, people are still continuing to find ways to support me. I want to thank everyone in the police for their continued support."



● Pc Arron Williams with the High Five (South Western Command Team), top from left: Sgt Kevin McPoland, of Basildon, operational support manager Supt Steve Worrton, and DCI Liam Osborne and front, from left: Basildon district commander Chief Insp Simon Dobinson, Pc Arron Williams, business intelligence manager DCI Stuart Smith and partnership manager Supt Ivor Harvey

Picture by Laura Anderson

Manoeuvres at midnight raise cash

A TEAM of seven officers, police staff and Specials carried out a series of Midnight Manoeuvres for the Arron Williams Trust Fund.

They spent nine and a half hours negotiating the depths of Thetford Forest, completing various challenges along the way.

The event, organised by Maldon District Council, was a point-to-point map and compass orienteering exercise.

Staff officer Ds Colin Shead said afterwards: "It was a very gruelling exercise with temperatures falling below zero on one of the coldest nights of the year – the temperatures were so low that half the teams retired.

"However, soldiering on through the night, our spirits remained high despite one of our team breaking a metatarsal bone halfway through the course, another suffering from groin strain and another aggravating their sciatica.

"We estimate we covered more than 20 miles in all."

Ds Shead hopes the team will have raised around £400 for the trust fund.



● Tom Elliot, Delia Scott and Tricia Brennan, left front, with the skydivers' cheque for Victim Support in Essex

● Right, Jenny Nicholls, of Essex Police Choir, presents cheques to Dorothy Roberts, of Open Door, and Nicci Hazlem, of EACH



● VICTIM Support in Essex has received a £2,800 boost to its work for young victims of crime from the proceeds of a sponsored tandem skydive.

Witness care officer Neil Lightfoot and management vetting administrator Nikki Dason, both based at Essex Police HQ; Essex Criminal Justice Board (ECJB) secretary Delia Scott; Colin Brown, from Chelmsford Prison; Richard Meads, an unpaid work manager with Essex Probation at Witham; and Angela Hughes, an associate prosecutor with the Crown Prosecution Service in Chelmsford, all completed the dive from Old Buckenham Airfield in Norfolk in July. Head of Essex Police's Criminal Justice Department Tricia Brennan, chairman of the Victim and Witness Action Team, presented certificates of appreciation to the skydivers and the cheque for £2,823.40p to Victim Support's area manager Tom Elliot at the Essex Criminal Justice Board's Justice Awards last month.

● THE Essex Police Choir charity concerts were again successful, with £5,000 being raised for local charities from sell-out events.

The annual concert at Chelmsford Cathedral in October was a resounding success, attended by more than 400. The choir and the Essex Police Band joined forces to perform a varied repertoire, which included new pieces from the 2009 programme – *Tonight* and *Hymn To Freedom*.

The charity cheque presentations took place at the Christmas concert at Trinity Methodist Church in Chelmsford on

December 15. Representatives of the charities Open Door Music Therapy and East Anglia's Children's Hospices (EACH) both received £2,500 cheques from the choir's acting chairperson Jenny Nicholls.

● The choir have organised a voice workshop / recruitment open day on Saturday, January 31, 2009, at the Essex Police College in St Margaret's Road, Springfield. The choir are particularly looking for male voices.

For further details, contact Norman Eastbrook on 01245 452580 or visit www.essexpolicechoir.co.uk

Forensic work secures result

DESPITE denying his involvement in the death of Colchester dad, forensic evidence put Matthew Seward behind the wheel of the vehicle that killed him.

Barry Clamp's body was found in the grounds of Colchester Hospital, on March 28, 2008.

Insp Steve Brewer, of Stanway Road Policing Unit, said Seward, 38, had raised the alarm, telling police and hospital staff he had found the casualty with fatal injuries.

However when police examined Seward's Ford van, they discovered he had driven over Mr Clamp, killing him instantly.

It was not until a court case last month that Seward admitted his involvement, pleading guilty to careless driving and failing to report a road traffic accident.

He was fined £500 and disqualified from driving for 12 months.



Ian Mott, of Property Services, looks at the cost of keeping us warm during the winter

Looking after Essex Police and the environment

This month, I want to look at the cost of heating our offices.

One thing is the unofficial use of electric convectors and fan heaters, which, in some cases, causes other staff to be provided with inadequate conditions.

It costs between 6.8p and 20.6p per hour for each of these heaters – money which could be saved and used for policing Essex.

If such heaters are used in an area

where there is a temperature sensor, the heating system thinks it has satisfied the heating requirements and shuts down, leaving other colleagues in the cold.

This year we will be instigating a crackdown on the use of these heaters and will remove any where there is no justified case for their use.

The force currently spends £533,871 a year on gas and oil to heat our offices.

Plus, electrical energy is being used not only to deliver this but also, in some instances, actually to provide heating.

At present, the cost is very difficult to quantify but this information will be available in the future.

If we achieve a ten per cent saving on gas and oil – by reducing room temperatures by 1°C as discussed in last month's column – we could put an additional constable on the streets of Essex.

And, if fuel costs increase by 100 per cent as predicted, this could become two constables.

This should all be easily achievable without anybody being expected to work in unacceptable conditions.

Rising to the challenge



● February 2008 – Around 530 Essex police officers and their supporters joined 25,000 others in London during the Police Federation's Day of Action to support its call for the police officers' 2007 pay award to be back-dated to September 1, instead of December 1

Picture courtesy of Jane's Police Review



● May 2008 – Tilbury Pc Brad Cox, left, receives the Silver Acorn award for his services to 4th Canvey Island Sea Scouts for 29 years from Essex County Commissioner Bob Bye. It is one of the Scouting movement's top awards

Picture by Graham Carder



● December 2008 – Tests showed a skull and bones found in a creek in Leigh on Sea are more than 400 years old

Picture by Bill Stock

January

ESSEX police officers and PCSOs again stepped in to save the lives of members of the public.

Pcs Stacey Howe and Adam Barry were praised by firefighters for their quick thinking after they dragged a man from his burning flat in Clacton.

The same day, Stanway road policing officer Pc Martin Brooker was praised by paramedics for treating a motorist at the scene of a crash.

Pc Brooker, an advanced medic, established that the driver was hypoglycaemic and was able to inject him with glucose, a glucose solution.

Just days beforehand, PCSO Stuart Burt administered cardio-pulmonary resuscitation to a shopper in Harlow town centre. A hospital consultant said the man would not have survived if had not been for PCSO Burt's quick actions.

They were all later invited to HQ to have tea and a chat with ACCs Derek Benson and Peter Lowton. ANPR was rolled out across the UK this month, following a successful pilot scheme in Essex and three other forces.

A man who fled to New Zealand to evade justice was jailed for his part in a £566,000 money-laundering scam. Terrence Steel had been tracked down to Christchurch by Essex officers and extradited.

