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FINGERPRINT IDS

ARE SPEEDED UP

by **Bill Stock**

FINGERPRINT investigation has been transformed in Essex after scenes of crime officers and researchers became dab hands on a new computer system.

The 'remote transmission' service launched on April 1 has slashed the time taken for 'lifting' a fingerprint and putting it into a searchable database from four days to one.

And in ultra-urgent cases the time can be further reduced to a matter of hours.

In the past, scenes of crime officers (SOCOs) lifted fingerprints by using powder and acetate to create an image which was sent via secure internal mail to HQ Photographic, where technicians used cameras to turn the image into a photographic print.

With an average of 20,000 fingerprints being 'lifted' at Essex crime scenes every year and a further 20,000 found by forensic experts in the labs at HQ, it was a time-consuming process.

Now, under the new system, SOCOs simply scan images directly into their office computers which they can be sent straight into HQ Fingerprint Bureau's database where they can be accessed by technicians any day of the week.

The new system has also dramatically cut the time taken to send images to divisional intelligence units, which, in the past, might have waited up to ten days to see a print lifted by a local SOCO.

Scientific Support manager DCI Alan Cook said: "The new process is a very important tool for the bureau and for the team-working of the whole force.

"It has transformed the way in which we store, identify and disseminate fingerprints and it has considerable benefits for front-line policing.

"We are now providing a much faster service for Crime Division and the territorial divisions and there are important cost savings of around £40,000 a year because we no longer need to photograph lifted prints."

The launch of new system was masterminded by Wendy Palmer, head of the Fingerprint Bureau, and followed a review of fingerprint services by the National Policing Improvement Agency.

The NPJA was keen to see the introduction of remote transmission of fingerprints and Wendy was involved in planning the reorganisation within Essex.

During initial studies, Wendy and her team came up with an idea to further speed up investigations by collecting and sending prints that could be quickly eliminated from enquiries.

The idea of providing an elimination set of prints – those of burgled householders or people clearly not involved in a crime – was endorsed by the NPJA and chosen as best practice for the forces in England and Wales.

Wendy said: "We are now able to save and compare fingerprints at a very early stage of a criminal investigation. We are delighted with the improvement and pleased that our idea for an elimination set has been accepted as best practice."

Det Chief Supt Simon Coxall, head of Crime Division, said: "Fingerprints have a long history in detecting some of the most serious of crimes.

"The advances made in recent months have not only enhanced further our abilities to recover fingerprints from a multitude of surfaces but have greatly shortened the time it takes from finding the mark to 'feeling the collar'.

"Undoubtedly it's a major step in solving crime and stopping offenders in their tracks."



● Head of Fingerprint Bureau Wendy Palmer and Scientific Support manager DCI Alan Cook with fingerprint examiner Louise Panting, who is comparing a mark found in Essex with an image from the national database

Picture by Bill Stock

DCC Andy Bliss meets Prime Minister

DEPUTY Chief Constable Andy Bliss attended a breakfast meeting in Downing Street last month to celebrate the success of Neighbourhood Policing.

He joined chief officers from the other 42 police forces in England and Wales to mark a year since all the forces signed up to deliver Neighbourhood Policing.

Braintree Town Neighbourhood Policing Team was featured in a booklet of case studies given to all force representatives at the meeting.

The team was acknowledged for

putting the local community at the heart of their work by giving everyone an opportunity to express their views on issues which matter the most to them via monthly neighbourhood action panels (NAPs).

Essex Police has been delivering Neighbourhood Policing since January 2006, offering the public a named police officer to contact in each of our 145 neighbourhoods.

We were also the first force to sign up to the policing pledge last November.

Mr Bliss said: "I was proud to represent Essex Police to meet with Prime Minister Gordon Brown and the Home Secretary, Jacqui Smith, and to join other representatives from the country's police forces to mark this milestone."

The Policing Pledge further enhances the service the public receive from our neighbourhood policing teams by setting out clear priorities for all forces and informing the public of the standard of service they should expect.

Intercept Team's late present

WHEN Tracey Oram was asked "What do you want for Christmas?" by Essex Police Authority last year little did she expect that she would end up behind the scenes of Channel Five's *Police Interceptors* programme. Tracey, of Felsted, was asked "What do you want for Christmas?" while out shopping in Tesco at Great Dunmow on Christmas Eve. She was then entered into a draw, along with 1,000 other respondents to the police authority's consultation campaign, for the chance to visit one of the ANPR Intercept teams behind the hugely-successful programme. At the Laindon ANPR Intercept Team base, Tracey and her four-year-old son Freddie were greeted by Pc Russ Jardine, who makes frequent appearances on the programme. And they went behind the scenes to be shown some of the high-powered vehicles used by the team, including a Mitsubishi Evo and a Subaru Impreza. They also got to see how the unit works and met a number of ANPR Intercept officers plus police dog Buster, on attachment from the Dog Unit. Tracey said it was great to visit the ANPR Intercept team. "Lots of my friends who watch the Channel Five programme were very jealous when I told them. "The unit obviously has a real positive impact on catching criminals and making Essex a safer place to live, and it was great to see behind the scenes, to see how it all works and to actually meet the 'interceptors' themselves." Essex Police Authority ran its All I Want For Christmas campaign in November and December last year, taking to the streets of Essex to ask the public for the top three things they wanted to see from policing in 2009. The top wish was to see more officers on the streets, which is in fact what Tracey wished for when she was consulted. Through Operation APEX, the force has pledged to recruit an additional 600 police officers by 2013.



● Tracey Oram and her son Freddie talk to Pc Ian Flynn, of Laindon ANPR Intercept Team
Picture by Jenna Smith

Businesses drop in for a cuppa

MEMBERS of Stansted Airport Neighbourhood Policing Team hosted their first area coffee morning last month, helping to establish links with the local community. Staff at businesses located in and around the airport were invited to 'drop in for a cuppa', giving everyone an opportunity to express their views on the issues that matter most to them. PCSO Michelle Noble and PCSO Sonia Duckling realised it would be an opportunity to talk to the local business community within Stansted Airport Terminal ward. And employees were able to go along and find out about Neighbourhood Policing as well as being able to discuss issues relating to both work and home. The 'drop in for a cuppa' initiative follows on from the Cuppa with a Copper beat surgeries which Insp Simon Anslow started in Basildon and similar schemes are also run in Loughton, Wickford, Tendring, Ockendon and Southchurch in Southend. PCSO Duckling said: "The coffee morning encourages members of our community to take a coffee break and join the neighbourhood policing team in more informal and relaxed surroundings." Sgt Angela McCorrell said the event had been very successful. "Establishing links with the community makes it easier for the neighbourhood policing team to find solutions to the problems that matter most to local people," she said. "The coffee morning has given people the opportunity to get to know the team and raise various questions regarding local policing issues and the community-focused projects currently running in the area. "We were also able to discuss opportunities for local people to make a difference in the community and join the Essex Police Special Constabulary." Coffee mornings will now be held on a monthly basis in the atrium of Enterprise House at Stansted Airport.

Essex good causes book club

A GOOD causes book club has been set up to raise money at Essex Police College. The Leadership and Development Team are collecting good-quality – ie read once – books for resale in order to raise money for good causes based in Essex. The Good Causes Swap and Share

Book Club can be found just outside the college canteen. Readers are encouraged either to swap a book for a good-quality book of their own or to make a donation. ● Contact trainer Sgt Chris Hennessy on ext 56113 or via email or any of the Leadership and Development Team on the college's first floor landing

Security focus falls on pubs and clubs

FOLLOWING the successful roll-out of Project Argus in major shopping centres and towns across Essex, the spotlight is falling on the licensing trade.

Project Argus is a national initiative giving free advice to businesses – large and small – on how to protect against, prepare for, handle and recover from a terrorist attack.

Using multi-media simulation, Project Argus highlights the importance to businesses of being prepared and having the necessary plans in place to help safeguard staff and customers.

Now, after having covered retailers in town centres and shopping centres, the force's counter-terrorism security advisers (CTSAs) are turning their attention to those people who work in pubs, restaurants and clubs.

CTSA Dc Wayne Lagden said the initial phase of Project Argus – focusing on the retail sector – had been well-attended and well-received during the past 18 months.

"We have run events for operations managers, retail managers and security staff and this initiative has also been fully supported by Essex County Fire and Rescue Service, the East of England Ambulance Service and local authorities," he said.

The first Project Argus Night-time Economy (NTE) session was held in Brentwood last month. Dc Lagden said it had been attended by 65 managers and staff working mainly in the licensing trade.

Both Essex Police and local authority licensing officers attended, together with business continuity and emergency planners and Brentwood neighbourhood inspector Shaun Kane, who opened the event.

During a three-hour Project Argus session, delegates are posed a series of questions and challenges.

They work in small groups and develop responses to a scenario as it unfolds, allowing them to explore what is likely to happen in the event of a terrorist attack and the priorities which might be considered.

They also consider such issues as recording and reporting suspicious activity and business continuity – how to ensure their business can continue operating in the aftermath of any emergency or unexpected event.

Further Project Argus NTE events are planned for Southend, Basildon, Chelmsford and Colchester next month and in July.

● For information about Project Argus or details of forthcoming Project Argus NTE sessions contact the force counter-terrorism security advisors on ext 54133 or 01245 457159 or via email at ctsa@essex.pnn.police.uk



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● Stansted Airport officers took a trip down Memory Lane last month when 87-year-old Phyllis Newling joined them for a VIP tour.

Last year, police visited Phyllis at home because youths were causing a nuisance in the area.

While talking, they discovered Phyllis had worked in the airport kitchens 50 years ago.

So Pc Jane Price and Pc Scott Deal arranged an airport tour so she could see how it had changed and to give her the chance to talk to officers again.

