

The Law



www.essex.police.uk

December 2009

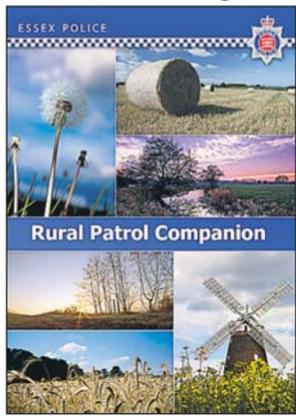
NEW GUIDE FOR RURAL POLICING

by **Morwenna Holland**

THE force has taken steps to be more effective in rural areas by issuing its first Rural Patrol Companion for police officers and PCSOs.

The unique handbook provides specific guidelines and contacts for policing rural areas.

It was launched by DCC Andy Bliss at the county's first Rural Policing Conference last month.



Building on valuable relationships between the police and local communities, dedicated neighbourhood specialist officers (NSOs) continue to carry out intelligence-led, targeted patrols on foot, bike and horseback.

The Rural Policing Conference gave officers and our partner agencies the opportunity to further discuss and find solutions to the issues rural communities face, which range from vandalism to terrorism.

● The new Essex Police Rural Patrol Companion

Mr Bliss said: "Nearly two-thirds of our neighbourhoods are rural communities. Many of the people living in these areas can feel isolated or vulnerable and it is vital that we act positively, providing equally effective policing in urban and rural areas."

"We have a number of schemes in place specifically for rural life, such as Farm Watch and Horse Watch, as well as Community Speed Watch in which more than 50 neighbourhoods already participate."

"Investing in such schemes gives local people the opportunity to voice their own concerns and get involved in helping to make their neighbourhood safer."

"It also allows the police to listen to the wants and needs of rural communities."

"In the past few months, police officers and PCSOs have travelled 31,000 miles on bicycles, in many cases reaching rural areas that other vehicles simply can't."

"This increased police presence has already had extremely positive feedback and we will continue to work with other key agencies to make rural areas safe places in which to live, work and visit."

The Rural Policing Conference on November 26 coincided with the release of the Essex Rural Commission's report which made 60 recommendations to secure the future of rural Essex.

It included a focus on crime prevention, making Essex Police one of the key agencies involved.

● If you are a rural NSO or PCSO and you have not yet received your copy of the Rural Patrol Companion, it will be circulated to you on division by HQ Territorial Policing by Christmas



● Air Support Unit observer Pc Mark Shelley

Picture by Simon Knightley

● FANCY going up in the world? Fans of the TV series Skycops and Interceptors – in which the force helicopter QH 99 had a starring role – will know how the Air Support Unit (ASU) can be in the thick of the action as a vital and successful part of front-line policing. The unit is holding an open day for

police officers at its Boreham airbase on Thursday, January 7, to attract trainees and to demonstrate how potential crew can be trained to the high standards expected. Could you navigate, work radios, operate computers and a video camera, spot suspects on the ground from 1,500ft and take top-quality still

photos on an SLR camera ... while the aircraft is banked at 45° in a turn or being buffeted by turbulence or strong winds? If the answer is Yes you might be just the person the ASU is looking for. Britain's longest-serving air observer was Essex's Pc Mark Shelley, who ● Turn to Page 5

Chance to tell the Chief what you think

FOLLOWING the success of his roadshows, Chief Constable Jim Barker-McCardle is now to hold regular meetings with police officers and staff.

Talkback Live will enable constables, sergeants and police staff up to and including SO2 grade to meet the Chief for a chat over a cup of coffee.

Mr Barker-McCardle said he was looking forward to hearing what people had to say.

"I have had a good response both to my roadshows and my new blog. Talkback Live is another way of involving police

officers and staff and keeping in touch what they think," he said.

He hopes to use Talkback Live as an opportunity to share his thoughts about the force's way forward, its vision and its priorities as well as acknowledging good news and the things we do well.

Everyone will have the chance to introduce themselves, talk about their role and ask questions of the Chief Constable.

Police officers and staff in supervisory and management roles were invited to the Chief's roadshows in September and

October. And now Talkback Live will continue Mr Barker-McCardle's intention of consulting police officers and staff.

Divisions and departments will be asked to nominate police officers and staff to attend Talkback Live sessions, which will be held once every six to eight weeks.

The first one is due to be held in the Chief Constable's Lounge at HQ next month.

● Turn to Page 2 to find out the main points for consideration from the Chief Constable's roadshows

Essex young victim scheme wins national recognition

AN innovative Essex young people's initiative has won two awards in recognition of its successful work with local crime victims and witnesses.

The Essex Peer Mentor Team was named Team of the Year for services to crime victims, at Victim Support's national volunteer awards.

The team consists of 77 students – aged 15 to 18 – based at Greensward Academy in Hockley, James Hornsby High School in Laindon, Sir Charles Lucas Arts College in Colchester and St Mark's West Essex Catholic School in Harlow.

The scheme has developed over the past four years and is managed by Victim Support in financial partnership with Essex County Council.

Lewis Tull, of Greensward Academy, also received the Young Volunteer of the Year award for his dedication to volunteering.

Head of Criminal Justice Tricia Brennan said the initiative was at the heart of everything the force strove to achieve.

"It is a real example of early intervention that supports vulnerable young people and mirrors the support provided through Victim Support and Witness Care teams in the minority of cases where victims will be required to attend court.

"The Peer Mentor scheme is at the heart of good citizenship and supports Essex Police in the drive to reduce offending.

"It is a truly innovative scheme that has rightly attracted national recognition."

Peer Mentors provide a package of emotional and practical support to younger students on a range of issues, including bullying, theft, stress and domestic abuse.

Lewis, 17, has researched creative ways of expanding the service, such as the use of email as an initial way of encouraging young users, which prompted a 60 per cent increase in self-referrals from young students.

A garden plot

OFFICERS in Castle Point plan to let no plot go uncovered, having launched an Allotment Watch scheme.

Hadleigh Allotment Society was the first to sign up to the scheme, which aims to combat crime and criminal damage by involving allotment-holders in improving security.

The problem of allotment vandalism had been raised through the local neighbourhood action panel (NAP).



● Dc Simon Lofting Picture by Bill Stock

International co-operation

AN Essex detective put international co-operation into practice during a fatality at sea – just weeks after being appointed chairman of a European marine investigation organisation.

Dc Simon Lofting, of the Marine Unit at Burnham, led an initial investigation into the death of a man on board a Dutch-registered ship involved in the construction of Greater Gabbard wind farm 18 miles off Harwich.

A second crewman was seriously injured in the November 12 incident. Two Marine Unit officers carried out enquiries when the ship docked at Harwich while Dc Lofting collated information and liaised with the Dutch authorities and other maritime services.

It was established that the incident happened just outside British international waters and the inquiry was handed over to the Dutch. Through Dc

Lofting's work with the 2,500-strong International Association of Marine Investigators (IAMI), he was able to transfer evidence and information quickly and efficiently.

