

The Law



May 2010

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Putting Essex First

Neighbourhood Resolution

Divisional Crime Task Force

CrimeFile & Project Athena

– see Pages 3 & 4

Our top priority is to reduce the fear of crime in our communities

WHAT WILL YOU DO TO INSPIRE CONFIDENCE?

INCREASING public confidence in the force is our number one priority, Chief's Roadshow audiences have been told.

Although crime and anti-social behaviour are falling, if people continue to be afraid of crime, their quality of life will still be affected.

We have already beaten this year's force objective – that 57.5 per cent of Essex residents agree that the police and their local council are dealing well with crime and anti-social behaviour issues which matter most in their communities – and is on the way to the 59.4 per cent we wish to achieve by March 31, 2012.

During 2009/10, crime fell by 7.1 per cent from the previous year – 8,046 offences – while anti-social behaviour dropped by five per cent – 4,102 incidents.

“Essex is a terrific force and we all do a fantastic job. We have a good reputation and a good foundation to build upon.

“There are some things we need to improve on but we're building on a track record of success and all the challenges are ones we can rise to and deliver.

“But what local people say of us and think of us is the key test.”

Launching the new force Values, he said these must underpin our relationship with the public and how we work together.

And outlining our 2010/11 force objectives, he talked about our aim of reducing the annual number of crimes to fewer than 100,000 a year by March 31, 2014 – the target is a one per cent reduction this year, recognising that the recession may have a negative impact.

We are seeking to further improve



Chief Constable Jim Barker-McCardle shares his vision for the county of Essex

our overall sanctioned detection rate and those for serious violent crime and serious sexual crime and also our conviction rate for drugs supply.

Summarising force achievements over the past year, DCC Andy Bliss spoke about various collaborative projects which will both save money and improve our services, our gradings from Her Majesty's Inspectorate of Constabulary (HMIC) for the Policing Pledge and Police Report Card, the fact that Essex is the lead force for counter-terrorism in the eastern region and Operation Glencoe – our security response to the use of Stansted Airport for the 2009 London G20 Summit.

Mr Barker-McCardle made the

point that comments made at the autumn roadshows had been taken on board. “We hope you will see a good chunk of the feedback has affected our plans and those of Essex Police Authority over the next 12 months,” he said.

One of the main areas where feedback has been transformed into action has been the introduction of Neighbourhood Resolution.

Police officers had asked for more discretion and empowerment and the new Neighbourhood Resolution process will allow them to provide a rapid and proportionate response to low-level offending, anti-social behaviour and other community-based conflict. Mr Barker-McCardle said Neighbourhood Resolution is predicted to comprise three to five

per cent of the force's solved crimes – Neighbourhood Resolutions plus the sanctioned detection rate – in the coming year.

Audiences also heard how the force has saved £17million over the past two years – including £12.9million under Operation APEX, which has funded 239 extra police officers – and is on course to save a further £8.6million during 2010/11.

This money will be diverted into improving and maintaining the services we deliver to the public.

News about workforce improvements highlighted some of the Chief's Putting Essex First projects – Project Chevron: focusing on sergeants and first-line supervisors and Project Neptune: enhancing

intelligence and investigative skills – and efforts to improve black and minority ethnic (BME) and female representation in some areas of our business.

Head of customer services Claire Heath and Mobile Support divisional commander Chief Supt Tim Stokes gave a presentation on delivering confidence in policing.

Mrs Heath spoke of the importance of keeping victims and witnesses informed about the progress of their case and “doing what we say we will when we say we will.

“We hold the reputation of Essex Police in our hands and if we are confident, the public will be confident in us,” she said.

“We are introducing a customer experience database which will tell us what we have done wrong and what we have done correctly and help us to learn from it.”

Chief Supt Stokes explained: “We have reduced crime but people are still in fear in their communities. Decrease that fear and people will have better lives.

“Confidence is based upon what people hear, read and observe.

“If we don't have the confidence of the public in our service, we will have huge difficulties in fighting crime.

“Are we smart and professional? Are we brave and decisive? Do we do things with compassion and care? If we do, then the public will have extreme confidence in us.

“So I ask you – what are you going to do to inspire confidence?”