● Phyllis Newling is pictured with, from left, Pc Russell Mason, Pc Jane Price, Pc Scott Deal and Pc Phillip Lord



All aboard! PCSOs ride school buses

A SUCCESSFUL initiative to curb anti-social behaviour on school buses used in Western and South Eastern Divisions has been rolled out across Colchester and Tendring.

The pilot in Eastern saw PCSOs boarding buses bound for home from St Helena School in Colchester.

It proved such a success that it has now been adopted by policing teams in south Colchester, north Colchester, rural Tendring and Harwich.

Colchester South Safer Schools Partnership officer Pc Elayne Hepworth-Alaoui said: "We talk to the students on the buses to promote good behaviour which, in turn, makes the journey a better one for every student."

"We educate them about litter, bullying and anti-social behaviour including criminal damage.

"It also gives us the chance to get to know more pupils on a regular basis and helps to break down any barriers there might be towards the police. It has been extremely well-received by the bus company and the school."

Technology is here to assist you

AN event to demonstrate how technology can help people with disabilities in the workplace was held last month at the Essex Police College.

A number of firms were invited to give presentations and demonstrations of the different products they offer to assist people with dyslexia and physical disabilities.

Senior IT operations manager Maggi Deere said: "We are working together with the Diversity team to make it easier for staff who experience difficulties in getting the best from the technology to get the help that they need."

"The event was held to highlight what is available out there. We are now liaising with the companies to investigate what else we can do to improve the use of these products and the training given."

More than 50 people including HR managers, members of the Disability Network and IT staff watched the presentations and demonstrations at the Assistive Technology Day.

These included a mind-mapping software package which enables people to record ideas and organise thoughts, free from the constraints of producing linear notes.

Technology can also assist with reading difficulties via a text-to-speech application and there were several input devices and hardware on display for people with physical disabilities.

People were able to browse the stands and talk to IT company representatives.

• For more information about assistive technology, contact Disability Network co-ordinator Denise Chaplin on ext 54102



• A police dog handler patrols the Stansted Airport perimeter fence near Air Force One. Public order evidence gatherer Pc Daren Chambers took the picture at 5am on Wednesday, April 1

ACC's praise for high profile jobs well done

ACC Derek Benson thanks all police officers and staff involved with supporting the vast security operation at Stansted Airport surrounding the arrival of US President Barack Obama last month.

Security was heightened as the new US President flew into the airport on Air Force One on March 31.

Mr Obama was on his way to discuss the global economic problems with other world leaders in London at the G20 Summit. Security was heightened until his departure on April 3.

Mr Benson said the Stansted security operation – Operation Glencoe – had seen "unprecedented demand" on police resources, which resulted in Essex Police calling upon mutual aid from forces from around the country in order to mount a 24/7 operation.

He said afterwards: "I would like to express my personal appreciation to all those employees involved in the operation, which was brought together with very little notice."

"Many of you worked long hours and a lot of hard work went in to ensure a

successful operation, which was carried out in the glare of intense public and media scrutiny."

Mr Benson said he would be writing to colleagues from other forces to thank them for their part in the process.

Supt Jed Stopher, of Mobile Support Division, was Silver Commander with the job of co-ordinating numerous specialist plans and making them fit seamlessly into a comprehensive operational order.

Although initial meetings were challenging, due to the number of outside agencies also involved, Supt Stopher said problems were worked through and a professional response achieved.

"This operation was the biggest public order operation requiring mutual aid that I can recall in my 25 years' service and certainly one of the most challenging to command," he said.

"I must thank everyone involved in the operation, from all disciplines, for making the operation the success it was."

Public Order Commander Supt Simon Williams, of Western Division, focused on public disorder, lawful and diverse protest, airport security and VIP protection. He praised his "capable and flexible" planning team who swung into

action as soon as the arrival of Mr Obama at Stansted was announced.

As well as preparing for the arrival of Mr Obama and his entourage, Supt Williams and his team also had to prepare for the arrival for officers from the forces supplying mutual aid.

"The days that followed were a great success, which is wholly down to the officers who delivered the plan in a most professional way – for which I am extremely grateful," he said.

• ALMOST as soon as US President Barack Obama had departed these shores, Essex Police faced another huge policing operation at TV personality Jade Goody's funeral.

Epping Forest district commander Chief Insp Alan Ray said: "The funeral was a huge draw on resources so soon after Operation Glencoe. It is estimated that more than 1,000 people lined the streets of Loughton and a further 3,000 people attended the area of the church."

"All officers conducted themselves in an exemplary manner and their every move was relayed live to a global audience via Sky News."

"I would like to thank all involved in the planning and execution of this testing operation."

Like father, like son ... and daughter



• Sgt Steve Powell, centre, with daughter Jennifer and son Andrew

Picture by Claire Elliott

MOBILE Support Division's Sgt Steve Powell is keeping it in the family, for both of his children now work for Essex Police.

After almost 30 years in the job, it seems as though Sgt Powell's enthusiasm has rubbed off.

His son Andrew was first to follow in his father's footsteps and joined Essex Police back in 2006, as a PCSO based at Tiptree.

And eight months ago, his daughter Jennifer completed the trio, joining the force as a PCSO based at Moulsham Lodge in Chelmsford.

PCSO Andrew Powell, 21, said: "I have always wanted to work in the community and help people. It is a great job – with each day you meet a different challenge."

"I am currently in the process of applying to be a police constable and feel working as a PCSO has helped me."

PCSO Jennifer Powell, 19, said: "In the future I would also like to become a police constable and see this as a great way to build up my experience."

"I enjoy working in the community and, even though I only joined in September, I already have some great stories to tell."

Sgt Powell said he was very proud of his children and what they have achieved.

"They have grown up with me working as a police officer and this has given them a great insight into the ups and downs of the job."

"Both have made their own decision to join the police and I will give them all the support they need to succeed."

The force is prepared if flu pandemic arrives in UK

PLANS are in place in force, countywide, regionally and nationally should a global flu pandemic be declared.

Essex Police will play a major part in maintaining public order during any outbreak, so we must ensure that our own police officers and staff stay healthy to maintain staffing levels.

The force holds appropriate stocks of face-masks, hand-wipes and hand-gel and these will be distributed to front-line officers and staff should it become necessary.

Follow this simple health advice if you think you have a cold or flu:

- hold a paper tissue in front of your mouth and nose if you sneeze or cough
- dispose of that tissue in a wastebin immediately.

In any case:

- wash your hands frequently with soap and water, especially after sneezing or coughing, shaking hands or touching well-used surfaces such as telephones and doorknobs
- don't touch your mouth, nose or eyes unless you have recently washed your hands.

If an officer or member of police staff thinks they may have flu:

- if at work, you must inform your senior officer or manager
- if at home, you must contact NHS Direct or ring your local GP
- NHS Direct can be contacted on 0845 46 47 or visit www.nhsdirect.nhs.uk
- work-related queries should be directed to HQ Occupational Health on ext 58611 (ring 0300 333 4444 and then ext 58611 if calling from outside the force).

Every divisional commander, head of department and manager is reminded of the need to re-familiarise yourselves with your divisional or departmental business continuity plan.

These plans identify those parts of the force we cannot afford to do without – eg key staff, premises, intelligence-gathering, IT etc – and which services are most important to maintain – eg answering 999 calls and responding to calls from the public.

The Business Continuity intranet site is located on the Contingency Planning intranet site:

- find this listed under Divisions & Departments on the intranet Site Directory. Once on the Contingency Planning intranet site, click on 8. Business Continuity on the lefthand menu.

The Pandemic Flu Gold Group, chaired by ACC Sue Harrison, has already met and will continue to do so until the risk of a flu pandemic has abated.

The force continues to liaise regularly with all our partner agencies – including the Department of Health, health authorities and trusts, local councils and Essex Fire and Rescue Service – through the Essex Resilience Forum, in order to ensure that our response to a pandemic is swift, timely and appropriate.



Federation news by Roy Scanes



Any review into the future of policing should be carried out as part of an overall review of the Criminal Justice System

In recent weeks a number of attacks have been made on the police by the media and members of government, damaging the reputation and consequently the morale of many police officers nationwide.

It is often forgotten that police officers do an extremely dangerous and difficult job, for the safety and protection of the British public.

Sadly, only the negative angles and not the many success stories highlighting the tremendous bravery and courage shown by officers grab the headlines.

Something must be done – and urgently – by all the stakeholders involved to restore the public's faith and trust in the police.

Since 1999, the Police Federation of England and Wales has called for a Royal Commission on the future of policing, to engage all bodies and the public to ensure that what policing looks like in the future meets both the expectations and the incredible demands placed upon it.

This must be carried out across the board and not just be a review of policing in isolation.

It is highly inappropriate for the Federation, locally or nationally, to comment on the specifics of individual investigations. Sadly this hasn't stopped MPs giving their very strong opinions to the media.

What must be recognised is that the priority of policing any public order event is the protection and safety of not just the protesters involved but the general public.

These police officers are volunteers who comply the training they are given and the commands and methods available to them.

The policing of protests in the UK is the most successful in the world, using public engagement and the least aggressive tactics and methods available to ensure that people's right to a democratic, peaceful demonstration is maintained.

If these methods are deemed inappropriate or unsuitable then we think the police must be

put on trial, not the police. These attacks on the police must end. What signal does it send to officers who volunteer to take on these highly-stressful roles? That they will be publicly castigated if they do?

Commutation of police pensions

The Home Office will not be appealing against the judicial review decision on commutation.

Officers who retired between December 1, 2006 and September 30, 2007 should note that Police Pension Services will contact them in due course with information.

Please note that, at the time of going to press, I had been informed that Police Pension Services had not yet received notification and instruction about payments.

Apparently the Home Office guidance has been held up due to discussions between the Treasury and the Inland Revenue.