Dc Lofting was appointed chairman of the European section of the IAMI in October. In 2006 he became the only police officer in Europe to qualify as a certified marine investigator.

He said: "My work regularly involves contacts with police forces and investigators around Europe and other parts of the world and the fatal incident in the North Sea was an example of Essex Marine Unit's excellent co-operation with international organisations."

Dc Lofting's role with the IAMI also involves training others in specialist investigation and he hopes to start courses for officers from UK and European forces in the spring.

Updating victims will improve their satisfaction

KEEPING all victims of crime updated will help to improve public satisfaction with the police, says head of Customer Services Claire Heath.

The Government's single target for police forces in 2009/10 is to improve public confidence and officers and staff can help the force to achieve this by keeping all victims informed of progress in their case.

Policing Pledge point 9 – Keep victims up to date with our investigations – states that victims should be asked about the frequency of updates and the method, eg phone call, email, letter etc, as well as for how long.

Mrs Heath said victims of crime tell us that they appreciate being kept informed about their case, regardless of what the actual update is.

"It's important to make a contact agreement with the victim and to keep to that agreement," she said.

"It is also important to tell someone if we have done all we can and there is no need to contact them again."

Each division has a senior officer responsible for quality and customer service, who can be contacted for advice about how to make and record a 'contact agreement', which will help front-line officers and staff deliver the force's promise to victims of crime.

Central – Supt Steve Johnson

Eastern – Supt Iain Logan

South Eastern – Supt Stuart Ashton

South Western – DCI Alan Cotgrove

Western – Supt Simon Williams

● To view the Code of Practice for Victims of Crime, visit the Communications Division intranet site and click on Customer Services, then click on Victims of Crime and Witnesses (under Quality Of Service) – the Code of Practice is on the righthand list

Concert date

THE annual Christmas Cracker Carol Concert is on Saturday, December 12, at 7.30pm in Charter Hall at Colchester Leisure World in Cowdray Avenue, Colchester.

The Essex Police Band and the Choir and Big Band of Colchester Royal Grammar School will perform a wide range of festive and traditional music.

All proceeds will go to Help for Heroes and Guide Dogs for the Blind.

● Email PCSO Jackie Tyrrell for tickets, which cost £1 each

'Only yes means yes' is the force's message

by Nishan Wijeratne

THE force has launched a huge media campaign to raise awareness about the issues surrounding and the consequences of rape.

The advertising campaign is designed to inform parents, children and people of all ages about personal safety and how to deal with potentially volatile situations.

The run-up to Christmas is traditionally a time for office parties and often sees an increase in the number of rapes reported to police.

Det Supt John Quinton is the force's specialist in rape investigations and he is keen to highlight the issue of consent.

"Alcohol does inhibit people's normal behaviour and thinking, which is why it's important for everyone to ensure they know what they are doing and that the other person does too," he said.

"Just because a woman has had a drink doesn't mean that she is giving her consent to have sex. Men must understand this and ensure that she says 'yes' to any form of sexual advance.

"Our main message with this campaign is that 'only yes means yes'. We want to go further than the idea that 'no means no' because consent should not be viewed as something that is implied – it should be a certainty.

"As far we're concerned, there are no grey areas – sex without consent is rape.

"And we want to encourage people to be aware of their alcohol intake and to think twice about going home with someone or inviting them back to theirs."

Washroom panels in bars and clubs will carry slogans and messages throughout this month, reminding both men and women of the repercussions of unwanted sexual intercourse.

They will be complemented by a radio advertising campaign on Heart Essex, which encourages women and men who have been victims of sexual assault to come forward to police, while also highlighting to men the possible consequences of their actions.

In 2007/08, 478 sexual assaults and rapes on women were



● Messages on posters used in the campaign have been targeted at different audiences

reported to the force, of which 58 were committed by a stranger. The rest were committed either by family members or someone else known to the victim.

While the 2008/09 figure rose to 517, fewer – 52 – were so-called 'stranger rapes'. Since April, 314 sexual assaults and rapes have been reported, 31 of them classed as 'stranger'.

Lindsey Read, the manager of Colchester's Centre for Action on Rape and Abuse (CARA), said: "Our experience is that at least 75 per cent of perpetrators are known to their victims.

"We also need to bring to an end the widely-held belief that, because a woman has been drinking or is wearing a short skirt, for example, she is willing to have sex with anyone who happens along.

"We look forward to continuing our work with Essex Police, both to help prevent offences occurring and, when they do occur, to bring the perpetrators to justice."

Next month, a second wave of adverts will be launched in the county's main cinemas.

Neighbourhood officers get a taste of the X Factor

WITHAM neighbourhood policing officers were struck by the X Factor last month when semi-finalist Olly Murs paid a visit to his home town.

Following Olly's success on the ITV1 programme, his local community is showing its support.

And the town's neighbourhood policing teams (NPTs) were called in on

November 16 when Olly made his first appearance in the town since he entered the X Factor house. He was filmed visiting The George pub in Newland Street.

Pc Adam Greenaway, of Witham North NPT, went to college with Olly.

He said: "We did a low-key patrol to make sure the event went safely.

"As soon as people saw him, drivers

were beeping their horns and people were trying to get his photo and autograph.

"There is always a good community spirit in Witham and the excellent reaction Olly received shows that.

"He is already well-known in the town, especially in the pubs where he liked to sing. Everyone is very supportive of him and we all want him to do well."

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Operations managers swap

OPERATIONS managers Luke Collison and Stuart Ashton have swapped posts.

Supt Collison has moved to Communications Division from South Eastern Division and Supt Ashton has moved the opposite way.

David Peplow has taken over as head of Harlow Major Investigations Team as temporary detective superintendent.

And temporary DCI Anne Cameron has been appointed to his former post as head of the Child Abuse Investigation Unit.

Obituaries

Former sergeant David Jennings, of Maldon, has died, aged 73. He leaves a widow, Brenda.

Mr Jennings served from 1957 to 1982 at Maldon, Harlow and Chelmsford Traffic.

Donations may be made in his memory to Broomfield Renal Unit and sent c/o AG Smith funeral directors, 7 Spital Road, Maldon, CM9 6DY.

Ex-constable James Dolan, of Chelmsford, has died, aged 84.

Mr Dolan served between 1951 and 1961 at Harlow, Ramsden Heath and Chelmsford.

Former constable Bevin Lincoln, of Norwich, has died, aged 75. He leaves a widow, Irene.

Mr Lincoln served from 1963 to 1986 at Chelmsford and Witham.

Retirements

Stanway dog-handler Sgt Andy Howard, 53, retires on New Year's Eve

after 30 years' service. He has previously served at Halstead, Clacton and Colchester and at Thorpe and Bocking dog sections.

Southend's Sgt Jon Nicholas, 50, retires this month. During his career he has served on South Western and South Eastern divisions.