To view the force objectives, visit the Information menu on the intranet Site Directory or view the Essex Policing Plan 2010/2011 – also listed on the Information menu – and scroll down to Appendix B on Page 43

Turn to Page 3 for more about the new force Values, Neighbourhood Resolution and other Putting Essex First project updates

Turn to the Back Page for the new force Values



Federation news by Roy Scanes



BY the time you read this column we may already have a new government.

Who can say which party will be the victor or whether there is a hung parliament?

Whatever happens, the police service and fighting crime will be high on the agenda and will be under scrutiny from the word go.

Gordon Brown recently made a speech on the very subject of fighting crime and the fear of crime. A number of points were relevant to all of us – a public debate on policing and a commitment to maintain officer numbers to name just two.

The Police Federation of England and Wales has been asking for a public debate for years. If it happens it must be thorough and not only look at the police service but at the criminal justice system as a whole.

Only by doing this will we have a review that is transparent, addressing the public's fear of crime and increasing public confidence in order to continue policing by consent.

But maintaining police officer numbers could be more challenging for any government in times of constraints on public funding.

We are aware that forces across the country are looking at year-on-year savings to balance the books. Essex Police will be no different. Individual divisions will, no doubt, be scrutinising where their police officers and staff are located, how to make the best of resources and how and where to save money.

This ultimately could result in a number of 'backroom functions' disappearing in an effort to maintain front-line resilience.

Having been assured by Chief Constable Jim Barker-McCardle and Essex Police Authority that they have no intention of reducing police officer numbers, there will no doubt have to be a 'tightening of the belt' in an attempt to maintain our current establishment.

This is not all doom and gloom as it could be seen as an exercise on how to get the best

out of what we have got and identifying that we have the right people in the right place.

We mustn't forget that we have actually increased our establishment of sworn officers by 239 and our collaborative work, especially with Kent, is already starting to provide savings.

There are challenging times ahead but I can assure you that the Federation will continue to work in the best interests of its members whilst dealing with these matters as they arise.

Police Long Service Medal – qualifying age reduced

The Home Office recently announced that the police medal recognising long service will now be issued to those who have served for 20 years, rather than 22. The award now fits in with other emergency services and will be back-dated to January 19, 2010.

Having campaigned for many years on this issue, the Police Federation is delighted that the qualifying age has been reduced to 20 years and we thank the Policing Minister and Home Secretary for listening to us and pursuing the matter.

No rise in police pension 2010

I have had several enquiries regarding the police pension and the fact that our retired officers have not had an increase this year.

The police pension is usually increased from April 1 every year with the increase being that of the retail price index (RPI) for the preceding September. The RPI for September 2009 was minus 1.4 per cent.

Police pensions will not be reduced because of this negative figure but unfortunately you will not get a rise this year.

Annual conference

The Federation's annual conference is May 17 to 20. A conference newsletter will be distributed to all members afterwards.

Unison news by Geoff Wright



The General Election

BY the time this issue of *The Law* is in your hands we will know the result of the General Election. Whatever the shape and political hue of the new government, public services will still be high on the agenda for many.

Local government workers are really feeling the pain of job cuts and Essex Police members are no exception. Unison will continue to campaign for fair treatment of public sector workers and this branch will continue to fight for your future.

Essex Police branch website

Do take time to look at our external website, which we update as often as possible – at least once a week.

Visit www.essexpoliceunison.org regularly to keep abreast of latest news about issues affecting you on a daily basis, under the following sections:

Operation APEX 2

Information about APEX 2 is as up to date as we can keep it and includes précis minutes of meetings.

Collaboration

The website also contains the latest available information about collaboration between Essex and Kent.

Past articles include information about the plans for a joint Serious Crime Directorate.

Contact Us

Do you need to contact an Essex Police Unison representative? You will find details of branch, divisional and specialist officers on the website.

Equalities

Unison's membership comprises individuals from all walks of life and all parts of the world.

Every one of them is entitled to be treated

with fairness, dignity, and respect.

Challenging discrimination and winning equality is at the heart of Unison's policies. Because we recognise that equality is an inseparable part of all trade union issues, we actively campaign for equality in the workplace and in the wider world.

Feedback comments

Provides a selection of comments received through our feedback section. Why not have your say?

Comments are reviewed by branch secretary Barry Faber, Chief Constable Jim Barker-McCardle and anyone else in the force able to provide an informed response to your questions. Responses are published along with the original comment so you can how the conversation develops.

Latest news

Relevant information from local, regional and national Unison sources.