More than £4,000 was raised for injured Pitsea constable Arron Williams – who broke his neck in a rugby match – through a huge five-a-side football tournament, which featured 36 teams.

February

THE force was shocked by the untimely death of Sgt Bob Walsham in a motorbike crash as he travelled to work at Colchester Town. Sgt Walsham, an officer for 26 years, had a reputation as a 'thief-taker' and had received three Chief Constable's Commendations during his career.

Essex Police joined forces with the Royal Military Police and the Ministry of Defence Police in the Colchester Garrison police station – in possibly the first scheme of its kind in the country, to create a one-stop 'police shop' for the people of south Colchester.

The force was ranked 38th in the latest Stonewall Workplace Equality Index – up from 88th. The index showcases the top 100 UK employers for lesbian, gay and bisexual people.

Three men were found guilty of the murder of St Osyth man John Ward in the first case in the UK to handle protected witnesses under new legislation. Two of the suspects had been tracked down in Spain and extradited.

Police dog Brennan and his handler Pc Mick Finch received commendations from Chief Constable Roger Baker and Brennan also received a packet of dog biscuits.

Supt Steve Worrton delivered gifts to former Southend on Sea County Borough Constabulary sergeant Alf Roper, of Hadleigh, on his 100th birthday.

And Essex Police Federation chairman Pc Sue Kelly retired after 30 years in the force – among many career landmarks, she was the force's first woman firearms officer.

March

OPERATION Leopard on a Basildon housing estate halted crime and attracted national attention.

Officers knocked on the doors of known offenders, warned them their behaviour would not be tolerated and then photographed them and their associates.

Burglaries, criminal damage and car crime stopped during the operation and further operations are planned across the district.

A team of firearms officers armed with Tasers made the force's first arrest at sea after Suffolk Police called on our Marine Unit for help following an incident on a boat 11 miles out to sea.

Officers and PCSOs at Braintree were learning Polish following an increase in people from eastern Europe settling in the district.

Cash was allocated for a new Collision Reduction Unit to ensure good work in reducing the number of crashes and associated costs to the force.

Four officers received Chief Constable's commendations for their part in saving two lives. Three road policing officers – Pc Dan Bellingham, Pc Paul Hills and Pc Michele Lockyer – were told their actions at the scene of a moped crash saved the life of the teenage rider. Pc Andrew Unsworth, of Laindon, pulled a man away from a live rail at Laindon rail station when a train was due.

Essex officer Pc Mark Jones, of Harlow, told how the Liam Brigginslaw Bursary had helped him and his wife after his cancer diagnosis. Staff at the Traffic Investigation Unit, based at Boreham, celebrated 25 years of investigating major road crashes.

The force's cross-country runners completed a

unique triple – becoming the first squad to win the men's, women's and men's veterans' team awards in the regional police cross-country league.

April

THE efforts of all police officers, police staff, PCSOs, special constables and members of the extended policing family were recognised by Chief Constable Roger Baker.

Total recorded crime had fallen during 2007/08 in Essex by 6.2 per cent and the force's sanctioned detection rate had risen to 32.3 per cent. We had also moved an additional 120 police officers and staff to front-line duties and opened our police stations for an additional 461 hours a week.

Chief Officer George Cook, of the Essex Police Special Constabulary, was elected the first national chairman of the newly-formed Association of Special Constabulary Chief Officers (ASCCO) for England and Wales. Assistant Chief Officer Simon Wootton was elected to the national committee as the eastern region rep.

Chief Constable Roger Baker was appointed to the board of the UK Border Agency to strengthen effective police co-ordination at a strategic level.

Laindon Road Policing Unit's Pc Rob Bell collected the Wilson Trophy at the force awards ceremony in recognition of his professionalism and bravery when he was confronted with a man armed with a shotgun.

Neighbourhood specialist officer Pc Alex Plakhtienko, of Pitsea, was awarded the Millard Trophy for his work on the Fryerns estate.

Pc Matthew Leach, of Harwich and Dovercourt, won the Anthony Peel Trophy for his contribution to crime reduction and Sgt Mike Wilkinson received the Sir Jonathan Peel Trophy for being the highest-placed officer in the OSPRE sergeant's exam.

The Home Affairs Select Committee launched its inquiry into Policing in the 21st Century in Colchester.

Scenes of Crime officers were undergoing competency testing and our programme was attracting the attention of the National Policing Improvement Agency (NPIA) and other forces because of its content and delivery.

Chief Insp Paul Eveleigh and Insp Jeff Appleby delivered gifts to former Essex inspector Archie Southgate, of Shoeburyness, on his 101st birthday.

And the men's cross-country teams completed the double at the regional police cross-country championships, winning the men's and men's veteran team events.

May

CURATOR Becky Latchford reported that a record-breaking number of visitors – almost 5,500 – crossed Essex Police Museum's threshold during 2007/08.

Much of that figure was achieved when Becky was part-time so she was hoping to increase those numbers still further after becoming full-time, with plans to develop the displays further, including the provision of more interactive displays and bringing other items out of storage.

Both Det Chief Supt Wil Kennedy and Chief Supt Win Bernard retired this month after spending 30 years each in the force. Retiring as head of Crime Division, Det Chief Supt Kennedy said he had had



● January 2008 – Sgt Dave Martin, left, on Bella, and Pc Dale Copley, on Biscuit, introduce themselves to the people of Chelmsford. The force's Mounted Unit was re-introduced after an eight-year absence

a 'fabulous time' and was looking forward to his new challenge as a member of police staff as head of review and compliance.

Chief Supt Bernard said he had had an 'exhilarating' career, after joining the force 'for fun' in 1978. He became divisional commander of Chelmsford and, latterly, of Central after the force reorganisation. Among his retirement plans were setting up a recording studio and a Caribbean restaurant.

Overall customer satisfaction with the force improved in 2007/08, with a greater proportion of people asked saying they were satisfied with the service they received from the force compared to the previous year.

Members of the public were particularly satisfied with the ease of their first contact with the force and with how they are treated by police officers and staff.

The collaboration partnership between Essex and Kent police forces was a year old.

Shoebury PCSO Duncan Latham-Green went beyond the call of duty to help a homeless man down on his luck after he came across him sheltering in a Southend pillbox. After delivering a food parcel and sleeping bag, he arranged for the man to visit the Homeless Action Resource Project (HARP), which helped to find temporary accommodation.

Essex Police College trainer Pc Kirste Snellgrove won the chance to run 250m with the Olympic torch, having won a Capital Radio competition.

Essex Police women's hockey team went one step further than their male counterparts by winning the PSUK final 3-1 against the Metropolitan Police.

And Central Division were named winners of the Croker Cup ... again!