Pc Michael Ashton, 52, retired last month after 32 years with the force. He had served on Harlow Division, Harlow Traffic and Chigwell Road Policing Unit.

Pc Mark Shelley, 49, of the Air Support Unit, retired last month after 30 years' service. He had also served in Tilbury, Harwich, Colchester and the Force Support Unit.

Pc Chris Turner, 53, retires on New Year's Day after 30 years with the force. He has served at Colchester, Ashford Police Training Centre, Basildon and Stansted before finishing his career in Communications Division.

Wickford and Billericay Dc David Ashpole, 53, retires this month. He started his career in Southend 30 years ago, moving to the Force Support Unit, and then spending time in Westcliff, Rochford, Rayleigh, Canvey Island, Stansted Airport and Rayleigh Major Investigation Team.

Force Information Room Demand Management Unit supervisor George Campbell, 65, retires this month after more than 46 years' service with the force – he served as a police officer for 31 years, retiring as a sergeant.

Essex Police Sports Association secretary John Stonehouse, 62, retires on

New Year's Eve after 42 years with the force – he served as a police officer for 30 years, retiring as an inspector.

Rayleigh Criminal Justice Unit administrator Chris Lawrence, 65, has retired after more than 22 years with the force. She previously worked at the Divisional Prosecution Unit and Criminal Justice Unit in Southend.

Rayleigh administrator Anita Coutts, 60, retired last month after more than 11 years with the force. She had previously served at HQ.

Awards

Former Clacton scenes of crime officer and detective sergeant Rennie Chivers has been recognised at the annual Forensic Awards, staged by the National Policing Improvement Agency.

Mr Chivers, who retired from the force in May, was named Crime Scene Photographer of the Year for his picture Swabbing For DNA.

Correction

We have been asked to point out that Andy Barker is the new interim Director of Information and Communications Technology for Kent and Essex Police and not as stated in last month's issue of *The Law*.

Classified advertisements

Due to pressures of time and other commitments during the Christmas holiday period, we have had to reduce *The Law* to eight pages both this month and next.

Therefore, there is no space to print the free, classified advertisements. Normal service will be resumed in February.

BASILDON district commander Paul Howell has been named as Colchester Institute's Top Student of the Year undertaking Chartered Management Institute qualifications. Acting Chief Insp Howell completed his studies for a Chartered Management Institute Level 5 Diploma in Management and Leadership while an inspector in Pitsea. He was named top student from more than 150 students



● ACC Sue Harrison and acting Chief Insp Paul Howell

Picture by Sarah Clayton

from various police forces and other organisations who were studying for their diploma at Colchester Institute. He said: "I am delighted to have received this award. Balancing the study for a post-graduate management qualification whilst running one of the busiest policing sections in the county has not been easy.

"However, I thoroughly enjoyed the experience and recognise the value it has added in

my approach to leadership and management of police operations, people, processes and data." Presenting acting Chief Insp Howell with his diploma, ACC Sue Harrison said: "Acting Chief Insp Howell has done extremely well in achieving this qualification and by also being named Top Student of the Year by Colchester Institute. It is a tremendous accomplishment."

Colchester Institute programme director Billy Little tutored acting Chief Insp Howell and said he had been "an outstanding student".

● Anyone in a supervisory or management post who wishes to find out more about studying for external qualifications and help the force can provide for this, should contact Essex Police College leadership inspector Jo Byrne on ext 56155



Sports & social

Team miss out on Plate finals

THE women's volleyball team competed in the British Championships but narrowly missed out on the Plate finals.

Unfortunately, they were drawn in a pool with the two strong teams of Lancashire and eventual tournament winners Strathclyde – and were beaten by both, as well as Northumbria.

However, they had a good win against Lothian and Borders and drew with Dorset.

But there was good news at the end when Amanda Pollard, Gemma Gunn and Emily Freeman were invited to take part in training for the British team.

Representation

PSUK called up Dan Thrale, of Pitsea, for the British Police tennis team last month, while Gaz Ingram, of Laindon, has been selected for the British Police hockey team to play against the Royal Navy, Royal Air Force, British Army and the Civil Service in February and March.

Croker Cup dates

THE Croker Cup snooker and billiards competitions are at Chelmsford Snooker Club on Wednesday, January 13 and the swimming gala is on Sunday, January 31 at Basildon swimming pool.

Men's rugby team puts up a brave fight against Sussex

THE rugby section had a busy week with a PSUK national cup match and a visit to Twickenham.

First, the men's team took on Sussex Police in the cup second round, facing an uphill battle against an experienced side – this was only the Essex team's fourth match together.

But they were up for the challenge having been firmly brought back to earth after a friendly game against the Metropolitan Police.

However, with seven players unavailable, the team had to make some last-minute changes prior to kick-off.

The game started well with Essex pushing deep into the opposition half with great darting runs from Anthony

Sharman and Marc Barr. They were dominating when the opposition centre scored a breakaway try. This was quickly followed by another in similar fashion.

Brilliant efforts by flanker Aaron Bradford and winger Thomas Jackson saw Sussex prevented from scoring more and Essex fought back.

Scrum-half Craig Pledger spun the ball into the firm hands of Barr, who side-stepped two players to cross the line just short of half-time.

For most of the second half, Essex lay within inches of the opposition line as a result of some well-worked moves within the forwards – one, a 15-metre driving maul, resulted in fly-half Rob Wingar scoring a try and kicking his own conversion.

Even though Essex were fired up and dominating, Sussex scored a further two tries, one of which was converted. This

resulted in a final score of 22-12 in Sussex's favour.

● THE very next day the Essex men's and women's teams were invited to Twickenham for a corporate day of six-a-side touch rugby.

The O₂-sponsored event involved mixed corporate and police teams with commentary by the BBC's John Inverdale.

And there were appearances from Rugby World Cup winner Johnny Wilkinson and sometime England fly-half Andy Goode.

Out of 22 teams, Essex came joint seventh – the winners were a team from the Metropolitan Police Territorial Support Group.

The teams were then treated to a speech on teamwork from Rugby World Cup-winning manager Sir Clive Woodward.