PCSOs

Articles relating to PCSOs, including Stansted Neighbourhood Policing Team's Ian Boon on his day shadowing Mr Barker-McCardle and tax relief for uniform cleaning.

Pensions

Links to the Local Government Pension Scheme website.

Success stories

Branch officers' work often goes unnoticed but here are some reflections about how members value the services Unison has provided.

Members benefits

Links to the national Unison website for details of benefits available to members.

Information is also available from your local Unison steward and from the Essex Police Unison branch office, on the first floor of Kingston House, next to Essex Police College at HQ, on ext 55012

Nexus news by Mark Forrester-Shaw



THE International Day Against Homophobia and Transphobia (IDAHO) is celebrated every May 17 around the world.

The day is about challenging homophobia, and transphobia. This differs from the Gay Pride events which are a celebration of lesbian, gay, bisexual and trans (LGBT) diversity.

Essex Police are marking the day with a ceremony – to be attended by Chief Constable Jim Barker-McCardle – to fly the Rainbow flag at Essex Police College.

This will be followed by the Nexus annual general meeting, which is being held at HQ Sports Pavilion.

The key focus of the Nexus AGM this year will be supporting our police officers and staff in tackling homophobic bullying.

Details are available on the Nexus intranet pages, which can be found listed on the intranet Site Directory's Information menu.

This year IDAHO will focus on tensions which can exist in relation to sexuality and religion. This can be a particularly difficult subject to some people and doesn't just cause conflict between different people – it is often also a very personal issue.

It is not just about the religious beliefs of one person impacting on the lifestyle of another but also about LGBT individuals dealing with the inner turmoil that their own faith can generate.

This can be far more damaging than an attack on somebody who identifies as LGBT from another person, who states this is because of their religious belief.

With this in mind I would like to touch on the changes to the Public Order Act 1986 (as amended), which includes specific offences of inciting hatred on the grounds of race, religion and sexual orientation.

This legislation does go some way to protect individuals and groups.

However legislation always goes hand-in-hand with education about equality issues and this is one of the reasons that the focus of

the Nexus AGM this year is the tackling of homophobic bullying, with a focus on supporting schools officers.

I am sure we can all think back to occasions when we have been less than thoughtful about our actions or words, which could have caused distress to other individuals.

And I'm sure many of us have been exposed to some form of bullying at school and possibly in the workplace.

Most people find bullying a difficult issue to deal with and it is easy to place bullying on the sidelines until it becomes an identifiable criminal act, which is something we can all quantify and react appropriately to.

Unfortunately the damage has normally been done before the criminal acts takes place. Bullying undermines a person's self-confidence and can often result in that person either becoming a bully or excluding themselves from interacting with people around them.

So, take a little time to think about yourself, your colleagues, and your family.

How would you react if you found out they were being bullied? How would you like to be treated if you were being bullied? What would you do if you saw someone being bullied and how would you know they were being bullied? These are all difficult questions if you answer them honestly.

Consider that some bullying on the grounds of race, religion or sexual orientation may well be covered by the amendments to the Public Order Act 1986 and we come full circle with education and legislation working together to provide quality of life and protection.

Do visit the Nexus intranet site – listed on the intranet Site Directory's Information menu – for further information and the schedule of the AGM.

Anyone is welcome to attend the Rainbow flag-flying ceremony at Essex Police College on Monday, May 17.

The flag ceremony is due to start at 10am and the AGM at 10.30am

COMMUNITY Speedwatch has been relaunched, with some significant changes.

The primary aim of the Community Speedwatch (CSW) scheme is for the local community to assist us in reducing motorists' speed and anti-social use of our roads – ultimately decreasing the number of people killed or seriously injured on them.

2009 was the third consecutive year that the number of people killed on Essex roads dropped – from 82 fatalities in 2007 to 61 last year.

The number of people seriously injured also fell, from 982 in 2007 to 768 last year. Mr Barker-McCardle has committed his full support to CSW and guaranteed funding for this financial year.

Re-launching the CSW scheme in Braintree in front of more than 100 interested representatives from communities across Essex, ACC Derek Benson announced some significant changes.

These include a new data-recording system, enhanced training and equipment for all CSW scheme members and, most importantly, a closer liaison with neighbourhood policing teams, special constables and road policing units.

All CSW members are already trained to use speed detector devices and given safety advice about the wearing of fluorescent jackets and the use of signs promoting their activities.