June

COMMUNICATIONS officer Gemma Pearson won



● The local Policing Pledges for all 146 Essex neighbourhoods were rolled out on December 1. They emphasise the force's commitment to customer service and are part of the national Policing Green Paper. Pictured in Basildon are acting Insp Scott Cannon, Insp Steve Ditchburn, Chief Insp Simon Dobinson and Insp Sue Heaton

Picture by Laura Anderson



● September 2008 – Essex Police Special Constabulary Chief Officer George Cook and Southend district commander Chief Insp John Walker highlight the Specials recruitment campaign. The force aims to have 1,000 special constables by 2010

Picture by Morwenna Holland



● October 2008 – Probably the longest-serving Essex Police employee, Andy Anderson, marked his retirement by meeting Chief Constable Roger Baker for a chat over a cuppa. He also received a certificate thanking him for the devotion and loyalty he showed to the people he served for 48 years and 209 days

Picture by Heather Turner



● March 2008 – The force launched its new single, non-emergency number – 0300 333 4444 – with help from pupils at King's Road Primary School in Chelmsford



● August 2008 – The winners of the Force Suggestion Scheme Awards were revealed – successful ideas ranged from a child safety wristband scheme, which has been adopted forcewide, to the adaptation of various forms to help save time and money. Pcs Ian Harlow and Karl Help, of South Eastern, pictured above with DCC Andy Bliss, each got £250 for jointly dreaming up the child safety wristband

Picture by Mary Cotter

anniversary of the opening of the Police Rehabilitation Centre at Prince House in Goring, Oxfordshire, in front of Prince Charles.

Nationally, the UK's biggest crime-fighting charity Crimestoppers took its one-millionth actionable call. Essex Police was one of the original forces to accept assistance from the charity and during the 20 years since its inception, Essex Crimestoppers has provided more than 9,000 actionable calls to the force.

September

A DRAMATIC reduction in people killed and seriously injured on Essex roads since 1997 was attributed to road safety campaigns, cameras and community initiatives.

In 1997, 1,452 people were killed or seriously injured in road crashes across the county – ten years later that figure had dropped by 387, a fall of almost 30 per cent.

The work of the Essex Casualty Reduction Board, of which Essex Police is a partner, had already been highly commended at the National Transport Awards earlier in the summer.

Opportunities for people with disabilities to work for the force were planned to increase, following the success of a volunteer scheme run by Communications Division.

Chelmsford's biggest annual event, the V Festival, was safe and enjoyable for more than 80,000 festival-goers each day – there were only 20 arrests, for drug possession, public order offences, assault and theft.

ACC Carmel Napier moved on promotion to Gwent Police as deputy chief constable and Sue Harrison joined the chief officer team as temporary ACC.

The force was awarded £150,000 to continue its fight against knife crime – with a third of that to be used in further supplementing the successful 2SMART campaign.

Essex Police College scored a national first in attracting additional government funding to its in-house student officer training programme.

October

OPERATION Apex was launched officially, setting out the force's ambition for policing in Essex over three to five years. Huge savings will have to be made to pay for the recruitment of an additional 600 police officers – bringing the force's total officer-strength to just over 4,000 by 2013.

The force was named as a winner at the ACPD Excellence in Policing Awards for Operation Leopard. And the Customer First programme was also commended in the Excellence in Policing category.

Police officers and staff were awarded for their achievements at the annual ACTION awards at Stock Brook Manor.

November

HOME Secretary Jacqui Smith visited Basildon to officially launch the national Policing Pledge.

Essex Police embarked on a pilot scheme to reduce officers' paperwork giving them more time on the streets. The force was one of ten across the country given the opportunity by the Home Office to change the use of Stop and Account as part of a drive to reduce bureaucracy.

More than 40 per cent of the non-emergency calls received by Essex Police now come through 0300 333 4444, which went live in March.

DCC Andy Bliss presented medals to Royal Military Police officers on their return from Afghanistan. They were honoured for their work during a six-month deployment. Mr Bliss told the soldiers how their work had helped in tackling drugs and terrorism in the UK.

Neighbourhood policing teams began beating villains at their own game by finding vulnerable targets before they do. Under the 3VP scheme, officers and PCSOs in South Western Division looked for insecure homes and cars in order to give the owners advice on how to prevent being targeted by criminals.

December

POLICE dog Ben was crowned winner of the 2008 Essex Police Dog Trials. The five-year-old German shepherd came first out of 14 dogs.

Former inspector Cheryl Callow was honoured for her lifetime achievements with the force over her 30-year career. She was named a runner-up in the Lifetime Achievement in Policing Award at the Jane's Police Review Gala Awards.

Colchester became the first town in the county to have a 24-hour SOS bus in a scheme which was 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.

SIR Ronnie Flanagan, HM Chief Inspector of Constabulary, wrote to Chief Constable Roger Baker after his visit to the force to say he was "most impressed by all that I saw" and he added: "Many congratulations on the excellent work going on in Essex and on the outstanding results being achieved."

Essex Police Band was invited to play at the 20th



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

TO Chief Insp Adrian Coombs: I would like to thank Insp Andy Fusher, acting Insp David Parkin and the Colchester South Neighbourhood Policing Team for their help and support during the incident at the Wilkin and Sons jam factory.

Your officers were able to deal with the fears and frustrations of local people whilst working closely with the other services.

The speed and professionalism of everyone involved was a credit to the force.

Thankfully, the staff who went to hospital after our chemical incident returned home later that day and are now back at work.

After the clean-down, the factory was back to normal the next day, producing jam and Christmas puddings.

**Wilkin & Sons Ltd
Tiptree**

AN intruder entered my bungalow and, as I tried to apprehend him, he assaulted me, by head-butting me several times and knocking my teeth out.

I called the police. Pc Peter Gartland attended within

four minutes and was most helpful in every respect, arranging for me to go to hospital and calling my granddaughter to attend.

I was very impressed by his actions.

Later, Dc Michelle Long attended my property to inform me that the intruder had been detained and was now in custody.

Dc Long kept me informed all through the case and was most helpful. I can't praise her enough for her thoughtfulness and the very efficient way she conducted herself.

She was a credit to the force, of which I was a member from 1950 to 1977.

I feel that I should have detained this youth but at 80 years it becomes a little more difficult.

**RS
Colchester**

TO Pc Rob Brettell: Thank you for the most excellent manner in which you dealt with my unfortunate accident.

This also applies to the other officers who have phoned and inquired about my circumstances.

It is so easy for people to criticise but not praise. In my case it is indeed praise and, again, I applaud you all.

**MK
South Benfleet**

I HAD to write to praise Pc Peter Iheagwaram and Pc Dave Underwood who were

called out to a family centre in Eastern Division recently.

The call was regarding two parents who were reluctant to hand over their baby at the end of contact.

Your police officers handled a very sad and difficult situation in a very professional, warm and considerate manner and managed to calm the mother, especially, so that the baby was handed over into the care of the social worker with no harm or stress to him.

They also took time to let the mum vent her anger and hurt on them afterwards.

**Essex County Council
Children and Young People's
Service**

TO Chief Constable Roger Baker: I am writing to commend the efforts of our local police officer, Pc Rebecca Hanlon, and her role in ensuring that the force was represented at our first Wivenhoe Town Community Football Competition.