Crime Bureau cleans up on lottery prizes

FIRST-prize winner in the November force lottery draw was DI Brian Elkington, of South Woodham Ferrers. Second prize of £1,000 went to Pc Siobhan Neaves, of Southend Neighbourhood Policing Team (NPT), and third prize of £500 went to Sgt Steve Holmes, of Chigwell Road Policing Unit (RPU). Winners of £100 prizes were: Pc Kayli Iron, of Harlow Neighbourhood Support Team (NST); Pc Robin Webber, of Southend Central NPT; Enid Turner, of

Crime Bureau; Pc Phil Robinson, of Stanway Dog Section; Rowena Legg, of Communications Division; Katie Bettell, of Crime Bureau; Douglas Adams, retired; Pc Robert Graham, of Epping Forest NST; Michelle Wilsdon, of Bocking; Dc Ian Box, of Crime Division; Dale Brown, retired; and Hannah Fry, of Crime Bureau. Winners of £50 prizes were: Gwyneth Brown, of Braintree; Pc Steve Buscall, of Braintree; Martyn Lockwood, of Contingency Planning; Dc Georgette

Beckett, of Harlow; Lis Bingham, of Crime Division; Sgt Paul Whittingham, of Laindon RPU; Pc Doug Furn, of the Air Support Unit; Dc Lindsey Cox, of Crime Division; Dc Peter Wood, of Stansted; Pc Steve Holgate, of the 2012 Project Team; Pc Mark Dundon, of Tiptree NPT; Pc Mario Blackwell, of Laindon & Basildon NST; Pc Roy Linton, of Stanway RPU; Sarah Brown, of Harlow; Pc Steven Osborn, of Great Dunmow; and Ds Nicholas Treadway, of Crime Division.



● Peter Orpe ext 58881

I HAVE hijacked Christian's column this month as an opportunity to introduce myself. I am Peter Orpe and have recently joined the Essex Police Sports Association as the force sports secretary. You may be aware that Essex punches above its weight, gaining national success in various sports. We will continue to support our sporting elite, however, I am also keen to improve on the opportunities for everyone to participate in sport at grass-roots level if they wish to. To this end, I will be promoting the Croker Cup – a competition between the divisions and HQ departments – which runs throughout the year and includes up to 20 sports. In addition, EPSA supports numerous other sporting sections, which are keen for new members of all abilities. ● Full details are on the EPSA intranet site



Letters of appreciation



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

TO Canvey Island NPT, Pc Paul Lockyer and Pc Kevin Oxlade:

We would like to thank you all for your hard work and dedication in finding my Mum.

Both my Dad and I would like to apologise for all the inconvenience that was caused by Mum absconding on her day out!

We can't express our appreciation enough to everybody who was out looking for her.

A special thank-you to Pc Katie Parker, who makes a lovely cuppa, and Pc Paul Levene, who dealt with us face to face. They were so professional and helpful and we can't thank them enough.

LP
Wickford

TO Sgt Darren Deex:

I wanted to pass on my gratitude to your officers at Walton on the Naze police station for the way they dealt with the theft of my son's bike.

I know it is a small crime but the officers treated it seriously and the bike was recovered within 24 hours.

I would like to thank Pc Adam Thompson, who came to take my son's statement,

and the officers I spoke to at the station for the way they responded after we had seen the bike with a group of teenagers – a patrol car was sent out and followed up immediately.

I don't think the police always get good press but this is my first experience of dealing with any sort of crime. I found Walton to be a real community police service and I am very grateful.

CF
via email

TO Chief Supt Keith Garnish: My wife and I renewed our vows at Lords Golf Club in Hullbridge. On her way to the venue, the car in which my wife and five bridesmaids were travelling in broke down. At the time two of your officers, Pcs Siobhan Neaves and Ian Laithwaite, who were passing, pulled over to see if they could help.

Assessing the situation and the time constraints, they offered then to take my wife and one of the bridesmaids to the venue. She happily accepted and made her way to the venue in a police car escorted by Pc Neaves and Pc Laithwaite. She arrived a little late but certainly in style.

Could you please pass on our sincere thanks to both the officers – they were extremely helpful and an absolute credit to the force – for saving our day.

R & S M
Hockley

TO Chief Insp Simon Dobinson: I would like to bring to your attention the true professionalism of Pc Sue Dobson, of Pitsea police station, displayed following the theft of various items from my mother's home after we employed a local 'builder'.

Pc Dobson gave us advice and kept us informed, before and after the perpetrator's arrest.

Although the outcome is not what we had hoped for, both my mother and I know that Pc Dobson worked hard to get justice for Mum.

When we hear so much negativity from the media about the police in general, it is so nice to meet police personnel who are genuinely doing the job because they want to make a difference.

Thank you also to Pc Reece Darwin for telephoning to inform us of the outcome following the arrest.

KJ
Banstead
Surrey

I SPENT a night officially observing the police on foot patrol in Colchester.

It was an eye-opening experience to see the work of the police first-hand.

As it was Hallowe'en, the town centre was packed with partygoers but the atmosphere was friendly.

After spending the night on patrol and having had time to reflect on the experience, I cannot praise more highly the

policing team for Colchester town. I feel safe in the knowledge and proud that our town is served and kept safe by such a professional and polite group of officers.

Will Quince
Prospective Parliamentary Candidate
Colchester

TO Jenny Meager:

Thank you for your letter which included the collision report for my crash on the A414 at Writtle.

I am most grateful for your help following nine months of frustration following the misinterpretation of my vehicle registration details.

You have restored my faith in the public service.

RL
Ingatestone

TO Pc Kathryn Nessling:

I want to express my gratitude for all you have done for us following the assault on my son.

We reported the assault at Dunmow police station and even though it was a busy evening for Saffron Walden station, two police officers were sent out to see us. The

following day you contacted us and even though I know you are always extremely busy you have always called us when you said that you would and have continually checked with us to find out how my son was feeling.

When he gave his video statement we were very impressed with how he was treated by Pc Lisa Cox and my son has asked me to express his thanks for all you have done.

I know the police get a bad press but I feel that good policing should be praised.

M, J & C W
via email

TO PCSO Janice Butler:

Thank you so much for being so kind and helpful to me when my husband went missing from his day care.

He seems fine and none the worse for his walkabout.

JL
Leigh on Sea

I SHOP-lifted in Tesco and was arrested by Pc Neil Utley.

I want to say that the way I was treated was without any nastiness for what I had done

and I would like to say Pc Utley was so kind and sympathetic. He is a credit to the police force.

He went beyond his duty and fed my dogs for me because he knew how worried I was about them.

Also I am grateful to Pc Hazel Williams at Southend police station for sitting with and listening to me because I was drunk. She treated me with respect although I was arrested for being a thief.

I hope no harm ever comes to them in a sometimes dangerous job they do.

I hope they do know how sorry I am for causing them this trouble and I am writing this to prove I mean it as words are easily said.

MF
Leigh on Sea

TO Supt Gwynn Williams:

Well done Essex Police for your positive and efficient actions in shutting down a flat used by drug-dealers.

Our customers no longer have to walk round drug deals being carried out near our front doors.

LW
Southend

FIVE 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: Achieve-

ment focus; Customer first; Taking responsibility for performance; Inspiring

high standards; Overcoming hurdles; Never accepting second-best.

The recipients of £100 awards were: Pc Ashley Wright, Pc David Wright and Martin Reed, of Central Division; Peter Erskine, of

IT; and Laura Zimmermann, of Crime Division.