Three Wise Men

Those who have known me for a while know I used to play football for the Essex Police team.

A couple of weeks ago, I attended an Essex Police Football Club reunion dinner in Wickford.

The event was organised by former player and officer Graham Moore. I would like to thank Graham for his hard work in organising such an excellent function, at which ex-Arsenal and England player Ray Parlour, was the speaker.

On arrival, I saw three past legends of Essex Police who, at some stage of their careers, boasted to other chief officers around the country about the success of 'their' football team. 'Matt' Comrie, 'Geoffrey Roy' Markham and 'Charlie' Clark, all former Essex chief officers, were re-united under one roof.

I had to go outside to check the northern skies but there was no unusually bright star. I have to say it was a pleasure and an honour to see you all again.

Annual conference

Next month I shall report on the 85th annual conference of the Police Federation of England and Wales.

Every member will receive a Conference Newsletter giving an overview of the discussions.

Unison news by Mike Frost



Service desk assistants in the front line

Continuing our feature on police staff who actively support front-line policing, this month we bring to the fore our service desk assistant (SDA) colleagues.

Time was when the front desks of police stations were manned by uniformed police officers.

Often these were constables serving a period of "light duties" or those who had reached that stage of their service where a bit of respite from three shifts walking the beat was very welcome.

They were also the days when 'earlies', 'lates' and 'nights' meant 14-day stints of duty from 6am to 2pm, 2pm to 10pm and 10pm to 6am, with quick changeovers.

Nowadays, these onerous 'office' duties are carried out by police staff SDAs.

Our SDA colleagues very often are the public face of Essex Police. How they deal with the many and varied 'opportunities' with which they are presented can make a world of difference to public perception of the force.

Very often it is the SDA who is confronted by an irate motorist, aggrieved by being required to present driving documents, or an offender reluctantly meeting bail requirements.

Drunken people who think they have been robbed or that the police should give them a lift home are more common than one might think.

They also deal with stray dog enquiries – this role has now passed to the local council – and anxious parents who want advice about how to deal with teenage angst. Then, of course, automatic number plate recognition (ANPR) equipment demands attention and there is the stream of unending emails and paperwork.

Of course everyone works under considerable pressure these days. So it is easy for SDAs to feel under-valued and unappreciated.

But, the truth is that if it were not for them, command teams could not keep police stations open without calling police officers from other vital duties.

As it is, the public can, quite rightly, be offered the service they both want and deserve

and so SDAs are right at the sharp end of pragmatic policing in the county of Essex.

The wise station manger recognises that to be the case and ensures that praise is given where it is due.

Unison member and SDA Jodie Rule, of Clacton, is a prime example. She was confronted at the front desk with an abusive woman who declined to give any details other than her first name but who sought information about her husband, who had apparently been arrested in another county.

Jodie felt something wasn't right and could easily have left it at that. But she didn't.

Using her initiative, she discovered the woman at the front desk was wanted in three other force areas. Jodie alerted a police officer who arrested the woman and was pleased to compliment Jodie for her actions.

Acting Insp Cat Barrie said: "Jodie obviously knew something was not right [and set] a great example."

This is just one recent example but there are many other SDAs who go the extra mile in support of front-line policing.

Even when they "just do their job", it is a vital one, for which SDAs are often recognised in the ACTION awards, for example.

Without a doubt, the work of the front-line police officer is greatly enhanced by the SDAs "back at the nick".

Essex Works

Essex Works featured in *The Law* a couple of issues ago.

Avon and Somerset have a "privatised shared services joint venture" known as South West One.

This is a company 80 per cent owned by IBM and 20 per cent by the local council.

It now runs corporate services for Avon and Somerset Constabulary, Taunton Deane Borough Council and Somerset County Council.

Your branch of Unison is watching this situation very closely and will keep you informed of anything of consequence.

The national Unison website features an article. Visit www.unison.org.uk/policestaff and click on News from the police staff service group.

Nexus news

by Jo Littlewood-Kennedy



Annual meeting

NEXUS is set for another year, having made the decisions for 2009-10 at its annual meeting in March.

There were few changes in the executive committee – Tracy Martinez was voted back in as chairperson and Gary Kell renewed as deputy chairperson. Dru Willcock remains the executive member for transgender issues and Jackie Azzopardi-Johnson continues in the role of welfare executive.

One addition to the team is the role of the community links executive, which has been created to ensure that Nexus is proactive in seeking new community partners and in developing positive relationships with those partners already in place, Coni Azzopardi-Johnson was voted in for this role.

The first part of the meeting was spent looking back on 2008-09 and we had feedback from partners who had worked with Nexus during the year.

Jayne Dando, from Essex Fire and Rescue Service, gave a presentation as did Paula Skidmore, from the force IT department.

The latter part of the meeting was spent planning what Nexus will be doing in 2009-10.

Much of our work will build on the positive work carried out during the past year. For example, Nexus plans to provide even more resources to Essex Pride – a day developed by many of the organisations supporting lesbian, gay, bi-sexual and transgendered (LGBT) people in Essex.

However, there will also be a new initiative, Visibility, which was inspired by the Stonewall Workplace Conference in March.

Nexus plans to raise the profile of LGBT-friendly role models within the workforce.

Stonewall is the political organisation which has campaigned for laws that have given LGB people legal rights. It notes "people perform better when they can be themselves" and suggests the way to encourage this is to provide an environment where people are visibly supporting diversity.

So from this month onwards, Nexus will be using a number of initiatives to highlight the number of people who are LGBT-friendly within the workforce.

International Day against

Homophobia and Transphobia on May 17

Nexus starts the new year by focusing on the fifth annual International Day against Homophobia and Transphobia (Idaho) which takes place in more than 50 countries.

This awareness day was established because on May 17, 1990, the World Health Organisation removed homosexuality from its list of mental disorders.

This year the focus is on transgendered people, who still wait for this same declassification, despite Trans being classified as a physical medical condition in the UK and many parts of the Western world.

To raise awareness of this important day on the LGBT calendar, Nexus is

- distributing posters forcewide which describe Idaho's significance
- supporting Colchester Domestic Abuse and Hate Crime Unit (DAHCU) officers and police staff as they attend local LGBT-friendly premises and the SOS Community Bus to promote awareness of hate crime and the importance of reporting incidents.

About us

Nexus is a staff association which represents the needs and interests of LGBT Essex Police employees.

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, there are three types of membership:

Standard – available to all Essex Police employees who identify as lesbian, gay, bi-sexual or transgendered

Associate – for all Essex Police employees who do not identify as lesbian, gay, bi-sexual or transgendered but who agree with the aims of Nexus

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

- To become a member, or if you are working with an organisation that would benefit from being a community partner, contact Nexus co-ordinator Jo Littlewood-Kennedy on ext 54056

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Corner the chairman



● Essex Police Authority chairman

Robert Chambers

Joint working is flying high

“IN August 2007, the Essex and Kent police forces and authorities officially launched a joint collaboration project to significantly improve policing for the benefit of the public.

Last month marked the first anniversary of sharing our air support with Kent Police.

And, together with our Kent colleagues, we are celebrating a year of success.

I was thrilled to see that between April 1 last year and the end of March this year that the helicopter exceeded 1,200 flying hours for the first time.

It also attended 2,691 incidents, was involved with more than 200 arrests, located 32 missing people, found 60 missing vehicles – total value £811,000 – and carried out area searches of 3,600sq km.

This is all great news and demonstrates both how the helicopter can be used in many ways and how it makes a real difference to policing our county.

We know that Kent Police find it an invaluable resource and we are delighted to be working with the force, continuing to make both Kent and Essex even safer places to live, work and visit. Without doubt, this service continues to benefit the public both sides of the Thames. ”

Spotlight falls on Colchester

PC Spencer Keeble, of Colchester, has featured in a German magazine article on anti-social behaviour orders (ASBOs).

The magazine, *Spot On*, which is aimed at young German people aged ten to 18, was generally rather negative about the legislation.

However, Pc Keeble, the neighbourhood specialist officer for the St Andrew's and St Anne's Neighbourhood Policing Team was very positive about the role that ASBOs play in reducing crime.

Have you a story for *The Law*? If so, contact editor Heather Turner on ext 54337 or via email

Cub let loose in ward sees crime fall by 30%

A POLICING operation in Basildon has been hailed a success after crime in the town's St Martin's ward dropped by 30 per cent.

Operation Leopard Cub was mounted between April 7 and 17 in order to combat anti-social behaviour and crime during the school holidays when there is an increased number of people on the street.

Local officers took to the streets with head-cameras, filming known trouble-makers and carrying out high-visibility patrols.

Officers spent more than 208 hours patrolling the streets during the ten-day operation, with the additional benefit of providing the public with a visible and reassuring presence.

The operation saw numerous stop-checks carried out on people and intelligence was also gathered.

Its biggest success was 48 fewer crimes in the ten days, compared with the same period last year – this equates to a 30 per cent reduction in all crime in St Martin's ward.

And, compared with the previous month, burglary in the area also saw a 50 per cent reduction.

Basildon and Laindon neighbourhood inspector Simon Anslow was extremely pleased.

He said: "Leopard Cub has shown success in Basildon before.

"The results are extremely pleasing, with a 30 per cent reduction in crime. The feedback from the community has also been really positive, as they are delighted to see their local officers out dealing with things that matter to them most."

Operation Leopard Cub sprang from the success of Operation Leopard, which gained national recognition when it was instigated in Vange in January 2008.

However, instead of using Forward Intelligence Team (FIT) officers to film trouble-makers with hand-held cameras, Operation Leopard Cub saw officers from local neighbourhood policing teams using head-cameras.



● Wearing his head-camera, neighbourhood specialist officer Pc Simon Gray talks to two teenagers in St Martin's ward, Basildon

Picture by Laura Anderson

Taking pride in 'doing a good job'

CHIEF Supt Graeme Bull retired as Central divisional commander last month, very proud that overall the division had improved during 2008/09.