The tournament was started to help raise the community profile for Wivenhoe Town FC. The other six teams participating were drawn from across the village and the fire service.

Some time ago, I contacted Pc Hanlon and requested a team to take part. Despite Wivenhoe having such a small village police team, she assured me she could get a football team together.

In addition Rebecca gave up

her Saturday and brought to the event the community police car laden with stickers and badges for the kids – a large number of the children will not forget the blue lights and the chance to sit in a real police car.

I felt I should contact you to alert you to the community spirit that Rebecca brings to the job within her role and which she brought to the day.

Pc Hanlon's genuine nature and professionalism is a fine quality to have within a community police officer and her 'can do' attitude not only ensured the force was represented on the day but was also a tremendous advert for the local police force within the community.

Pc Hanlon is a worthy asset to have within the force; she made a lot of kids happy on the day and a lot of adults frustrated as the police team went on to win the competition.

Please pass on my appreciation to Pc Hanlon and to the team who took part on the day.

**N M
Wivenhoe**

I WOULD like to thank Welfare for arranging my week's stay at Flint House.

I went there following a left hip replacement and benefited greatly from my stay.

I arrived using two crutches and was able to walk freely by the end of the week.

I was given physiotherapy

and hydrotherapy every day which helped me very much.

I am making excellent progress and doing very well, I'm told, for someone only just over two months post operation.

I certainly put this down to the excellent treatment I received at the centre.

I also realised what a fantastic service Flint House provides for all the injured and sick officers.

**JA
Chelmsford**

TO Insp Paul Eveleigh:

I haven't had cause to contact you recently but I was very impressed with what I have read about what you are doing to reduce the spate of teenage vandalism on Canvey Island.

The results look most encouraging and I think you and your team deserve a "Well done" pat on the back. I am sure you will say that it's all part of the job but credit where it's due. Long may this have a lasting effect.

May I wish you and yours a very merry Christmas and a happy New Year – I would wish this conveyed to all your teams on Canvey, who all do a wonderful job.

**RH
Canvey Island**

TO Insp Rachel Wood:

I would like to thank PCSOs Lynn Plunkett, James Pittuck and Rob Fraser, who attended

the Methodist Church Mother and Toddler Playgroup.

The children had so much fun having their fingerprints taken, colouring police pictures and trying on the officers' hats and coats.

The visit made a good, positive impact on the children and left a good, positive impression of Essex Police and community policing.

Lynn, James and Rob were very friendly and approachable and did an excellent job of interacting with many of the mums and children.

The information they gave out on Stranger Danger and the property-marking pens were also gratefully received.

**TZ
Stanford le Hope**

I WOULD like to thank Pc Ray Jeffery and Pc John Swann for their compassion and understanding with regards to a crash on the A127 in which my sister died.

Both officers stayed with me for some time before my daughter was brought to be with me and they have to be commended for their handling of a very sensitive time.

Both officers said all the right things at all the right times in my confused state.

I will never forget their tact, dignity and kindness.

My whole family is very grateful for all the work and support the police have provided for us and my dear sister.

KB



Letters

HAVE YOUR SAY: Write to Heather Turner, Law Letters, Publication Unit, Police HQ, PO Box 2, Springfield, Chelmsford, Essex CM2 6DA or via email to heather.turner@essex.pnn.police.uk. Letters and emails must be no longer than 300 words and must include your full name and home town. The deadline is the 20th of each month. We reserve the right to edit or omit letters. Please be aware *The Law* is reproduced on the internet and circulated to the media.

Thanks for support

MY brother and I wish to offer our most sincere thanks to Chief Constable Roger Baker and the Essex Police Welfare team for sending the beautiful wreath that adorned the coffin of ex-Pc 851 Len Carter at his funeral.

I know this act of remembrance would have been much appreciated by my father. Indeed, all the family present at the interment were filled with pride by such a kind gesture.

There cannot be many organisations that are so supportive of former employees, or their

families, especially when one bears in mind that my father's police service finished some 29 years ago.

I would also like to take this opportunity to thank all Len's ex-colleagues and the many friends who attended the Service of Thanksgiving at Tollesbury on November 21.

Michael and I grew up in what used to be called 'rural beat' houses at Rivenhall and Tollesbury and, during Dad's 32 years' service, we got to meet many of his colleagues.

Our heartfelt thanks to all who were able to attend the church or who sent cards.

**Richard Carter
Woodbridge**

Football club reunion planned

ALL those who knew me during my career with Essex Police will, I am sure, associate me also with Essex Police Football Club.

I was fortunate enough to have been able to combine a career that I enjoyed immensely with partaking in various sports representing the force.

Many long-term friendships developed through the football club and the memories and stories make for a great evening of reminiscing.

A small group of ex-club players and members have been meeting regularly for some time and former DCC Charles Clark and I were delighted to be guests of honour at a similar football event in 2006.

This letter is to invite everyone who has ever been associated with Essex Police Football Club to attend a reunion and celebration evening on April 2, 2009. It doesn't matter how long ago you were involved as we hope there will be people from every era (within reason)

in the club's history. It will be a tremendous evening. I am told that there will be celebrity footballers, entertainment, good food and, of course, a few footballing stories being told. It will be great night for wives, partners and maybe a friend or two to share good old-fashioned chinwag.

It's all designed to stir the hearts and minds and test the memory of anyone who derived enjoyment from their involvement in football with Essex Police.

The reunion will take place at the Chichester Hotel, Old London Road, Wickford, 6.30pm for 7pm. The entertainment is planned for 8.45pm-10.30pm, and the evening finishes at 12.30am.

Tickets cost £50 per head and are obtainable from Graham Moore on 07912 356793 or mooro42@yahoo.co.uk

If you want further information, contact me on 07764 562948 or John.Rhymes@blueyonder.co.uk

John Rhymes

Down Memory Lane ...



THIS month's Down Memory Lane picture, above, shows Supt Bill Burles, of Southend-on-Sea County Borough Constabulary with a Triumph TR4 police car.

Neil Revington has contacted The Law for help as he is rebuilding a Triumph TR4 ex-police car, which is a two-seater, open-air vehicle used on 9-5 patrol in Southend-on-Sea.

Neil would like to know the answers to the following questions:

- what radio was fitted and where?
- what aerial was used and where?

- what types of seat belts were used?
- a 'Police' sign was used across the radiator grill. Was this a simple number plate?
- were there any other modifications, such as engine tuning or handbrake modifications?

If any of our readers can help, they can contact Neil Revington at Revington TR, Home Farm, Middlezoy, Somerset, TA7 0PD.

He can also be contacted on 01823 698437 or via email at neil@revingtontr.com or you can visit www.revingtontr.com

TWELVE 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: Pc Arin Andrews, of Mobile Support

Division; Pc Scott Deal, of Stansted Division; Pc Rob Bates and Philippa Harris, of Essex Police College; Sgt Mick Ashton and PCSO Claire Aherne, of Central Division;

Debbie Batey and Mary Brassett, of Communications Division; and Samantha Webb and Sarah Symonds, of Finance. The recipients of £50 awards were: Sunil Sreedharan and Ann Green, of the IT department.