ESSEX POLICE



PLAN TODAY BE PREPARED FOR TOMORROW

How would you contact your staff during a Business Continuity Disruption?

i.e. Loss of a building, redeployment or staff or changes to normal working practices

The Cascade System defined in each Divisional/ Departmental Business Continuity Plan should be used to contact staff.

This system should be frequently reviewed and tested by each Division/ Department

Business Continuity Awareness

Visit the Contingency Planning Intranet site and click on Business Continuity for more info

www.essex.police.uk



Letters

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.

'Mortified' PCSO

I'M completely mortified by Tony Rayner comments – All this name-calling just confuses the public – in his letter last month.

How can any officer ask "if [PCSO] are supposed to be non-confrontational, why do they need body armour?"

We are supporting front-line policing and sometimes this means coming across situations that can not be foreseen.

Comments on PCSOs being "the eyes and ears" and having no need for powers, I believe are wrong.

If anything, I think PCSOs' powers should be increased and standardised so there is no confusion. No front-line job can be fully non-confrontational – there will always be situations which come about randomly or are walked into and require action to prevent a situation escalating. Calling a police constable

to deal with it sometimes is not practical.

I do feel that Unison is right to bring up the Dignity at Work Policy. We are all working towards the same goal and deserve to be treated fairly and with dignity, just like any other member of support staff.

The Federation calls us community support officers but Essex Police, in my contract, calls me a police community support officer

I believe the Police Federation of England and Wales is more worried about what PCSOs are being called on the streets, the size of lettering and coloured hat bands than more important issues, such as how we could work better together in driving Neighbourhood Policing forward.

PCSO Tristan Adams
Southend Central NPT

● Correspondence on this matter is now closed

Does anyone know Keith Murrells?

I AM trying to locate former officer Keith Murrells for a reunion in the near future.

He was a player in the Crompton Parkinson FC minor league team of 1961-62, which played in the Chelmsford and District Minor League, for players under 18.

I believe he lived in one of the Rodings and that his father was the manager of a dairy farm. Unfortunately the records of the football

club have been lost and so I hope that this letter will prompt either Keith or someone who knows him to get in touch.

Please contact HR officer Rachel Ferris by email at rachel.ferris@essex.pnn.police.uk or on 0300 333 4444 ext 54051 and she will pass the information on to me.

Bob Charlton
Chelmsford



Federation news by Roy Scanes



Membership subscription increase frozen
NORMALLY, Police Federation membership subscription rates increase on January 1 every year.

In recent years the Police Federation of England and Wales has done everything possible to keep these increases to a minimum.

However, we find ourselves entering a period of uncertainty with a number of unknowns about the future, including; 'means testing' for Crown Court appearance; a new Government; workforce modernisation; police reform; and our anticipated pay negotiations following the current three-year deal.

As police authorities and Chief Officers feel the financial squeeze, we need to ensure we have sufficient reserve funds to continue to provide a high-quality service, representation and support to our members; whether that be assisting legal action or fighting to ensure that fair pay and the best possible terms and conditions for police officers are maintained.

The Government's change to the Legal Aid Provision will result in a greater burden on the Police Federation and increased expenditure.

We are also likely to have a battle when the current three-year police officer pay deal ends. It is therefore vitally important for future negotiations that we have sufficient funds available should we need to fight a long and sustained pay or pension campaign.

We all know the value and benefit of membership of the Police Federation.

It is not just an insurance policy should officers find themselves requiring legal support but also ensures officers have access to welfare advice, proper training and the right equipment to do the job safely.

Within the Police Negotiating Board and through lobbying politicians and other stakeholders, the Police Federation fights hard to ensure officers receive the best possible pay, allowances, working conditions and pensions.

You may have heard a rumour of a proposed 23 per cent rise in subs for this January. Well,

it was actually proposed by the Joint Central Committee (JCC). Essex Police Federation was outspoken as usual in challenging this proposal and demanding that it be debated nationally at next year's conference.

This was supported by most of the country resulting in the JCC calling an extraordinary meeting, at which it decided there will be no increase to membership subscriptions ahead of the Police Federation Annual Conference in May 2010, where it can be fully debated.

There will also be an independent review of all Police Federation of England and Wales subscriptions, income and distribution.

Essex Joint Branch Board Diaries
Due to the ongoing economic climate, Essex Joint Branch Board has accepted a reduction in the number of diaries produced for the year 2010.

Every subscribing member to the Police Federation will receive one copy of next year's edition, which will be sent to you personally early this month.

We purchased a number of additional diaries as I know there are other Essex Police employees who like to have a copy.

However, these will only be available to buy for £1.50p and only to personal callers to our offices at HQ.

The 2010 edition of the Federation Diary does not contain next year's duties because duties are no longer published in print by Essex Police.

I appreciate that a lot of our members rely on the diaries for your duties and I am already looking at ways around this for 2011. I apologise for any inconvenience caused.

Christmas greetings
We have decided this year not to send Christmas cards but instead make a donation to a local charity.

May I on behalf of the Essex Joint Branch Board wish you, your families and friends a very happy Christmas and a safe and prosperous New Year.

Unison news by Geoff Wright



THE following is taken from a message sent by a Unison steward to their members and they seem to me to sum up the place in which police staff find themselves this December.

"No doubt you are by now aware of the contents of the Chief Constable's recent article on APEX and the consequences of the proposed changes.

"These changes will occur at a fast pace and you really need to keep abreast of events."

We look toward Christmas and three facts that directly affect our future at a time of year when we should be preparing to celebrate the festive season.

The first sees the economic situation continuing to cause concern with our economy not moving out of recession as expected.

It is anticipated the Government will seek to recoup the money paid into the financial services sector from public services and the policing budget will undoubtedly be significantly affected in the not too distant future.

The other two facts come from within Essex Police itself - Collaboration and APEX, which continue to move forward at fast pace.

Chief Constable Jim Barker-McCardle has made it very clear that the savings needed to place more police officers on the front line (Operation APEX) will come from a reorganisation of force structures, which will undoubtedly affect police staff jobs.

To that end he has announced a programme of reorganisation designed to streamline the way Essex Police operates. Within the announcement of that reorganisation, he has given notice that no area of the support organisation will escape review.

Collaboration, the third fact, is causing substantial alarm among those colleagues working in the departments affected by it so far as well as those it might affect in the future.

We find ourselves in an unprecedented situation with our employment seemingly being put under pressure from a number of areas and

for many of us it is difficult to know what to do for the best.

Mr Barker-McCardle has said that he really doesn't under-estimate the impact of the uncertainty on colleagues and that he will make decisions as quickly as possible.

The organisation which can represent the workforce and which will have a voice in all discussions around Collaboration, APEX and reorganisation is Unison, your trade union.

Unison can speak in general terms for all police staff of Essex Police in the negotiations ahead but it can only represent and support individuals who are members of the union with their specific cases as this reorganisation gathers pace.

Driving assessments for police staff
Regular driving assessments for anyone who drives as part of their employment are necessary and a responsible requirement by an employer.