Mr Benson said: "Speed is a significant factor in many collisions and therefore the efforts of the Community Speedwatch scheme to influence the behaviour of drivers across our county cannot be underestimated."

CSW has been running since 2007 and there are 61 active groups, with a further 50 waiting to join.

And ACC Sue Harrison has promised the county's neighbourhood policing teams will support local CSW groups.

She said: "Essex Police would like to thank the many dedicated members of the Community Speedwatch schemes, who have made a significant impact on driver behaviour in their local communities over the past three years."

"The Chief's guarantee of annual funding will enable the scheme to further improve and grow.

"The force and our partners are committed to building upon the enthusiasm shown about this scheme by the community and to further reduce those killed or injured on our roads."

A SPECIAL group has been set up to make the most of the expertise of our sergeants and first-line supervisors.

The Project Chevron Focus Group was launched by ACC Sue Harrison on April 7.

Addressing the inaugural meeting, she said: "First-line supervision is vital to help us achieve our objectives – the majority of our workforce is on the front line so the people who can have the biggest impact are our sergeants and first-line supervisors."

"We want to ensure newly-promoted sergeants feel empowered and are suitably trained and equipped to do their job properly, to build their confidence and help them to provide a first-class service."

"And so we have set up this focus group to help us deliver Project Chevron, to get the best suggestions from the people already doing the job and for the force to run ideas past them."

Head of organisational change Chief Supt Maurice Mason will be the group's Champion, co-ordinator and spokesman to help turn things into reality.

- Members have been asked to consider:
- decision-making, empowerment, accountability and confidence
 - visibility and leadership
 - training and development
 - investigative and professional standards
 - reducing unnecessary bureaucracy.

Each month The Law will keep readers informed of progress in Chief Constable Jim Barker-McCardle's Putting Essex First agenda for action.

Several projects and workstreams have already been launched. You can also find out about the most recent developments quickly and easily via the first Chief's Blog of every month.

The Putting Essex First intranet site has also been set up so you can check on the progress of a particular project at any time. Just click on the link on the blue menu on Portal, the intranet front page.

A PILOT scheme to return some charging decisions to custody sergeants has begun in Essex.

The Realigning DPP Guidance scheme, known as Modernising Charging, went live on April 26 in South Eastern and South Western divisions and Brentwood district.

Chief Constable Jim Barker-McCardle has taken lead responsibility nationally for the Modernising Charging pilots and co-chairs the National Prosecution Team Change and Delivery Board, which will monitor the six-month project's progress.

He said: "I am sure that police officers will share my delight at the return of certain categories of cases to the police to make charging decisions."

"A number of forces were keen to be part of the national pilot so it was really good that Essex secured its place as one of only five pilot sites."

He added: "Modernising Charging



Pc Marc Redington charging a suspect in front of Sgt Jeff Moye

will help to reinforce the power of our sergeants, which is an integral part of Project Chevron."

Custody sergeants already make some charging decisions without first consulting the Crown Prosecution Service (CPS)

– including the majority of cases where the suspect makes an admission during interview.

Now custody sergeants in the pilot areas are able to charge suspects with more offences – including some public order, firearms,

Division, where a long coat will still be required for traffic/motorway roles – or where officers have suffered medical problems/back injuries.

Chief Officers also discussed whether the wicking shirts should be issued to all police officers and PCSOs or only operational officers. Wicking shirts – which diverts excess moisture from the skin – would be black for police officers and dark blue for PCSOs.

A paper is due shortly to be presented to COMG, providing more details of preferred options and costs.

theft, fraud and motoring offences – without referral to the CPS, whether the suspect is likely to plead guilty or not guilty.

Training for custody sergeants has already been provided by Criminal Justice Department (CJD) staff and continuous training and support for custody sergeants and police officers will be provided throughout the pilot.

Divisions have also appointed a single point of contact (SPOC) to assist staff – South Western: DI Lynn Goodall; South Eastern: Insp Matt Bennett; and Brentwood: acting Insp Paul Maleary.

For more information about Modernising Charging and the offences it involves, visit the CJD intranet site, listed under Divisions & Departments on the intranet Site Directory, and click on Modernising Charging and then on Charging Pilot

Improving investigations

A DIVISIONAL Crime Task Force (DCTF) has been formed to further improve the quality of investigations and level of service we provide to victims and witnesses.