As chance would have it, he finished his career where he'd started back in 1979, at Braintree police station.

Chief Supt Bull said: "Thirty years ago, I joined Essex Police wanting to be a 'good cop'. I wanted to prevent crime from happening, and bring offenders to justice.

"It was highly satisfying to complete my service in command of such a great team of people in Central Division with that same ambition.

"There has been massive change during my 30 years of service to ensure that policing can be as effective as possible.

"Essex can be proud of the work its officers undertake every day of the year to deliver a quality service and represent the communities we police. I feel privileged to have been part of it."

A police career was a natural choice. Chief Supt Bull said: "My father and brothers all joined the



● Chief Supt Graeme Bull

Picture by Jan Klimkowski

military but I wanted to do something different. It was an obvious choice for me and seemed like a career that would offer great variety." A flair for investigating crime led to long spells in CID, in the Major Investigation Section and covert policing.

Chief Supt Bull was a branch commander on the former National

Crime Squad and his detective career culminated in a detective superintendent's post as one of the force's senior investigating officers.

He recalled: "Perhaps my most memorable case was a series of kidnappings. Through great teamwork we convicted the men responsible.

"However, the case also left a lasting legacy on me personally, with one of the families serving as an inspiration in every other investigation I undertook.

"The members of this family are special people who had been subjected to horrifying events. They put their trust in Essex Police.

"I am proud to be able to say that the Essex Police team delivered and we enabled this family to rebuild their lives. I am still in contact with them 20 years on and will remain friends forever. Policing really is about 'doing a good job' for people."

Last year, Chief Supt Bull returned to the scene of his first posting, as divisional commander responsible for policing the districts of Braintree, Chelmsford, Maldon and Uttlesford.

For him, teamwork – between

officers, police staff, and members of the communities served by Essex Police – is crucial.

He said: "At root, within the police, it's about every member of the team, whatever their rank or role, doing a 'good job'.

"If people have energy, enthusiasm and take responsibility for their work, the results will follow.

"I'm delighted to be able to say that the results did follow in Central Division – working together we reduced the number of crimes across the division by more than six per cent and achieved an almost four per cent increase in the number of offenders brought to justice.

"We also ran intelligence-led operations which led to dozens of hardcore, persistent offenders being locked up.

"Leading the Central Division team was the most enjoyable posting of a highly rewarding career," he added.

"I would like to express my thanks to colleagues past and present for their support, hard work and friendship and for making my career so memorable."

● See Page 10 for more People news



In his last column for *The Law*, Ian Mott, of Property Services, reviews 'green' work currently being carried out across the force

I AM retiring this month and will now have time to look into the details of possible energy savings and providing energy conservation facts to former colleagues at Essex Police who are too busy to carry out the background research.

Before I go, I will run through some of the potential savings avenues that your Property Services team is working on.

The first is the replacement of hand towels in toilets with high-speed, cold-air hand-dryers, such as the Dyson Blade.

These can save £30 and 419kg of CO₂ per year per unit, depending on the level

of use, compared with the cost of using paper towels.

The savings against warm-air hand-dryers are dependent on the usage but, for a single unit with 150 uses per day, savings could be in the region of £62 and 376kg CO₂ per year.

Another is the conversion of urinals to waterless operation. Trials have been carried out at Colchester and Rayleigh Divisional stations and the toilets in M and N blocks at HQ.

Urine simply drains away – rather than being flushed by water – and an enzyme block breaks down any bacteria,

thus making it perfectly hygienic.

Not only does the system save water but the presence of the enzyme block also prevents the build-up and deposit of phosphates, so waste pipes don't have to be cleaned out as often.

We are still calculating the cost-effectiveness of this new system.

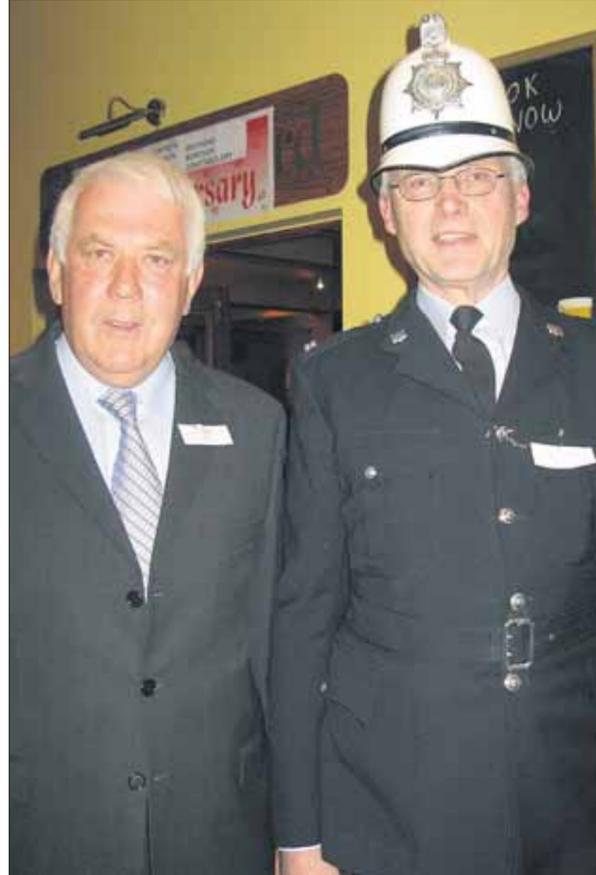
I am also quantifying the high potential savings in energy by putting a programme in place to replace old light-fittings.

Finally, I'd like to take this opportunity to wish you all the best and, remember, protecting the environment benefits us all.



● Pc 161 Dave Downing, Pc 281 Ian Goldsmith, Pc 25 David Seago, Ian's brother Pc 100 Dan Goldsmith, Pc 334 Roger Lloyd, Sgt 241 Len Weight and Pc 321 Brian Beal. Ian and Dan's brother Pc 172 Roger Goldsmith was unable to attend

Borough officers are reunited 40 years on



● Pc 1 John Mann, known as 'top of the cops', and Pc 38 Fred Simpkins, in full Southend on Sea County Borough Constabulary uniform

HALF the number of Southend on Sea County Borough Constabulary officers serving at the time of the force's amalgamation with Essex County Constabulary on April 1, 1969 turned up for a special reunion. Organised by former constable Fred Simpkins, the 40th anniversary reunion was held at the Essex County Hotel in Southend on March 28. Although many of the 175 former officers who attended still live locally, several had made a huge effort to be there, including former detective Mick Radford, who had flown in from Tairua in New Zealand, where he now works for the fire service. All the 'White Helmets' – as they refer to themselves – grabbed the chance to meet old friends and reminisce about the 'good old days' policing Southend and its environs. After enjoying a drink together, they continued swapping memories over a buffet meal.



● Dc 288 Harry Burrell, Pc 136 Doug Anderson, Ds 357 Brian Lewis, Insp Tom Rodgers, Ds 72 Jim Dickinson, Pc 66 Bob McLaren and Dc 233 Dave Watson

Pictures by Heather Turner



● Sgt 245 Bob Cameron, Pc 351 Mick Radford, who had flown all the way from Tairua in New Zealand for the reunion, Sgt 293 Jack Bridge, Pc 111 John Funnell and Pc 102 Joe Middleton



● Pc 231 John Tye, Pc 101 Brian Lawrence and Pc 326 Barrie Upton



● Pc 3 Darryl Every, Dc 312 David Lowe, WPC 290 Mandy Scragg, Ds 142 Dave Ashworth and Pc 238 Peter Smith



● Pc 166 Les Smith, of the Mounted Section, Pc 88 Dave Brooks and Pc 253 Eddie Coates



● Sc 613 George Cook, who is now the Chief Officer of Essex Police Special Constabulary and the only former 'Borough' officer left serving – he joined the force on December 3, 1963 – Pc 357 Colin Owen and George's brother Pc 119 Don Cook



● Pc 5 Arthur Banwell, Pc 40 David Bright, Pc 21 Michael Holyoak and Dc 254 Ted 'Milkie' Churn



● Pc 173 Reg Hooper, Pc 34 Dick Soward and Pc 117 Keith Davey



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

WE recently lost our 14-year-old granddaughter, Eleanor McGrath, as the result of a tragic road traffic incident in Thorpe Bay.

As former members of the police service, we would like to express our gratitude and admiration for the manner in which all officers involved dealt with this matter.

Both the professionalism in the investigation and the care and compassion shown to our family is a great credit to all members of the force and is much appreciated by us all.

It has made us proud of our connections to Essex Police.

Can we also thank former colleagues and their families who have sent letters and cards of condolence. These have been a great comfort to us.

**Esther and Brian Flynn
Shoeburyness**

I WOULD like to thank PCSO Dave Harrison for keeping an eye on things.

**J & M Fencing Services
Laindon**

I WAS pleased to hear of Mark Cann's move to the regular police force. I am sure he will be a valuable officer.

The Beach Hut Owners' Association would like to thank PCSO Cann for all his efforts in dealing with the

many problems along the seafront area of Shoeburyness and Thorpe Bay, the careful gathering of local intelligence and ensuring the well-being of vulnerable, homeless persons in the area.

Southend Beach Hut Owners' Association

TO Chief Insp Paul Eveleigh: After confronting a burglar, who escaped, my 90-year-old mother rang the police immediately and shortly afterwards two officers arrived.

This letter is to express thanks on behalf of her and her family for the excellent service and courteousness from all your officers who assisted.

The first was Pc Lennie Thompson, who was very caring and respectful yet professional in getting my mother to describe what happened, while Pc Simon Phillips dealt with the crime scene.

At the police station, the sergeant was equally respectful and helpful to my mother.