On one occasion, however, a member of police staff who lives with diabetes, was informed that they could not drive because of their diabetes.

The decision was reversed because anyone who has declared their diabetes to the Driver Vehicle Licensing Authority (DVLA), had a medical assessment and had their driving licence returned to them should be able to drive, at a basic level, for Essex Police, providing that they also pass all of the elements of the regular assessment.

To join Unison, contact your local steward or the branch office in Kingston House next to Essex Police College at HQ on 01245 452597 or ext 55013.

Find out more about the Essex Police branch of Unison and view regular updates about all these issues at www.essexpoliceunison.org

The Essex Police branch of Unison would like to wish all members of Essex Police a happy Christmas and the hope of more reassuring news in the New Year.

Christian Police Association news by Simon Werrett



IN September, I was invited to speak to students at the Kwenik-Ab-Ilet Secondary School, near Bomet in Kenya.

I was told it was not far from the Bible College I was lecturing at - three hours later we arrived!

It appears that whenever you ask about distances, the answer is always "not far" or "we are nearly there".

It was a very bumpy ride and when I arrived all the children were sitting outside waiting for us, along with some parents and the village Elders.

I was later told the children had been sitting out waiting for the 'Mzungu' for several hours. I spoke about speeches from three men in history - Martin Luther King jr, President Barack Obama and Jesus.

King said: "I have a dream that one day my four children will live in a nation where they will not be judged by the colour of their skin but by the content of their character," and many see President Obama as the fulfilment of that dream.

Neither man was born into powerful or wealthy families, both came from obscurity to be enshrined in history and both have won the Nobel Peace Prize.

King was also a preacher and said: "Nineteen centuries have come and gone and today he stands as the most influential figure that ever entered human history."

"All of the armies that ever marched, all the navies that ever sailed, all the parliaments that ever sat and all the kings that ever reigned put together have not affected the life of man on this earth as much as that one solitary life. His name may be a familiar one..."

It's at Christmas that Christians celebrate this man's birth in the stable in Bethlehem, the gift from God to men.

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

Just as President Obama is seen as a

prophetic fulfilment of King's dream, so the Prophet Micah prophesied Jesus more than 700 years before he was born: "He will stand and shepherd his flock in the strength of the Lord, in the majesty of the name of the Lord his God. And they will live securely, for then his greatness will reach to the ends of the earth."

Jesus was God's present to humanity - it is God saying "yes we can" work together.

As you celebrate Christmas what does it really mean to you?

The Fellowship of Police Christian Fellowships (FPCF), the umbrella organisation for national Christian Police Associations, operates a prayer network.

I get prayer requests for circulation from all over the world about policing concerns, police officers killed or injured on duty and family members sick.

If you would like to go on the circulation list then drop me an email.

I am constantly reminded how fortunate we are in the UK as I have friends in Africa whose young children have died this year and whose job security is often based on who the Chief of Police is.

The FPCF is organising a joint conference with African nations in Nairobi, Kenya, next October. The theme is Christian Police: For such a time as this and the conference will be an opportunity for Christian police officers to come together for fellowship and training.

The Essex branch of the Christian Police Association continues to meet at HQ on a Friday lunchtime and there are some divisional meetings as well.

Pe Rob Hance, of Harlow Neighbourhood Policing Team is the branch leader - so please contact him for further details. All are welcome to the meetings.

I wish you all a peaceful Christmas and a Happy New Year.

DI Simon Werrett
FPCF chair

Corner the chairman



● Essex Police Authority chairman
Robert Chambers

Merry Christmas everyone

“AS Christmas is soon approaching, I wanted to use this opportunity to wish everyone Season's Greetings and thank you all for your hard work, dedication and loyalty over the past year.

The year 2009 has been a busy and exciting one for Essex Police Authority.

We have had one big change in the form of our new Chief Constable, Jim Barker-McCardle.

I am extremely pleased to have welcomed Mr Barker-McCardle into the Essex Police family and I am looking forward to working with him even more in 2010 and beyond.

We have continued to give the public what they want - more bobbies on the beat - through the continuation of Operation APEX.

Neighbourhood Policing also continues to go from strength to strength across the county and I am proud that the local officers are having such a positive impact on the communities of Essex, helping to increase public confidence.

I and everyone at Essex Police Authority give our grateful thanks to everyone who works for Essex Police.

Your hard work and dedication has helped make Essex Police one of the best - if not the best - police forces in the country and for this we are extremely grateful.

I hope you all have a very merry Christmas and a happy, safe and healthy New Year. ”

Store changes name ZSMART Policing Pledge

DID you know that The REC is the new name for the Central Property Store?

As from January 1, The Records and Evidence Centre will continue to do the same job, in the same place on the same telephone number but with its new name.

Senior records and evidence centre officer Diane Johnson said: "The old name - Central Property Store - often caused confusion, especially when abbreviated to CPS as the initials also stand for the Crown Prosecution Service, "The new name, The REC, explains exactly what we do - we store records and evidence - so it should be easy for everyone to remember."

● ACC Peter Lowton attended a Park Mark awards presentation to 11 Colchester town centre car parks.

The car parks were awarded the British Parking Association's Park Mark following reviews by Essex Police accredited assessors as part of the Safer Parking scheme.

The initiative was designed to ensure the safest and most convenient visit for the estimated 3.5million customers who pass through the car parks each year.

ACC Lowton said he was delighted to present awards recognising the excellent work Essex Police and Colchester Borough Council had done to improve public safety in car parking areas.

"It's good to see that measures have been put in place in the Colchester town centre car parks to further deter criminal activity and anti-social behaviour, to help prevent crime and reduce the fear of crime," he said. "I hope the car parks being awarded Park Marks through this initiative will see a drop in vehicle-related crime, as has been seen to happen in other car parks awarded the Park Mark status."

The accredited assessors will have checked that each car park has appropriate levels of surveillance, lighting, signage and cleanliness - all of which reduce the opportunity for crime.



● Cllr Tim Young, responsible for Colchester Borough Council's Street and Waste Services, with the Park Mark, surrounded by civil enforcement supervisor Elizabeth Harrod Wood, car parks supervisor Vic Cook, ACC Peter Lowton, senior architectural liaison officer John Hills, Insp Andy Fusher, of Colchester NPT, Mike Bibby, of the British Parking Association, and civil enforcement officer Katrina Daly

Picture courtesy of Paul Taylor of Crown Pix

Flying high with ASU

● From Page One

retired last month after nearly 20 years as an observer with the Air Support Unit. He said: "Flying as an air observer is an extremely rewarding job, especially when suspects are arrested or missing people are found. "But people's impressions are different to the reality. The unit is heavily involved in a wide range of tasks, such as searches for missing people, stolen vehicles and property, photography and intelligence-gathering.

"It is like any police job where you have got to be able to act quickly as situations develop."