There's money to be had in our waste products

WASTE not, want not is the buzz phrase around Essex Police as the force gears up for greater recycling.

From contaminated photographic chemicals to clapped-out computers, waste products and machinery are being turned into cash.

Trading in police 'hand-me-downs', while not exactly big business is seen as a useful income.

But it can be a much more complex process than your average household recycling schemes.

For example, HQ Photographic Imaging that produces a wide range of prints for investigations, special events or promotions, is making money by recovering silver from exposed photographic paper.

Norman Eastbrook, head of Imaging, said small amounts of silver, used in the coating of photographic paper, were washed off when the paper is dipped in bleach and fixer chemicals in the department's mini-lab processor.

The waste chemicals are stored in 25-litre drums and collected every three weeks by a specialist recycling firm which can recover the exposed silver.

Mr Eastbrook explained: "European law states that the chemicals have to be collected because they can't just go down the sink."

"Although the collections cost about £50, we still make a small amount of money from the sale, although the exact amount depends on the current world price for silver."

Kim Karaçolak, IT change and configuration manager, said unwanted laptop and desktop computers were being recycled through a company in Chelmsford, and some were being offered for sale to Essex Police employees.

Now there's a case of complete 360° recycling.

Kim explained that the IT department has a five-year replacement programme to ensure that the force continues to be provided with reliable and up-to-date hardware and

by **Bill Stock**

technology. "This in turn results in good support from IT as repeated breakdowns will affect both the customer and IT staff," she said.

"Hardware that is faulty or redundant through the replacement programme is sold on to a local company, Amber Bruce, once all the hard drives are removed."

Transport Services at Boreham has been recycling police vehicles and parts for years.

Engines and fittings from a written-off car might easily be put into another vehicle when the need arises.

And when vehicles reach the end of their police life, they are sold at auction or crushed, which, again, brings in cash.

And in October, Transport Services started recycling for the environment too, when business and project support officer Sally Summers, arranged for nine bins to be stationed around the workshops and offices and to be collected fortnightly by the local council.

Sally said: "We now have bins of different colours for cardboard, glass and plastics."

"Our cardboard waste is significant because so many new parts arrive in packaging."

"There is a fair amount of glass from coffee jars and other kitchen products and there is plenty of plastic from bottles of anti-freeze and milk bottles for teas and coffees for the 55 staff here at Boreham."

Contracts manager Claire Turner, of Procurement, said that discussion about various recycling projects were ongoing and it was hoped that force-wide schemes to recycle more paper, cans and card will be in force later this year.

Amber Bruce makes secondhand computer hardware available for resale to Essex Police employees.

Details can be found by visiting the IT department's Ask Bill intranet site – listed under Divisions & Departments – and clicking on IT Equipment Resale under the Information menu on the righthand menu

point of contact)," said Insp Smith. He also reminded officers carrying the device to remember to ensure they booked on to the STORM command and control system, with the M/FPRINT attribute, so that colleagues can contact them if they need the device to be taken to them at a stop check.

The Lantern training SPOCs are:
Stansted – Sgt Craig Pirie
Chigwell RPU – Pc David McCorrell
Stanway RPU – Pc Paul Barry
Laindon RPU – Pc Jim Allen
Rayleigh RPU – Pc Mark Hewitt
Force Support Unit – Pc Nick Daws
ANPR – Pc Russell Gay

Existing trained users can continue to use the device without seeing their SPOC but will notice one significant change – an HTTP Post Failure message whenever you connect to the network.

Simply wait 20 seconds and then 'RETRY' to get your connection.

(IPLDP) at Essex Police College at HQ.

South Western PDU has a new intake roughly every four weeks, with student officers remaining there for eight weeks, before four weeks of attachments before they go on to a shift.

Sgt Jasmine Frost is based at Thurrock, with Pc Paul Day and Pc Emma Holmes. Sgt Mandy Copleston is based at Basildon, with Pc Mal Richardson and Pc Mairhi Mowbray.



● **Sally Summers, above, with the new recycling bins at Transport Services**

Picture by Bill Stock

● **HQ Photographic Imaging's waste chemical drums are collected regularly and the excess silver is recycled**



Lantern continues to shine

FOLLOWING a successful 18-month trial, the future of the Lantern fingerprint devices within Essex looks secure.

With the current ten devices being upgraded to 'second generation' models and the acquisition of a further four devices, this gives the force greater capability across the county.

The handheld devices, allow an immediate check of fingerprints against records held on the national database. However, they are still evolving and the final version may not be seen until late 2009.

Road Policing Unit (RPU) commander Insp Justin Smith said: "The four additional devices will be split between Stansted Airport and Mobile Support Division."

"When the National Policing Improvement Agency swapped out the first generation devices, we took the opportunity to accredit six further trainers so anyone from Stansted or Mobile Support who wishes to be trained should contact their divisional SPOC (single

South Western training to be split

THE Professional Development Unit (PDU) on South Western Division has been split into two, with a Thurrock PDU based at South Ockendon and a Basildon PDU, at Pitsea.

This will enable the division to provide better coverage for its two districts.

Since the unit was set up ago, it has tutored around 90 student officers – who finish their training on division after starting their Initial Police Learning Development Programme

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Eric

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Paul on 07970 107542 or visit www.essex2norfolk.com

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Miscellaneous

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

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New commanders move into post

WITH the retirement of Chief Supt **Mick Thwaites**, head of Mobile Support Division - see opposite - the new divisional commander is to be Chief Supt Gareth Wilson, who moves there on promotion.

And Chief Supt **Keith Garnish** also leaves Crime Division on promotion, to become the new divisional commander at South Eastern.

Ds **Malcolm Turner**, 53, of South Eastern Division, retired from the force on New Year's Eve after 30 years' service. He spent time at Basildon, Grays and Crime Division.

Pc **Rob Gregory**, 52, of the Air Support Unit, has retired after almost 31 years with the force.

During his career, he has also served with Laindon Road Policing Unit and Rayleigh Traffic, at HQ CID, Southend, Brightlingsea and Clacton.

Pc **Graham Bassett**, 50, has retired after 30 years' service. His last posting was as a student officer

trainer at Essex Police College. Prior to that, he had served on Eastern and South Eastern divisions and with Mobile Support Division.

Pc **Rob Wickins**, 54, retired from Sandon Dog Unit on New Year's Eve after 30 years. He started his career at Clacton 30 years ago and was later posted to Orsett and then Laindon Dog Units.

Dc **Gary Cootes**, 50, has retired from Crime Division but will re-join on the 30-plus scheme. Prior to joining Essex Police, he spent 11 years in the Armed Forces.