The scenes of crime officer, Dc Alex Deacon, was very thorough in trying to get evidence and he even came back the next day to pick up a possible piece of evidence when it was noticed in daylight.

The following day two members of the burglary team met my mother to see what else could be done. Pc Hannah Notley and Dc Paul Sampson spent a long time talking to my mother, surveying the scene. Both were unfailingly courteous and professional.

We would also like to thank

Pc Darren Herbert and Pc Patrick Lyons.

In all we were impressed with the speed and helpfulness of the officers and the respectful and kindly manner in which they treated our mother.

**PC
Benfleet**

TO Sgt Mark Galbraith:

I WAS recently very ill and hospitalised and I would like you to pass on my thanks and gratitude to Pc Ricky Rodd, who checked my home and visited me in hospital.

I had been taken to hospital after collapsing but my neighbour did not know this and called the police because they were concerned at not having seen me.

Pc Rodd was very kind and professional and I feel that he should be commended for this.

**MC
Southend**

I WOULD like to thank Dc Richard Trower and Dc Jeremy Spencer's prompt response to the attempted burglary.

I was impressed by the efficiency, care and professionalism of the officers from Pitsea police station who visited my home.

As I was rather upset at the time, I was given assurance by the officers concerned that the attempted burglary was probably 'just an opportunist'.

I am pleased to say that counted for a lot, as I am now able to sleep again.

**MH
Wickford**

TO Sgt Mark McQuade: Please pass on my thanks and appreciation to Pc Sharon Polkinghorn.

Since she has been our neighbourhood specialist officer, she has proved to be an invaluable resource to myself, the staff and young people at The Appleton Youth Centre.

She does her best to ensure that when a police presence is required we have that back-up but is also supportive of our target of building positive relationships between young people and the police.

She has played an important role in developing projects and encouraging PCSOs to call into the centre and interact with young people on a non-confrontational basis.

I have been made aware that the support we are getting from Sharon is exceptional so I thought it appropriate to thank her formally and express my appreciation and admiration for such a dedicated officer.

**The Appleton Youth Centre
Benfleet**

WE wish to thank Pc Rachel Birrane for organising the road closures outside the church at short notice in December, this somehow being missed during the planning stages.

These closures allowed the annual Carols On The Green to take place outside the church, with children from the local primary schools taking the various roles in the Nativity while about 450 people watched and sang carols.

**The Hope Committee
St Margaret's Church
Stanford le Hope**

IT was necessary to ask Essex Police for a 'safe and well' check on my sister in Chigwell Row.

Pc Lawrence Kingham and Pc Stuart Wiggins gained entry and found her semi-conscious on the floor.

An ambulance took her to hospital where it was discovered she had had a severe stroke.

The officers kept me informed during the whole incident and when I was able to reach Essex they were extremely helpful in trying to find out where the flat keys were - discovering that Epping council had secured the property but had no information about the keys.

It was eventually decided to change the locks and one of the officers arranged for a locksmith to meet me at the flat.

I would like to thank all the officers from Essex Police who helped me. They were very kind and helpful.

**SS
Shrewsbury**

TO Chief Supt Keith Garnish: I wish to thank you for the efficiency of your staff when my property was damaged.

The woman who answered

my phone call gave me reassuring and helpful advice.

This was followed by the visit of Pc Michael Brimfield and Pc Rosie Williamson, from Shoebury police station. They were efficient, courteous and reassuring.

**IA
Shoeburyness**

TO Chief Supt Graeme Bull: I would like to bring to your attention the excellent service my family received from officers under your command.

While at my home in Spain, I received a phone call from old neighbours in Braintree who had been asked by the occupants of our old home - which we left eight years ago - to get our phone number as they believed a fraud was being committed, using their address and my wife's name, at shops in Braintree and Chelmsford.

I rang and found a person purporting to be my wife and/or her sister had been obtaining cash refunds for goods which could have been stolen.

I returned to England the next day, made inquiries and was directed to the security office at George Yard shopping centre in Braintree, where I spoke to the security manager and PCSO Claire Campen.

The following day I met the shop manager, security manager and PCSO Campen. I was most impressed by the way PCSO Campen had liaised with other agencies and co-ordinated the investigation.

As a result, I then met Ds Sharon Lewis and then Chief Insp Glenn Maleary. Both officers gave advice and suggestions which were a credit to Essex Police. Braintree CID said it would investigate the matter.

I was contacted by Dc Steve Walker and made him aware of my suspicions of who had committed the fraud and also my concern for their welfare.

Within 24 hours he rang back to say he had completed his enquiries and that no offence had been committed.

I cannot thank him enough for the speed and thoroughness of his investigation and I would like to commend him as a perfect example of what the public expect from Essex Police.

**DR
Braintree**

TO Insp Andy Parkman:

I am writing to express my gratitude to Pc Jamie Willetts' efficiency and concern for me as a victim.

He arrived at my home very quickly, having phoned to find out if speedier action was required.

The following is what impressed me most and made me appreciate and value the police force:

- concern for my state of health after an incident in which I asked a motorist to

move their vehicle

- obviously Pc Willetts was very capable and in complete control

- he explained to me how things would progress

- checked the location of the incident

- wasted no time on non-essentials

- explained what had taken place and concluded to everyone's benefit and satisfaction

- I received a phone call from Victim Support, who were obviously notified by Pc Willetts.

During this time, Pc Willetts' kindness, efficiency, manner and success are to be praised and worthy of recognition.

**BD
Hockley**

TO Chief Supt Keith Garnish: I feel I had to take it upon myself to congratulate your two PPO (prolific and priority offender) officers, Pc Simon Page and Pc Stephen Judd.

I have had a 30-year drug and offending history and would like to point out that, up until now, I have tried my utmost to stay away from and have as little contact with police or authorities.

However, since being introduced to Steve and Simon, I have found them very approachable and easy to communicate with.

I would just like to take this opportunity to say what a good job they are both doing and hope they keep up the good work.

They really have changed my perception of the police and authorities, therefore please keep up the great work.

**GD
Southend**

TO all the police ANPR Interceptors of Essex:

I wanted to write to say how fantastic you are in keeping us all safe.

Until I watched your show [Channel Five's *Police Interceptors*] I did not believe in car insurance but now, thanks to you all, I have car insurance, for which I'm thankful.

There is no excuse because I'm disabled and on benefits - I still have to pay.

I love my car so I have to pay - if I can afford it, everyone can.

Can I have a team photo please.

**PM
Cheshunt, Hertfordshire**

TO Sgt Mike Ashton:

We are extremely grateful to you and your officers for providing such a marvellous police presence for the funeral.

Your help in directing drivers to car parks and the church was invaluable and played a great part in ensuring the funeral passed by without any problems.

**LB
Audley End**



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NINETEEN 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: Dc Dave Kime, of Stansted Airport; Insp Graham Rendell,

Insp Craig Carrington, Sgt Kelly Thurston, Pc Natacha Nicholson, Pc David Ware, Pc John Berwick, Pc Adam Rogers, Pc Craig Peterson, and Pc Sami Dawood, all of Western Division; Pc Mark

Watts, of Mobile Support Division; Pc Julie Cosson, PCSO Angharad Phillips, PCSO Red Leeson and Celia Emery, of Eastern Division; Maureen Harrison, of Financial Services; Jo Whiting and Nick Beardmore, of IT; and Adam Crossland, of Media & PR.



HAVE YOUR SAY: Write to Heather Turner, Law Letters, Internal Communications, Police HQ, PO Box 2, Springfield, Chelmsford, Essex CM2 6DA or email 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.

NARPO offers a wide range of services and support

THE main aim of the National Association of Retired Police Officers (NARPO) is to safeguard the rights of members and promote measures for their welfare, with particular regard to pensions.

Association or branch funds can be used to provide benefits and assistance – financial or legal – for the benefit and the general well-being of retired officers who are members.

However, apparent apathy towards NARPO seems to have overtaken recently retired colleagues and equally applies to those contemplating retirement.

Few officers appear to acknowledge that NARPO is nationwide with three Essex branches – Southend, Chelmsford and Colchester and North-East Essex. There are also regional assemblies, similar to police regions.

Whilst a number of retired Essex officers are members of their local branch, there are more who subscribe to NARPO yet don't attend any meetings, social or otherwise, and arranged outings.

At my branch, talks cover a wide range of topics and personal experiences and a branch annual dinner and Christmas social is arranged for members, their partners and police widows/widowers.

Widows and widowers are not forgotten because branch members act as welfare officers and work closely with the force welfare officers to give advice and assistance when needed.

Post-service welfare concerns are a prime objective. It is widely acknowledged that continued contact with friends and colleagues is vital to those who are left alone.

So why not continue friendships you have forged and renew old ones by joining NARPO?

Contact your local branch or join us at a social meeting – you won't regret it.
 Colchester and North-East Essex – Dick Bird 01206 211247
 Chelmsford – Tricia Booth 01376 323364
 Southend – Peter Yorke-Wade 01702 545934.

Frank Reed
 Chairman
 NARPO, Colchester and North-East Essex branch

My grateful appreciation

I WOULD like to express my thanks and appreciation to all the retired Southend on Sea County Borough Constabulary police officers who attended the funeral of my husband, Brian Appleby, on April 7.

Their presence was very supportive at this time.

I also wish to express my gratitude to liaison officer Mick Tarbin, for his advice and assistance.

Margaret Appleby
 Shoeburyness

A gathering at the 'scene of the crime'

ON February 20, HQ Sports Pavilion saw the first meeting of past and present members of Essex Police Scenes of Crime officers.

Approximately 30 officers, past and present, attended to enjoy the reunion. An extremely good buffet was provided and there was much talk and laughter to ensure the evening's success. Those present agreed that next year could see a repeat. This photograph may interest other members of the department, unable to attend the first reunion, and, it is hoped, prompt their attendance at another event.