It's another Cracker

THE force has joined Essex County Council and partner agencies to run the annual Operation Christmas Cracker in town centres combating crime and anti-social behaviour until New Year's Eve.

This year's campaign will enhance the operation by seeking to reduce anti-social behaviour, prevent thefts and conduct high-visibility patrols in shopping centres across the county.

Crash investigations result in sentences

TWO high-profile crash investigations concluded last month with motorists involved being sentenced to substantial terms of detention.

Ben Gemmill, 17, was arrested at the scene after his Citroen C1 struck a group of teenagers in Thorpe Bay on March 6.

There were 14 casualties, of which eight sustained serious injuries. One teenager, Eleanor McGrath, died six days later in hospital.

Gemmill, of Thorpe Bay, admitted causing death by dangerous driving and eight counts of causing grievous bodily harm and last month at Basildon Crown Court he was sentenced to six years' youth detention.

He was also disqualified from driving for ten years and will have to take an extended driving test to regain his licence.

After the case, senior investigating officer Chief Insp Tom Diment said the crash had "wreaked devastation".

"The crash has had a long-lasting impression on many other teenagers in the area. Indeed, the entire community has felt the repercussions of Gemmill's stupid actions," he said.

And Gurpreet Dhillon, 29, of Slough in Berkshire, was jailed for eight years following a crash in Centenary Way, Clacton, on September 27, 2008.

His passenger, Tony Proctor, 29, of Corringham, died two days later in hospital.

Dhillon admitted causing death by careless driving and failing to provide a specimen for analysis, when he appeared at Chelmsford Crown Court last month.

He was also banned from driving for five years and will have to take an extended driving test to regain his licence.

Insp Steve Brewer, of Stanway Road Policing Unit, said after the case that it had been a complex investigation and Dhillon had made no admissions to the officers investigating the crash. He praised them for their hard work and determination in bringing the case to court.

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Your force PCU representative: **Ian Curley**
Tel: 0845 241 7509
Email: essex@policecu.co.uk
or visit: www.policecu.co.uk

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Happy Christmas from the Chief Constable of Essex Police

I'VE really enjoyed my first four months with Essex Police.

I've been continually impressed with the level of professionalism, commitment and enthusiasm shown by our officers, support staff and volunteers as I've travelled around the force meeting so many new people.

This year, Essex Police has seen many great achievements, including Operation Glencoe and the arrival of key Heads of State at Stansted Airport for the G20 summit in London, Operation Impish and the joint operation with the Serious Organised Crime Agency – which saw the conviction of Paul Alexander for converting imitation firearms into lethal weapons – and

Operation Oak Tree which saw Wayne Taylor sentenced to 18 years' imprisonment after being found guilty of ordering the firebombing of the homes of two serving police officers.

Other significant achievements include the launch of the A12 Alliance road patrols funded by Essex County Council and the launch of the text-messaging service which allows deaf and speech-impaired people to text Essex Police in an emergency.

We have also worked hard to improve public confidence, further embedded Neighbourhood Policing and hosted some significant conferences, including the first Rural Policing Conference in Essex and the Cross-Channel Intelligence

Conference. This Christmas-time, amidst the bustle of late-night shopping, writing Christmas cards, wrapping presents and even visits to Santa's grotto – for those of you with young families – I hope you have the opportunity to spend some good quality time with those people in your life who are important to you.

May I take this opportunity to thank you all for working so hard over the past year.

I wish you a very merry Christmas and a happy and healthy 2010.

Jim Barker-McCardle
Chief Constable

Chief's blog highlights



● Most police officers and staff will be aware that Chief Constable Jim Barker-McCardle is writing a weekly blog on the force intranet. Here are the highlights of November:

“ I'VE completed the roadshows, met staff associations, attended public meetings and a council meeting in Thurrock, started a round of divisional visits, been to our 24-hour custody centres, met most of our police authority members individually and spent a good amount of time with my Chief Officer team. I had a very useful meeting with a focus group of sergeants during which they shared their thoughts with me about a number of things, including investigative skills and probationer training and I met the Federation Joint Branch Board to outline some of my thoughts for the future of policing in Essex and answer a wide range of questions. I attended the Jane's Police Review Gala Awards in London, which I spent in the very enjoyable company of all the Essex nominees. A particular well done to Dc Tess Wisbey, who achieved third place nationally in the Diversity in Action category. Essex Police Authority chairman Robert Chambers and I met a group of Essex MPs at Westminster, when I set out my priorities and discussed budgets, local policing, organised crime and DNA retention. I now meet regularly with Ken Caley, the Chief Crown Prosecutor for Essex to focus on some key areas of joint working. And I have spoken to senior managers about our priorities and direction of travel over the next 18 months. I am presenting my plan for policing in Essex to a wide internal audience on December 11. This is when I will set out the key changes I intend to make, declare our focus and say how we will take it forward. And it was good to see so many colleagues assemble by the memorial at HQ for the wreath-laying and short service on Armistice Day. ”

Update your skills records for the DMS

ALL police officers are being reminded they are responsible for checking their own skills on their ORIGIN HR Self-Service records.

With the roll-out of the Duty Management System (DMS) across the force – Mobile Support, Stansted and South Eastern divisions plus Transport Services are already online – this will become more important.

Having this skills information readily available will help the force better in its operational planning.

ACC Sue Harrison, who leads for Operational Support, said: “It is every police officer's personal responsibility to make sure their mandatory skills records are up to date.”

The basic mandatory skills courses for a constable are: Defensive skills – annual Basic life-support – biennial Staying alive Manual handling 1 Health and Safety.

- If your training is not shown on ORIGIN HR or it has lapsed, contact your divisional training officer (DTO) for help and/or to book the relevant training
- Other mandatory training can be role- and rank-specific and officers are advised to contact their DTO for more information

Tuning into local policing

BRENTWOOD residents can now keep abreast of policing issues by tuning into PhoenixFM.

Officers will discuss community policing issues on the *Eat My Lunch* programme every fortnight, when listeners will be able to call in and speak to local neighbourhood policing officers.

District commander Chief Insp Keith Dobson launched the regular slot last month and Sgt Sue Richardson kick-started it on November 19 with burglary prevention advice.

- Tune in to PhoenixFM on 98fm

Mission to stamp out needless bureaucracy

WE want to make your work life easier and change the way we do things at Essex Police.

Chief Supt Peter Coltman is leading the fight against bureaucracy and inviting people to email and tell him which bureaucratic processes they think are unnecessary.

Chief Supt Coltman, Stansted Airport divisional commander, said the main aim in reducing bureaucracy was to find a happy medium and ensure information was still properly recorded without duplication or unnecessary paperwork.

by Claire Elliott

He said: “The most important people to assist any drive to reduce bureaucracy must be the individuals who, on a day to day basis, are required to do something and they wonder what on earth it is for or know it simply duplicates something that they have already done.”