Station office assistant **Irene Munro**, 64, also retired on New Year's Eve, after spending 24 years with the force, first at Dunmow Town and then the new Great Dunmow police stations.

Crime Bureau investigator **Jim Collyer**, 61, retired last month after more than 14 years with the force. He had also spent time at Chelmsford and the Force Information Room.

And assistant contingency planning officer **Barry Hilton** retired on Christmas Eve - the day before his 65th birthday - after more than 13 years with Contingency Planning at Mobile Support Division.

Obituaries

Former inspector **Fred Overend**, of Billericay, has died, aged 81. He leaves a widow, Hazel. Mr Overend joined Rochdale Borough Police in 1948 and then transferred to Essex Police, retiring in 1977. In Essex, he served at Harlow and Brentwood.

Former sergeant **Derek Head**, of Tavistock in Devon, has died, aged 87. He leaves a widow, Denise. Mr Head served the force between 1947 and 1976 at Grays and Romford.

Ex-constable **George Whiddon**, of Braintree, has died, aged 80. He leaves a widow Patricia. Mr Whiddon served from 1950 to 1980 at Pitsea, Saffron Walden, Newport, Hornchurch, Tilbury, Aveley, Witham and Braintree.

Puppies are now ready to take the lead at work

FAMILY, friends and colleagues gathered at Sandon Dog Unit to watch the passing out of four new police dogs and their handlers.

Rocky, Travis, King and Kaiser were among the first dogs to join the force as puppies - previously we have recruited older dogs.

And the quartet took the opportunity to show the crowd just some of the skills they learned during their intensive, 12-week course.

From finding stolen property, showing off their agility and tracking to tackling armed suspects, their skills were evident for all to see.

Pc Sally Morris and police dog Rocky and Pc Paul Stubbs and Travis are now based at Rochford Dog Unit while Pc Stuart Casserly and police dog King and Pc Andy Kemp and Kaiser will be working at Chigwell Dog Unit.

Mobile Support divisional commander Chief Supt Mick Thwaites presented the officers with their certificates on what was his last official visit to the Dog Section, prior to his retirement.

Chief Supt Thwaites said: "An incredible amount of hard work has gone into the training of these police dogs.

"Dog handlers are extremely committed and dedicated officers who, through the very nature of the job, literally take their work home with them.

"This passing out parade is a chance to thank each of the newly-qualified officers but also a big thank you to their families who have given them wonderful support."

Volunteer puppy-walkers who had looked after the dogs as puppies also attended the presentation and were thanked. And they included two Manchester officers who went along to see their pup Kaiser all grown up and ready to work.

Course instructor Pc Dave Frost said: "We are extremely grateful to the puppy-walkers and their families for all the hard work they put in to making the dogs such a great resource for Essex Police.

"It has been hard work for all those on the course but, at the same time, it has been extremely rewarding to see how the handlers and the police dogs have gone from strength to strength. I am extremely proud of the four officers and their dogs."

● The fifth trainee police dog, Reggie, will be expected to complete his training on a future course.

● Chief Supt Mick Thwaites retires after 30 years' service - see opposite



● Above, Pc Stuart Casserly, Pc Paul Stubbs, trainer Pc Dave Frost, Pc Sally Morris and Pc Andy Kemp at the handlers' passing out ceremony

Picture by Nicola Bastendorff

● Middle, Pc Paul Stubbs and Travis 'confront' a 'suspect'

● Bottom, Kaiser shows off his agility to his handler Pc Andy Kemp

BLOCK LETTERS PLEASE - ONE WORD PER BOX

Name and rank:

Station: Home tel:

Date: Signed:

Send to The Editor, The Law, Internal Communications, Essex Police HQ.
 ● Advertisers should be aware that The Law is now published on the internet and any telephone numbers given will be in the public domain. No internal or direct-dial work phone numbers should be given as contacts in the adverts.
 Only adverts from those directly connected to Essex Police (either serving or retired) will be accepted. Adverts should be restricted to a maximum of 24 words and repeat ads should be re-submitted on a monthly basis. The deadline is the 20th of each month. The Law team reserves the right to edit or omit any advert.

Stansted and Mobile Support bid farewell to commanders



● Chief Supt Ian Grüneberg is retiring from Stansted Airport after more than 30 years' service with Essex Police

Picture by Bill Stock

MORE than 50 environmental protesters put paid to any plans Chief Supt Ian Grüneberg might have had to bow out quietly after 30 years and 169 days' service with Essex Police.

Instead, the Stansted Airport divisional commander had a major incident on his hands with just a week to go to retirement.

Protesters from the *Plane Stupid* group broke through a security fence, disrupted flights for several hours and led to plenty of operational activity and media exposure for Chief Supt Grüneberg.

It was a far cry from his humble beginnings in the force in 1978 as a uniformed bobby at Saffron Walden. After several moves around the west of the county, he became a training sergeant and then inspector at the National Police Training centre at Shotley in Suffolk.

In 1990, having risen to the rank of chief inspector, he became chief instructor and head of the Essex Training School before becoming operations manager at Harlow as a superintendent.

Then, in 1995, he became commander of complaints and discipline, then commander of the Force Information Room before taking over the reins as Thurrock divisional

commander and chief superintendent in 1999.

From 2001, Chief Supt Grüneberg was the force's information security manager and, three years later, took over at Corporate Support and was manager of the Improving Performance Through Applied Knowledge programme and project manager for HQ restructuring – which enabled 100 front-line police officer posts to be created. He took over at Stansted in 2007.

"I suppose I have become a Jack of all trades because it is quite unusual to have worked in so many different places and departments," said Chief Supt Grüneberg.

"I have been relocated roughly every two years but have always enjoyed dealing with new challenges. I have never had time to be bored and always found my work fulfilling.

"I am really sad to be leaving but I will definitely be looking for new challenges. A couple of projects are in the pipeline and they are police-related."

But in his spare time, Chief Supt Grüneberg, a father of three, a grandfather and a Christian, hopes to spend more time with his family, on church work and with his hobbies, which include photography, sailing, gardening and travel.

And although he has spent the final chapter of his police career surrounded by jet airliners, he prefers mainly to travel and enjoy the great outdoors in Britain.

CHIEF Supt Mick Thwaites retired as head of Mobile Support Division after a half-night on Christmas Eve.

Although he saw 30 years' service with Essex Police, he had also previously served with the City of London Police.

Along with two colleagues, he left the City force to travel to Australia in a VW caravanette but, due to problems in Iran and the fact that the caravanette had lost all its wheels, they were forced to return.

As his parents lived in Essex, he decided to join Essex and started his career as a constable in Rochford.

His first job was to stand guard over a cess pit, which formed part of a murder investigation. His career progressed and, as a beat officer in Westcliff, he recalls the arrests of busloads of skinheads, intent on causing trouble at bank holidays.

He moved to Tilbury as a uniformed sergeant and covered as a detective sergeant in Grays, returning to Southend before promotion to inspector at South Ockendon.