Ron Cook
Feering



Best wishes are valued

I WOULD like to extend my sincere thanks and appreciation to all my colleagues in the Southend branch of the National Association of Retired Police Officers (NARPO) following my recent admission to Southend University Hospital for the removal of a cancerous tumour from my bladder.

Although I'm well on the road to recovery, treatment is still on-going and is likely to be so for some time but I'm sure everyone's kind thoughts and best wishes will see me through.

Alan Longhurst
 Great Wakering

I will miss everyone

I WOULD like to thank everyone who attended my retirement drink on March 18 and everyone who sent me gifts, cards and messages of luck.

The evening went very quickly and, consequently, I did not have the opportunity to speak to everyone as much as I would have liked.

I had a great evening and it was humbling to see so many people there. It was a great send-off and I will miss you all.

Vic Faccini

Thanks for 'White Helmets' reunion

I AM writing about the 40th anniversary reunion of Southend on Sea County Borough Constabulary officers held at the town's Essex County Hotel on March 28.

Organiser, retired Dc Fred Simpkins, is to be congratulated on tracing 210 'White Helmet' retirees who now reside throughout the country and around the world.

The journey to the 'Borough Bash' was made by 175 of those contacted, with the prize for longest distance travelled going to former detective Mick Radford, who now lives in New Zealand.

The function was first class and, as to be expected, the night was one of 'war stories', much laughter and considerable reference to the character that the 'Borough' produced as well as the reflected sadness regarding officers no longer with us.

Many attending looked fit and well enough to don a uniform and undertake patrol duties. And a good number of the old detectives, I am sure, could still successfully deal with a major crime investigation but no doubt would struggle to work with today's rules of engagement!

Some 43 years ago, I was told by the wonderful old Sgt 'Uncle Bill' Gostling that in joining the police force I was joining the biggest and best club in the world. He was not wrong.

I extend my most grateful thanks to Fred for his efforts in managing to get so many 'club' members together for what was a superb gathering of good people.

David Bright
 Westcliff-on-Sea

• I WOULD like to record my appreciation of Fred Simpkins for arranging the 40th anniversary Amalgamation Reunion of members of the old Southend on Sea County Borough Constabulary.

It must have been extremely time-consuming and involved considerable research. I now live in New Zealand so it was quite a trip but one I would not have missed for the world – seeing those old faces evoked so many memories.

If any reader has plans to visit Australia or New Zealand I would be happy to help with travel suggestions.

Needless to say I would also love to hear from old colleagues. I can be reached via email at radford007@hotmail.com

Mick Radford
 Tairua, New Zealand

• AS an ex-member, I was delighted to read the coverage of Southend on Sea County Borough Constabulary last month.

I spent almost seven years as Pc 182 in the force before emigrating to Australia in 1966.

I have some happy memories, especially of days working Old Town Leigh but I have to admit that trudging through the snow in the middle of a winter's night in Eastwood when it was not possible even to ride a push-bike was not my cup of tea.

I can share one particular memory when, in the middle of the nationwide search for the Great Train Robbers, my police bike was pinched in London Road, Leigh, while I was doing, as it was called then 'the Backs'. Fortunately it was recovered.

Kindest regards to all the remaining 'White Helmets'.

Ron 'Paddy' Kerr
 Canberra, Australia

THE CREDIT UN-CRUNCH!

Police CU has launched three limited period offers for loan applications up to 30 June 2009. Ring us or call into your local PCU branch.

1

Police CU is offering a discount of 1% for new Resourcer unsecured, fixed term loans, reducing its typical APR from 9% p.a. to 8% p.a. for the life of the loan and making it easier for borrowers to make regular monthly payments.

2

ANY member can apply for a loan of up to £20,000. So no matter how small your savings, you can apply for as much as you can afford to repay.

3

And for members with good credit ratings and employment records, Police CU will even consider increasing the available term for new loans over £10,000 to 7 years to make monthly repayments smaller (while increasing the total amount payable).

Loans subject to status, conditions and credit checks to persons aged 18 or over. The Police Credit Union is authorised and regulated by the Financial Services Authority. 0845 telephone numbers are charged at local rate for landlines but may attract a premium from mobile phone providers.

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Second Essex officer promoted to ACC in just three months

CHIEF Supt Andy Adams is moving to Kent Police as assistant chief constable.

He is currently head of Corporate Development but has held a number of senior management positions across the force, including head of Criminal Justice and divisional commander, overseeing policing in Harlow, Epping Forest and Brentwood.

ACC Adams, 43, began his career with Essex Police in 1985.

He joins an expanded chief officer team in Kent – two other new ACCs have been appointed at the same time.

Kent Police Authority chair Ann Barnes said: "There are many exciting times ahead, especially through our joint working with Essex Police."

News of ACC Adams' promotion follows hot on the heels of John Mauger's promotion to ACC at Central Scotland Police.

He had been temporary ACC at Her Majesty's Inspectorate of Constabulary (HMIC) with a remit for monitoring and the inspection of the introduction of the national Policing Pledge for England and Wales.

Before his secondment to HMIC in January, ACC Mauger, 47, was serving with Executive Support and was responsible for force performance.

Retirements

Insp **Mick Ornellas**, 56, retired last month after serving just over 30 years.

Having served the majority of his career in Eastern Division, his final posting was in Crime Review at HQ.

Ds **Rennie Chivers**, 52, has served 32 years and retires this month.

He has served at HQ and in Central and Eastern division, ending his career in Scenes of Crime at HQ.

Dc **Paul Gould**, 48, also retires this month, after just over 30 years' service.

He has served at HQ and in South Western, South Eastern and Crime divisions.

Ds **Jeff Kettle**, 54, retires after 28 years' service this month.

Denise Cockett, 60, retires after 17 years' service having served in the Force Intelligence Bureau, the PNC (Police National Computer) Bureau and finishing her career as DVLA (Driver and Vehicle Licensing Agency) liaison officer.

And **Geoff Butler**, 64, retires from the crime reduction office at Braintree after more than 11 years' service.

Obituaries

Former constable **Brian Appleby**, of Shoeburyness, has died, aged 82. He leaves a widow, Margaret.

Mr Appleby served from 1950 to 1977 at Southend, Westcliff and

Leigh on Sea. Donations may be made to Leukaemia Research in his memory and sent c/o Stibbards and Sons funeral directors, 4 Common Hall Lane, Hadleigh, Essex SS7 2RN.

Ex-constable **Andrew Boa**, of Basildon, has died, aged 66. He leaves a widow Anne.

Mr Boa served from 1977 to 1997 at Basildon. He had previously served in the Warwickshire and Northumberland forces.

Donations may be made to the Salvation Army in his memory and sent c/o Co-op Funeral Services, Times Square, Southern Hay, Basildon, Essex.

Former constable **Laurence Piper**, of Frinton on Sea, has died, aged 68.

Mr Piper served from 1960 to 1962, re-joining the force in 1969 and serving until 1990 at Chelmsford, HQ, Southminster Marine, Colchester, Clacton and Walton.

Awards

Performance data analyst **Laura Sumer**, of Corporate Development, and **Jan Alexander**, of Crime Division, have been awarded a Level 3 NVQ in business and administration by Braintree College.

And Insp **Kate Sale**, currently on secondment to the Youth Justice Board, has passed an Open University exploring psychology online project.

Holiday lets

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

COSTA Blanca, La Marina, two-bedroom, two-bathroom villa. Sleeps four to six, communal pool, beach seven minutes, shops/bars five minutes. From £200 per week plus police discount. Ring Mick Ager on 07775 676142 or (+34) 617 110 096 or email casadomi02@hotmail.com

ENJOY an affordable family holiday in France this year. Just three hours drive from Essex, nicely furnished Gites located in Beautiful northern France countryside Ring 01375 483045 or visit www.le-petit-hameau.com

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

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

FRANCE: short break or holiday in the very sunny south. What are you waiting for? Contact John Taylor at www.domainestgeorge.com

HOLIDAY 2009? At 50 per cent of brochure prices – why pay more? Quality accommodation sleeps 4-6 with pool. In southern Spain. Fly Ryanair from Stansted. Ring 07986 098422.

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

LANZAROTE, Costa Teguisse. New two twin-bed, one-bath apartment. Kitchen, large dining room/lounge, large terrace for sunbathing and al fresco dining. Ring Karen or Chris McAulay on 01625 431373 or 07881 614045 or visit www.lanzarotesun.net

MUNDESLEY, Norfolk, two-bedroom house, sleeps four to six, near beach. 20 per cent police discount, from £165. Ring Paul on 07970 107542 or visit www.essex2norfolk.com

NORFOLK, high quality, low-cost converted barns sleep 2-6. Pets welcome, lovely countryside, wildlife. Access Norwich Broads, unwind, rural, idyllic. Ring Gwen on 01508 489754.

ORLANDO, luxury villa, four bed-

rooms, three bathrooms, sleeps up to ten. Private, screened pool near Disney and other central Florida attractions. Contact Alison and Michael on 01245 266949 or 01376 573406.

PRIVATE villa, self-catering accommodation, sleeps six – three bedrooms, one en suite. Own pool, fantastic views, excellent holiday location. Southern Spain – Malaga Airport, Marbella coast 25 mins. Visit www.villapasatiempo.com or email taylors@villapasatiempo.com

SIDE, Turkey. Luxury ground-floor two-bedroom, two-bathroom holiday apartments to rent on 5* complex. Indoor and outdoor pools, gym and tennis. Close to beach and local amenities. Contact Matt on 07957 151820 or visit www.oasisturkey.net

TUSCANY, Italy. Fed up with the UK? Beautifully located rustic, romantic medieval village house. Stunning views. Near Pisa, Florence and Riviera. Full weeks or long weekends. Visit www.tuscanlife.co.uk or phone 07976 720022.