This idea is supported by Unison secretary Barry Faber, who said: “Support staff carry an increasing share of the administrative burden. It can lead to a shared feeling of frustration among staff and officers when it gets in the way of policing.”

He continued: “I support anything which will make the force operate more

smoothly and our working lives easier.”

And Essex Police Federation chairman Tony Rayner echoed these thoughts by adding: “There is a difference between administration and bureaucracy. Admin is necessary, while bureaucracy is just admin for admin's sake. We need to eradicate the nonsense that serves no purpose.”

- If you think a particular process or paperwork is unnecessarily bureaucratic then just take a few minutes to set out exactly which form, process or procedure it is, why you think it's unnecessary and how improvements could be made. Send your ideas via email to reducingbureaucracy@essex.pnn.police.uk

Turning the tables on the Chief

CHIEF Constable Jim Barker-McCardle has himself been interviewed – by BBC Essex presenter Steve Scruton.

He spent time discussing his life, career and policing priorities, ahead of the start of a series of public phone-ins – the first is scheduled for Thursday, December 17, between noon and 1pm on the Sadie Nine show.

Mr Barker-McCardle revealed that his first impression of Essex had been that it was a huge but diverse and exciting policing area.

And he told his host: “I'm really impressed with the force I've inherited but there are a lot of modern policing challenges.”

Discussing whether he could still be considered a front-line police officer, Mr Barker-McCardle said: “I'm not routinely out there on the beat laying hands on villains but I'm directly involved with the public, I'm directly engaged with the public, I'm out there at public meetings and I'm dealing with decisions about what we do in Essex that have a direct bearing on what happens on the street.”

He said some of his most rewarding times had been as a police officer or sergeant “out there dealing with crime hands on, dealing with incidents first hand and really getting to meet the people on the streets.”

Mr Barker-McCardle presented Mr Scruton with an Essex Police helmet and reminisced about how policing when he started his career and



● Chief Constable Jim Barker-McCardle with BBC Essex presenter Steve Scruton

Picture by Claire Ziwa

improvements and developments since then.

He also spelt out his priorities and challenges for policing in Essex:

- Do local policing very well and keep the promises we made in the Policing Pledge
- Do all we can to protect people from serious harm
- Do everything we can to make Council Tax-payers' money go as far as possible, balance budgets and put more officers on the front line.

Mr Barker-McCardle also revealed

that he loved classical music, gardening, reading and painting and that is that if he could go on holiday anywhere in the world, he would go to Adelaide in South Australia, having once visited through work.

The interview finished off with Mr Scruton playing *Hotel California* by *The Eagles* – Mr Barker-McCardle's favourite band.

- To hear the Chief's first BBC Essex phone-in at noon on Thursday, December 17, tune in on 103.5 and 95.3fm or 729, 765 and 1530mw

Top of our list is improvement in public confidence

THE results of the consultation with police officers and staff at all nine of Chief Constable Jim Barker-McCardle's recent roadshows are in.

The aim was for the Chief to launch his vision for the force and to seek views about what the force should be seeking to achieve and successes we would really wish to celebrate.

The roadshows were a chance for police officers and staff to discuss the service we provide to the public and how they thought the force could further raise its performance.

Improving public confidence was felt to be the force's top priority.

Other things attendees felt the force should continue to focus on included:

- developing Neighbourhood Policing further to better meet the needs of local communities
- continuing to reduce crime, with a particular focus on serious and organised crime
- placing a greater emphasis on training
- reducing avoidable bureaucracy, including meetings and paperwork.

In response to questions about crime

The results of the Chief's roadshow consultation have now been analysed

reduction and detection, the Chief said that the force needs to obtain the right balance between quality and quantity, which he believes are not mutually exclusive.

He has since spoken about work he has commissioned to look at refining the force's performance framework.

In relation to bureaucracy, the Chief invited staff to tell him which bureaucratic processes they consider to be unnecessary.

Work has already begun to reduce bureaucracy under the stewardship of Chief Supt Peter Coltman, Stansted Airport divisional commander.

After hearing Mr Barker-McCardle's plans for policing in Essex and having the chance for



● Chief Constable Jim Barker-McCardle addresses police officers and staff at one of his roadshows

Picture by Duncan Gregory

debate, the chief was asked about his views on collaboration. He has said:

- we remain active in and committed to the Eastern Region, regarding cross-border work, mutual aid, counter-terrorism and Project Athena (integrated operational IT systems)
- our preferred partner is Kent regarding support and IT services, major & serious crime and covert & intelligence services.

The chief received questions about his policing style and priorities which he identified as:

1. Local policing – really embedding Neighbourhood Policing, getting better at engaging with people at a very local level, keeping the promises we have set out in our Policing Pledge, improving visibility and reducing local crime and anti-social behaviour
2. Protecting people from serious harm – the protection of the young and the vulnerable and tackling the threat from predatory individuals, committed and more serious criminals, organised crime groups and cross-border crime
3. Being a force which provides the public with outstanding value for money.

After touring the county in September and meeting more than 700 police officers and staff at his roadshows, Mr Barker-McCardle said he had been struck by the enthusiasm and passion for policing he had come across and that he had heard about some impressive per-

formances.

Not all the questions he was asked were about policing.

One person asked what he would have been if he had not become a chief constable.

Mr Barker-McCardle replied that he might have been a farmer or an explorer.

Another questioner asked about his support of Chelsea – during his roadshows, Mr Barker-McCardle found out that there are not too many like-minded people in the force!

Mr Barker-McCardle is keen to keep the force at the forefront of developments in policing nationally.

Recently he has nominated Essex to take on a pilot scheme in conjunction with the Crown Prosecution Service, which would increase the number of cases where police officers can make a charging decision without referral to the CPS.

And we are leading Project Athena, recognised as a flagship programme nationally. Together with the five other eastern region forces, Kent and City of London, Project Athena will procure the next generation of integrated case, crime, custody and intelligence IT systems for policing.

The force will also be in the vanguard of developments in police HR, recruitment and selection, promotion processes and workforce planning.

- Find out more about reducing bureaucracy on the opposite page



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Cheque for a special little girl

SPECIALS in Central Division have donated the proceeds of their summer barbecue to a very special little girl.

Isabella Cox is registered disabled and has major problems that hinder her physical and mental well-being.

She is the daughter of Stansted Pc Simon Cox and Pc Christine Bennett, who are raising money to send her to the USA for specialist treatment. Back in July, Central Division Specials held their annual charity barbecue at HQ Sports Pavilion, which raised £300. It was unanimously decided to donate the sum to Christine and Simon's fund raising. Central SSupt Howard Rayner made a



● Christine Bennett and Isabella Cox receive a cheque from SSupt Howard Rayner

presentation to Christine and Isabella at Chelmsford.

- The Special Constabulary Charity has replaced the

benevolent fund, in raising funds to benefit of Essex Police Special Constabulary officers and other good causes.