Then there was an eventful six-month secondment at Forest Gate with the Metropolitan Police, which saw him Police Support Unit commander in Trafalgar Square on New Year's Eve and dealing with riots in Brick Lane.

Back in Essex, he was operational inspector at Grays and was project lead on the Black Swan remount exercise, based



● Chief Supt Mick Thwaites, head of Mobile Support Division, bids farewell to the force

Picture by TIU

on a hijack at Stansted Airport, which proved its worth as there was a hijack at the airport the following year.

As chief inspector on Traffic Division, he oversaw the first force prosecution for gross negligent manslaughter and he also lectured at Bramshill on the National Road Death Manual – which had led to some traffic investigations being conducted by a senior investigating officer and the first uses of HOLMES (the Home Office Large Major Enquiry System) after road crashes.

He found his next role as head of the Criminal Justice Department at HQ particularly rewarding and challenging, with the publication of the Narey Report –

which recommended several measures to speed up criminal justice.

Moving on to be divisional commander at Southend for five years, Chief Supt Thwaites also became temporary assistant chief constable before his final posting as Mobile Support divisional commander.

Since 2005, he has been the Essex Police lead on planning for the 2012 Olympic Games.

He said: "I have been very fortunate with my career. I have enjoyed and still enjoy my work and I am proud to have served as a police officer in Essex but I am looking forward to having a little breather before deciding on options for the future."

Sports & social

Tracey gets a 'new Ford for old'

CHIEF Constable Roger Baker pulled the winning number in the December force lottery.

And then he broke the good news to the winner – Dc Tracey Allen, of Tendring CID.

Telling her he was doing a vehicle check, he asked her what car she was driving.

On hearing that she had a T-registration Ford, Mr Baker was able to tell her that she was now the proud owner of a Ford Focus convertible supplied by Dovercourt Ford, of Chelmsford.

Needless to say she was delighted at the news and Mr Baker joked that there would soon be a T-registration Ford for sale in Clacton.

The winner of the £3,000 top prize went to Gary Skull, retired; the £1,000 prize went to Sgt John Scott, of Walton, and Carolyn Meikle, retired, won the £500 prize.

The winners of £100 prizes were: Liana Booth, of Procurement; Tracy Ashford, of Corporate Development; Keith Wooderson, of the Force Information Room (FIR); Jakki

Hardingham, of Laindon; James Storey, of Stansted Airport; Geoffrey Markham, retired; Susan Bishop, retired; Dc Fintan Foley, of Epping; Sgt Philip Davies, of Chelmsford; Pc John Senior, of South Western Professional Development Unit (PDU); Dc Nikki Osborne, of HQ Scenes of Crime; and Pc Roger Watson, of Laindon ANPR Intercept Team.

The winners of £50 prizes were: John Johnson, retired; Nicola Willsher, of Braintree; Pc Stephen Cross, of Tendring; Pc Christopher Plummer, of Western PDU; Supt Jason Gwillim, of Colchester; Pc Alan Proud, of Southend; Pc Philip Pringle, of Stanway Road Policing Unit; Mathew Hine, of FIR; Pc Kirsty Lucas, of Frinton; Sgt Richard Baxter, of Rochford; Pc Daniel Bennington, of Harlow; Samantha Cooper, of Lakeside; Neil Dibell, of Communications Division; Ds Gareth Jones, of Colchester; Ds David Bishop, of Thurrock; and Pc Jonathan Holden, of the Air Support Unit.

● EPSA finance officer John Mackenzie and Chief Constable Roger Baker 'pull' the winning numbers in the December force lottery draw



South Eastern take Croker lead

SOUTH Eastern took the honours in the Croker Cup Badminton competition and South Western won the cross country championship on home ground at Gloucester Park. The updated Croker Cup table, after eight events – the halfway stage of the competition – is: 1 South Eastern, 55 points; 2 HQ, 52; 3 Central, 30; joint 4 South Western and Western; 6 Eastern, 24.

Essex Police Sports Association annual awards

It is the time of the year to make your nominations for the EPSA annual awards.

There are two awards – one for the Sportsman of the Year and one for Outstanding Service to the Association.

Please send your nominations, together with a pen picture, to EPSA chief executive Christian Robinson via email no later than Thursday, January 15.

Looking forward

I hope we are as successful in sport as we were last year, our men's hockey team have just started their season with an 11-0 win over Grampian. And the women's hockey team start their title defence this month.

Meanwhile, I am told our football veterans spent the festive season carbo-loading with mince pies in preparedness for their defence of the national champions title as well.

Good luck to you all and to those not mentioned. I would like to wish all our members a great 2009 and thank you for all your support over the past year.



● Christian Robinson ext 58883



Jailed serial fantasist took up 'thousands of hours' of police time

A WOMAN described as a "serial fantasist" and who span a web of lies has been found guilty of conspiracy to pervert the course of justice and jailed for four years.

Her actions cost an estimated £300,000 and 7,000 hours of police time.

Michaela Britton, 40, of Chelmsford, was found guilty by a unanimous verdict after a trial lasting more than three weeks and was sentenced last month.

Britton, aka Brittain, was convicted of conspiring with Paul Hendle and others to pervert the course of justice during a six-month period in 2006.

Hendle had earlier pleaded guilty to conspiring to pervert the course of justice and was jailed for nine months.

Judge David Turner said it had been an unusual and difficult case and that a grotesque amount of time and public money had been spent.

He added: "It is one of the strangest cases it has been my unhappy duty to try."

Chelmsford district commander Chief Insp Glenn Maleary, who led the investigation, said: "Out of greed and in pursuit of a false insurance claim, Michaela Britton spun a web of lies and deceit, putting at risk the liberty of innocent people."

"Investigating her fantasy stories and ultimately bringing her to justice has taken thousands of hours of police and prosecution time."

He said credit went to the investigators whose tenacity and objectivity brought to an end the activities of a creative and serial con-artist. "Despite overwhelming evidence Britton continued in her fantasy world, causing distress to named people by alleging they were at fault and not her."

Chief Insp Maleary said Britton attempted to tarnish the good name of Essex Police and individual officers in her continued pursuit of greed.

"She had falsely claimed to be the victim of some of the most serious crimes possible and, in doing so, betrayed true victims and members of the public by denying them access to valuable police resources," he said.

"I feel it a shame this woman has gone to such extraordinary levels to convince the police, her friends and family that her lies were true.

"However, I am delighted that the court has listened intently to her case and has reached its own conclusions."

Chief Insp Maleary, Ds Gary Robinson and Dc Phil Moody were commended by Judge Turner for their "patience and professionalism" during the investigation.

49 Plane Stupid airport protesters charged

A TOTAL of 49 people were charged with aggravated trespass following a protest at Stansted Airport last month.

The illegal action at the airport began at 3am on December 8 and prevented the runway from opening until 8.15am.