WELLS-next-the-Sea, Norfolk. Warm, stylish and traditional Victorian cottage. Summer and winter breaks available. Close to quayside, shops and beautiful sandy beach. Visit www.norfolkdreams.com or ring 07976 720022 for details.

Miscellaneous

CLOUD Nine Party Entertainment. Friendly, professional and fun disco and party celebrations for all ages and events. Police discount call Edd 07999 414330 or email edd@cnine.info

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

Homes for rent

FOR sale one bed flat Kingsmoor Road, Harlow. Doubled glazing, gas heating, fitted wardrobes, allocated parking. Communal gardens, excellent condition, £115,000 Lynda 07971 810935

HARLOW two double bed house for rent. Church Langley, allocated parking, conservatory and rear garden shed. £750 per month, contact Nic 07773 062555.

For sale

MOBILITY strider scooter, two-three years old. Excellent condition, charger/key, battery, basket, 18-stone max 4mph, paddle controls, £375 ONO. Contact Chris on 07986 426722 or email ent7054@btinternet.com

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.

Work and dedication rewarded



● **PCSO Hayley Toye**, receives her medal and certificate from **Epping Forest District Council chairman John Knapman**, far left



● **Sgt Chris Bradford**, right, receives his certificate from **ACC Sue Harrison**

Picture by Gary Kenton

DEBDEN PCSO Hayley Toye has been presented with a community service medal by Epping Forest District Council.

PCSO Toye and other members of the emergency services were presented with their awards by council chairman John Knapman.

The awards were made to people who had made a special contribution or who had shown care and dedication well above and beyond the call of duty. PCSO Toye is well-known by local councillors, residents and young people in Debden.

She has made a particularly strong impact on anti-social behaviour – her strength lies in talking and listening to people.

Building relationships and trust, PCSO Toye has tackled problems as diverse as graffiti, racial abuse, shoplifting and inconsiderate parking.

She uses her initiative to find new ways of communicating with young people, one notable example was organising a Hallowe'en disco.

The presentations were made at the annual civic awards and dinner at the end of March.

SGT Chris Bradford is the force's first student officer to receive a City and Guilds Medals for Excellence award.

During his probationary period, Sgt Bradford demonstrated highly-developed skills, outstanding knowledge and versatility and adaptability, as required by the awards.

Sgt Bradford joined the force as a student officer in September 2006 at a time when Essex Police was embedding the new Initial Police Learning and Development Programme (IPLDP) and phasing in the national accreditation to NVQ standards – he volunteered to undertake the NVQ.

In March 2008, whilst still in his probation, Chris sat his OSPRE Part 1 sergeant's exam and passed in the top two per cent of candidates. He also passed Part 2 and is currently the Operational Management Unit (OMU) supervisor at South Eastern.

ACC Sue Harrison said: "Chris is clearly a very highly-motivated police officer and has achieved great success in a short space of time, an excellent example of what a person can achieve if they work hard."



Rugby teams resurrected

THE force rugby section is being resurrected and is looking to run both men's and women's teams.

The rugby section is now being run by Myles Bradley and Andy Drake, who are seeking interest from Essex Police employees to play for these teams

Plans are afoot to try and increase the amount of games the force plays, including inter-division and inter-force matches and matches against other teams from within the community.

The pair also have plans for a seven-a-side rugby competition this summer.

Andy said: "We are looking for players of all abilities so, if you have never played before you are more than welcome to come and join in."

Training has started at HQ sports field every Tuesday from 7.30pm so, if you are interested, just turn up.

For more information, contact:

Andy Drake on ext 10910
Myles Bradley on ext 20729
or Emily Gizzi on ext 20333
or via email

Judo makes a comeback

THE Olympic sport of judo is making a return to Essex Police Sports Association (EPSA).

And now the judo section is seeking players to make up an Essex judo squad to represent the force in national and international competitions.

Membership of the judo section is open to all Essex Police officers and staff or EPSA members.

No experience is necessary, and a pool of judogi (uniform) in a range of sizes will soon be available.

All training will be provided by qualified British Judo Association instructors and includes the ability.

There will be two designated clubs, one covering the north of the county and the other covering the south.

For more information, contact Brian Palombella on 0300 333 4444 ext 32100 or via email at brian.palombella@essex.pnn.police.uk

Snowsports competition

ESSEX Police has a thriving snowsports team and they are looking for competitors to enter the PSUK Indoor Snowsports Championship next month.

Snowsports include snowboarding – dual slalom and border cross – alpine skiing – giant slalom and slalom – and cross-country skiing.

Each winter a team of up to 12 travel to a European resort to take part in a competition against other UK police forces.

Selection for this team is made at the PSUK indoor event at the Milton Keynes SNOzone, which this year is on Friday, June 26.

Family and friends are also welcome to enter this event.

For more details and entry forms, email Chris Mathlin at chris.mathlin@essex.pnn.police.uk



● The teams taking part in the Croker Cup football tournament at HQ, with tournament organiser Denis Angell, far left
Picture by Christian Robinson

South Western take soccer honours

EIGHT teams – in two groups – competed in the first Croker Cup men's five-a-side football tournament to be held for some seasons.

HQ groundsman Denis Angell organised the event, which kicked off at HQ on March 27, and Dave Bloxham and Phil Underwood refereed.

After the group matches, the top two teams went through to the semi-finals, where South Western A beat HQ IT 2-0 and Central A beat Central B 4-3,

setting up a keenly contested final between South Western A and Central A, which South Western A eventually won 5-3.

Angell said afterwards: "It was a very competitive afternoon and well attended."

"I had a couple of issues to reflect on and the new season's tournament will be a six-a-side on May 23 as the pitches are more than big enough."

"We shall have one team from each

division only, and three substitutes will be allowed on a roll-on, roll-off system and I'll relax the over head-height ruling."

Croker Cup placings: 1 South Western; 2 Central; 3 HQ; 4 South Eastern.

● Denis Angell is taking entries for this year's Croker Cup men's six-a-side football tournament on Saturday, May 23, 12.30pm start. The entry deadline is Friday, May 15 - contact Denis via email at denis.angell@essex.pnn.police.uk

South Eastern end Central's stranglehold

THE 2008/09 Croker Cup competition all came down to the final match of the final event – a game of netball.

If South Eastern won the final of the women's netball competition against South Western, they would pop perennial winners Central to the post.

Gloucester Park saw a hard-fought game with South Eastern 3-2 up at half time and, although South Western defended well, they eventually lost 8-4. Western Division were third.

Thus South Eastern won the game, the tournament and the Croker Cup – by just three points from six-time winners Central.

Essex Police Sports Association chief executive Christian Robinson said afterwards: "Well done to South Eastern, who

will receive the Croker Cup trophy at our annual meeting next month.

"Central will collect the runners-up trophy at the same event although it will be hard for them, as they have been champions six years in a row."

"Well done to all the competitors over the year. A lot of camaraderie has resulted from the various competitions and I wish you all the best for this year's competition."

The final Croker Cup table was: 1 South Eastern 93 points; 2 Central 90 points; 3 HQ 70 points; 4 South Western 63 points; 5 Eastern 48 points; and 6 Western 47 points.

The new season's competition starts soon with the triathlon, athletics and tug-of-war competitions all scheduled for this month.

● For more information on this year's events, visit the EPSA intranet site for more details

Oddy and Thrale in convincing tennis win

STANSTED'S Alison Oddy and Pitsea's Dan Thrale both took part in a convincing win in the annual PSUK tennis fixture against the Combined Services in La Manga last month.

The Combined Services team truly were, comprising players from all three services plus a US Navy pilot – soon to become a full-time tennis coach – and two soldiers from Ghana.

In the first round the police won 11 of the 12 singles

matches – Oddy and Thrale having comfortable straight-sets victories.

Thrale deserves a special mention because he played through an injury which hampered his ability to play further matches.

The PSUK team won all six men's doubles matches, too.

In the mixed matches; which were shortened to a first to eight games format due to time constraints; the PSUK team won three of the four matches, with Oddy and

her partner Ian Duggan, of South Wales Police, winning.

● THE Croker Cup lawn tennis tournament saw a disappointing turnout because of a late date change, forced by an initial clash with the OSPRE sergeants' exam.

However, those players attending the David Lloyd Indoor Tennis Centre in Southend took part in an extremely competitive and enjoyable tournament on March 9.

A round-robin competition

saw the following results: Mark Wheeler / Terry Bragg, Central, won all four matches; Dan Thrale / Nick Treadway, of South Western, won three; Dave Murray / Phil Butt, won two; Len Jarman / Keith Fitzjohn, HQ1, won one.

Louise Chaffe and Perry Funnell, HQ2, also took part but, under Croker Cup tennis tournament rules, only one pair from each division can score points.

Joe takes home £3,000 top force lottery prize

THE winner of the April force lottery was Pc Joe Lee-Lazone, of Loughton Neighbourhood Policing Team (NPT), who takes home £3,000.

Winner of the second prize of £1,000 was Richard Day, retired, and Pc Nick Williamson, of Billericay Road Collision Unit, won third prize of £500.