Fences were cut and more than 50 protesters from a group calling themselves *Plane Stupid* gained access to a taxiway airside at the airport and chained or locked themselves to fencing.

Those charged were bailed to appear at Harlow Magistrates' Court on various

dates in December and January. To date eight people have pleaded guilty to aggravated trespass.

Officers arrested a total of 56 people – men and women aged between 17 and 42 – from various parts of the UK.

None of the protesters were local to Essex.

Approximately 35 police officers were called in to deal with the protesters at the airport before they were transported to various custody suites right across the county.

They included Stansted Airport divisional commander Chief Supt Ian Grüneberg, in his last week of operational duty before retiring.

Essex Police has well established contingency plans for incident at Stansted Airport and worked closely with the airport authority.

The incident will be reviewed to see if any lessons can be learned.

● Stansted and Mobile Support bid farewell to commanders – See Page 11

Force first: motorist is jailed for GBH with car

by Nishan Wijeratne

A MOTORIST has been found guilty in a landmark case of causing grievous bodily harm with his car.

Paul Prior, of Westcliff, walked away uninjured from the crash near Stansted Airport in September 2006.

He was charged with dangerous driving and causing grievous bodily harm. He had admitted the former charge but denied the latter.

However, a jury at Chelmsford Crown Court last month found the 38-year-old former executive taxi driver guilty of causing Cate Stephens grievous bodily harm (GBH).

Several witnesses said Prior had been tailgating along the entire A130 from Chelmsford while others stated he had been travelling at approximately 100mph on the A120.

And Prior himself stated he had been distracted at the time of impact as he was "fiddling around" for a credit card in the car door pocket.

These aggravating features had prompted the Crown Prosecution Service to charge him with both dangerous driving and causing GBH.

Although the force's forensic collision investigators were unable accurately to calculate the speed of the Audi at the time of the impact due to the damage it suffered, their work with VW specialists, who interrogated the onboard computers, enabled the prosecution to go ahead.

The case is the first time a motorist has successfully been prosecuted in Essex for GBH following a road crash.

And Hampshire is the only other force to have succeeded with a GBH charge in connection with a crash.

The crash happened in Takeley when Prior's black Audi A8 struck the rear of a blue Peugeot 206 driven by Miss Stephens on the westbound A120.

Both vehicles left the road and ended up in a field.

Miss Stephens, 27, of Thurnby, Leicestershire, was airlifted to Princess Alexandra Hospital in Harlow after sustaining head and spinal injuries.

She was subsequently transferred to Addenbrooke's Hospital in Cambridge and, later, Stoke Mandeville Hospital in Buckinghamshire, for treatment.

'Surgery-style' system unlocks the potential of old custody area

WHILE longer-term plans for the refurbishment of cells at Saffron Walden police station are progressed, local officers have begun using a new, "surgery-style" system to interview offenders and unlock the potential of the custody area.

It had been decided that, once Saffron Walden police station lost its ability to house prisoners for up to 24

hours and that all vulnerable and drunk prisoners must be taken to a station with a permanently-staffed custody area, all prisoners should go to Braintree police station.

Now managers have decided instead that if a prisoner's time in custody is likely to be short – such as for a minor offence where the offender is not vulnerable or intoxicated – then time can

be saved by dealing with them locally.

More serious offenders can be bailed to report back to now be bailed to the Saffron Walden "surgery", again saving time.

During the first surgery, on November 20, 14 offenders were seen in one day resulting in ten detections, six charges and eight people being bailed pending further enquiries.

More than 100 hours of police time was saved.

Uttlesford district commander Chief Insp Joe Wrigley, said: "This will enable us to deliver a better service to the communities we police and a more efficient service to those unfortunate enough to be the victims of crime."

"It is no way plays down the need to arrest those for more serious offence."



● Cate Stephens' Peugeot 206 after the crash, above, and Cate Stephens now, right

She returned home to Bury St Edmunds, Suffolk, with her parents in June 2007, paralysed from the neck down. She will have to use an electric wheelchair for the rest of her life and two full-time carers live with her and her parents.

After the case, investigating officer Sgt Andy Swan, of Stanway Road Policing Unit, spoke of Prior's "abysmal driving display".

"He took the wheel of his powerful car and changed the life of a young physio-therapist. Cate Stephens understands that she will never be able to pursue her promising career. Paul Prior has never expressed any remorse, but he now has the opportunity to reflect on his actions."

"Essex Police will not tolerate such appalling driving. We will ensure dangerous motorists are brought to justice. We aim to make our roads the safest in the country and will not stop in our quest to do so, which is illustrated by this case which has taken over two years to bring to court."

"We also vigorously pursued this case to highlight the large gap between the sentencing guidelines for the offences of dangerous driving and causing death by dangerous driving."

Miss Stephens said the crash had



changed her life forever.

"The direct actions of Paul Prior now mean I am always reliant on somebody to be with me for the most simple of tasks."

"His driving was indisputably arrogant and selfish. As far as I am aware, he has shown no sorrow for his actions."

"I do hope that other motorists now think twice before driving so recklessly at high speeds. Special thanks must go to Sgt Swan who headed up the investigation and kept us informed throughout."

Prior is currently disqualified from driving. He is due to be sentenced at Chelmsford Crown Court this month. A date has yet to be fixed.

Death crash driver ignored doctors' advice over epilepsy

A MOTORIST has been jailed for eight years for causing the death of a Benfleet woman.

Darran Sims, 35, of Leigh on Sea, had ignored repeated advice by doctors not to drive before the collision on April 18, 2007, which resulted in the death of 20-year-old Sheri Lawrence.

She had been on a safe haven at a crossing in Rectory Grove, Leigh on Sea.

Sims was also disqualified from driving for 10 years.

Investigating officer Dc Andy Stevenson said after the case last month that Sims had been suffering from epilepsy for some time beforehand.

"He was repeatedly advised by esteemed members of the medical profession not to drive motor vehicles or railway locomotives – as he was employed as a train driver," said Dc Stevenson.

"He showed a total disregard to the advice he was given by these senior members of the medical profession and his arrogant and irresponsible attitude led to the untimely death of Sheri."

"While today's result will never be sufficient for the taking of her life, I trust that her family will feel that the courts and ourselves have done all that we can to make the defendant account for his actions."

"The case should serve as a reminder to people who decide to drive against the advice of the medical profession."

Calling Sims "arrogant", Sheri's parents, Karen and Paul Lawrence, thanked police officers, doctors, consultants and members of the public who gave up their time to give evidence in court.

They added: "We would also like to thank all of the people including the paramedics, police and members of the public who did their best to help Sheri, who had suffered such terrible injuries at the hands of this man."

"We would like to mention the work of all the officers at Rayleigh Road Policing Unit, especially constables Andy Stevenson and Dave Andre."

Bottling things up

A LOUGHTON Professional Development Unit officer is collecting coloured plastic milk bottle tops for the Gloucestershire Royal Hospital.

Send yours to Pc Andy Sunderland via internal mail.