The winners of £100 prizes were: Mark Pickett, retired; Pc Paul Gerrish, of Castle Point NPT; Diane Johnson, of Corporate Development; Sgt Barry Booth, of Harlow Neighbourhood

Support Team; Stacey Pollard, of Corporate Development; Pc Paul Day, of South Ockendon Professional Development Unit (PDU); Pc Greg Smith, of Southend PDU; PCSO Michelle Noble, of Stansted NPT; Pc Nathan Suley, of Boreham NPT; Sue Hancox, of Communications Division; Dc Tristin Wyatt, of Harwich; and Pc Clive Swift, of the Force Information Room. The winners of £50 prizes were: Dorothy Parker, of Communications Division; PCSO Brett Flemming, of

Stansted NPT; Christine Rose, of Rayleigh; David Lewis, retired; Dc Sarah Collins, of Clacton; Niall Campbell, of HR; Pc Anna Kynaston, of Braintree South NPT; Pc Helen Armstrong, of Christchurch Newtown NPT; Dc Gary Brown, of Tilbury; Sgt Nick Cole, of Grays; Philip Bridge, of Crime Division; Gloria Ashman, of Harlow Major Investigation Team; Dc Paul O'Callaghan, of Tilbury; Stephen Smith, retired; Pc David Ince, of Blenheim NPT; and Sally Yorke-Wade, of IT.

Interested in ice-hockey?

CRIME Division's Ian Martin is hoping to set up a force ice-hockey team and wants to hear from others interested.

He has been playing as a forward with a beginners' recreational team in Sheffield for the past 12 months and wants to find like-minded people in the force.

There are plenty of recreational teams and the Metropolitan Police also field a team, says Ian.

"We want to offer the opportunity to play, represent the force and, importantly, enjoy what is a fast-paced, competitive, skilful sport."

"Anyone is welcome – police officers, members of police staff or PCSOs. Whether you have never played before, used to play or currently play, please get in contact."

"It is early days so we also need anyone with a coaching background or anyone who wants to help run the team."

● Contact Ian Martin by email at ian.martin@essex.pnn.police.uk or on ext 489608



● Christian Robinson ext 58883
Perkz for members of Essex Police Sports Association

ARE you aware of all the Perkz you're entitled to as a member of EPSA?

Did you know that registration will take just moments but the discounts on offer could save you money time and time again?

Now, everyone likes a great deal when they shop online, especially in these tough financial times.

That's why EPSA offer Perkz to all its members. There are more than 130 offers on Perkz.

To get access to all these discounts and many, many more, simply follow the step by step guide to registering with Perkz below:

1. Go to www.perkz.com and click on the message. If you are a first time user click here.
 2. Fill out the employee registration details. You will be asked for your company code – ESPOLICE – then click Submit
 3. An email will be sent to the email address you supplied in the employee registration details. Open this and click on the link provided to complete your registration process.
 4. You can now login to Perkz to take advantage of all the special offers and start saving money straight away.
- The other benefit of Perkz is that the service can also be used by other members of your family. If you have any questions please email me at christian.robinson@essex.pnn.police.uk



● Eastern divisional commander Chief Supt Tim Newcomb speaks to Policing Minister Vernon Coaker in Colchester Picture by Debbie Chisholm

Minister sees reform in action

POLICING Minister Vernon Coaker visited Colchester to see how the government's reforms in policing were having a positive impact on the local community.

Mr Coaker visited staff from the SOS Bus project and also dropped in at Colchester police station to talk to officers and staff and find out about the closeness of their work with Colchester Borough Council – particularly through the early identification of crime trends.

Colchester district commander Chief Insp Adrian Coombs said: "It's great that the work of Colchester police and, in particular the SOS project, has been recognised at government level.

"The bus is now in its fifth month and is going from strength to strength. It is out on the streets two nights a week – Fridays and Saturdays – and is being well-utilised throughout the day.

"We also have 102 volunteers who generously give us their free time, which just goes to show how supportive the people in Colchester are of their bus," he added.

Mr Coaker's visit on April 9 was one of a series across England and Wales, to see community-focused

policing in action. He wants to see the progress of the reform programme set out in last summer's Policing Green Paper, which builds on the work of neighbourhood policing teams.

Mr Coaker said the public was the greatest weapon in fighting crime and that he was delighted to visit Colchester to see how police worked with local people to tackle issues which mattered most to them.

He said: "We are challenging police forces to make the most of common-sense changes and trust the expertise of officers to get down to business by focusing on the issues that matter most to communities – driving down crime and driving up public confidence.

"The focus is now on police reporting and responding to local communities, rather than central government, as well as on individual police officers having the responsibility and the discretion to tackle the issues that matter locally.

"That is now happening and it is good to be out and about talking to those officers in Colchester who are making the changes and listening to them about their progress and what is being achieved."

Caterers are boxing clever

LUNCHTIME sandwich fans are boxing clever thanks to caterer Sodexo.

A wide range of freshly-made sandwiches are now being sold in trendy cardboard packs at both HQ and Essex Police College canteens.

Chef manager Elaine Thorogood said: "The new cardboard packaging is more easy to recycle than the old plastic boxes were and the bonus for Sodexo is that the new packs give us consistent branding across all of our outlets."

Blackadder's Comic Relief raises £2,000

STANSTED constable Lionel Bishop and Chelmsford PCSO Katherine Tokley were amongst those treading the boards for Comic Relief.

The Chelmsford Theatre Workshop's production of Blackadder raised £2,000 from a combination of ticket sales and a raffle, which included signed photographs donated from the original series cast members.

Heroes gain £320

A £320 CHEQUE has been sent to the Help for Heroes charity by DI Paul Spooner, of Stansted Airport.

The cash came from collection tins DI Spooner had placed around the force to raise money for those injured in current military conflicts.

'Inspirational' man goes back to work

by Laura Anderson

POLICE officers and staff in Basildon were pleased to welcome back Pc Arron Williams almost 18 months after he was paralysed in a rugby accident.

The 26-year-old has proved an inspiration to colleagues, friends and family after his hard work and determination saw him regain the use of his arms after he was at first paralysed from the neck down.

In the year and a half that Arron has been away from work, colleagues and friends have raised a large amount of money so Arron can obtain the equipment he needs to live an independent lifestyle.

The Arron Williams Trust Fund has also made a donation to Stoke Mandeville – where Arron was initially treated in the months following his accident in September 2007.

From football tournaments and coastal walks to auctions, the tireless fundraising touched Arron immensely.

He said: "I am eternally grateful for everyone that has supported me and gone above and beyond to raise money for me. I am still learning about things people have been doing for me



● Former Pitsea constable Arron Williams now works with Basildon's crime management team Picture by Laura Anderson

by catching up on all my emails.

Arron now works as part of the crime management team at Basildon police station, working four hours at a time in a quality assurance role.

He said: "I am building myself back up to working so I have no set amount of days to work at the moment. It just feels great to be back after a year and

a half of not using my brain!"

South Western divisional commander Chief Supt Maurice Mason said he was pleased Arron had returned to work.

And, of the fundraising, he added: "I am very proud of all my staff for taking this approach to supporting one of their colleagues."

Women spring up to maximise their potential

WOMEN sergeants and inspectors were invited by ACC Sue Harrison to take part in a Spring Forward course to help their professional development.

The aim was to help address the numbers of women in middle-management police officer roles.

It is recognised by Essex Police that this gap could mean the force is failing to utilise fully all the skills and attributes available to it.

The non-academic course was led by Dr Sue Hewitt, who works with police forces across the UK in running the developmental, nationally-recognised Springboard programmes, using inspirational speakers, workshops and networking.

Spring Forward aims to assist participants in identifying goals and solutions to problems – through self-management and improved communication – achieve their potential and assist their staff in doing the same.

The participants undertake project or information-gathering work in the gap between the workshops, which is intended to enhance their own development and benefit the force.

Importantly, participants are encouraged to find their own appropriate coaching and mentoring support, a resource that is still vastly under-used and under-estimated.

An evaluation of the course will be taking place.

● For more information about Spring Forward, contact Dawn Woollcott on ext 55322

Plea to 'vet' your internal addresses

TWO vetting units at HQ with different functions can cause delay when internal post is wrongly-addressed.

So, for the record:

● The Corporate Vetting Unit sits within Professional Standards and undertakes management vetting of police officers, police staff, applicants for other police forces residing in Essex and any contracted staff

● The Vetting Unit sits within Crime Division and processes Criminal Records Bureau (CRB) applications from other agencies and from people outside any police force who want to work with children or vulnerable adults.

Cast grew into their characters on stage

**Hello Dolly
Essex Police Musical Society
April 21-25**

HELLO Dolly was indeed a colourful, well-presented and highly-enjoyable show.

Having sat on the auditioning panel, I was delighted to see, and hear, how everyone involved in Essex Police Musical Society (EPMS) had grown into their characters.

Sally Summers as Dolly Levi was superb. She caught Dolly's character, her meddling and her charm, sang well and never lost her accent.

David Morgan excelled as Horace Vandergelder, and watching him reminded me of Walter Matthau's characterisation in the film version of the put-upon, slightly ponderous but highly like-

able storekeeper. Paul Walker (as Cornelius Hackl) and newcomer Joe Neal (Barnaby Tucker) were excellent. They captured the two men's dilemma especially in the hat shop and restaurant, combining laughter and pathos at the same time.

Vicky Walker (Irene Malloy) sang and played her character with depth of feeling and Justina Bartley's Minnie Fay was glorious – all giggles and nerves.

I must congratulate Paul, Joe, Vicky and Justina on their quartet, the harmonies were delightful.

Mark Bundock (Ambrose Kemper) and Donna Stevenson (Ermengarde) as the star-crossed lovers trying 'hard' to dance were a delight to watch and Donna's crying was just right.

Jenny Hillyard (Mrs Rose) played and characterised a lovely cameo part as did Peter Buckley (Rudolph Reisenweber), whose flair for comedy was also apparent as the judge with his hilarious faces.

The rest of the cast were magnificent, doubling as townsfolk, waiters and customers etc. I would like to single out the youngsters, especially in the parade scene and the Statue of Liberty was a nice touch!

For a small company, EPMS always put on a fantastic show. The costumes, scenery and lighting were lovely, not forgetting the hard work by director Pam Corrie. Finally, well done to the band, led by David Sherman, who triumphed with a score which is difficult in certain places.

Pauline Curtis

● More Sport & Leisure news on Page 11