Headed up by Graeme Bull – a former divisional commander and senior investigating officer – the DCTF is working with existing divisional teams tasked with administering crime to improve quality of investigation, more effective tasking and use of intelligence assets and to increase the co-ordinated use of specialist and tactical resources.

Performance review officer Mr Bull said the work would help the force to improve public confidence in policing through bringing offenders to justice, deliver its Policing Pledge and reduce recorded crime – three of the force objectives for 2010-11.

The task force will also support work started through the CID Development Group, Project Chevron, Project Neptune and other workstreams stemming from Chief Constable Jim

Barker-McCardle's *Putting Essex First* agenda for action.

Within the task force, all elements of investigative experience are covered, from overt reactive to covert pro-active, and members have worked operationally in all three levels of the National Intelligence Model (NIM) – Level 1 local volume crime, Level 2 cross-border crime and Level 3 serious and organised national and international crime.

The task force is currently working with South Western's Crime Management Team to review current working practices.

Mr Bull said: "We are identifying what contributes to quality, what contributes to measuring quantity and the balance of these two areas that is essential to achieving our key force objectives."

This review will be replicated across Central, Western, South Eastern and Eastern divisions and aid the development of a corporate framework for crime investigation, contributing to the overall Essex Police Investigation Model (EPIM).

Mr Bull said: "Some excellent work is being conducted across South Western and the other divisions and we intend to incorporate this

good practice in all local crime investigations."

Each divisional crime management unit (CMU) will now include a Pivot team, so called because all local crime investigations will pivot around the team.

Pivot teams will incorporate expertise in all aspects of crime investigation from fast-track actions to offences taken into consideration. This will provide the best platform to secure admissions for the crime under investigation and other matters the offender wants to be taken into consideration.

Members of the Pivot team will operate as crime tactical advisors and joint investigators, who are there primarily to support neighbourhood policing teams and help police officers to develop individual ownership of investigations which don't need to be referred to specialist teams.

Mr Bull added: "It is anticipated that constables and sergeants will get better support to deal with local crimes and criminals. It is also the intention through the DCTF work that divisional detective capacity will be enhanced and will release detective chief inspectors to focus on serious crimes and series criminals."

NEW force Values will help us to achieve our vision of making Essex the safest place in the country with the best policing:

- We work to earn the **trust** of the public
- We are **accountable** for our actions and treat people with **respect**
- We **work together** and are **professional** in all that we do
- We are honest and act with **integrity**.

Chief Constable Jim Barker-McCardle launched the Values at his spring roadshows last month.

He said: "Our Values are important because they underpin everything we stand for and how we work with the public."

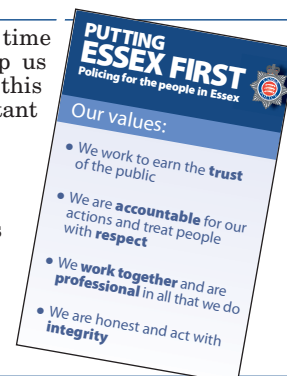
"They will be applied in recruitment, selection and promotion processes, be reflected in personal development reviews (PDRs) and should be evident in all the services we deliver to the public."

At the end of last year, focus

groups of police officers and staff were asked for their suggestions as to what our Values should comprise and they were developed from their feedback.

Head of Media Claire Ziwa, who led the work, said: "It was really important for us to consult widely across the force and for officers and staff to play an integral part in the development of our Values – the manner in which we want to work to achieve our goals. I am grateful to everyone who gave up

their time to help us with this important task." The new force Values can be found on the Back Page



For more news about Putting Essex First, turn to Page 4

WORK to implement an interim Crime Management System, under Project SCI FI, will provide an opportunity to standardise crime management across the force. CrimeFile will manage more than 200,000 crimes in the next two years and will replace the existing Crime Recording System, which currently has very limited crime management capability and no longer complements our business needs. It will provide tasking and supervision capability which will allow us to manage and track the progress of our crime investigations and keep victims updated with this progress. It will also allow us to record and manage non-notifiable crime and anti-social behaviour.

The Project SCI FI (Sustaining Crime and Intelligence for the Interim) team will ensure CrimeFile meets the force's crime management and investigative needs for the next couple of years until Project Athena – our collaborative work with the eastern region forces of Bedfordshire, Cambridgeshire, Hertfordshire, Norfolk and Suffolk, plus Kent and the City of London – implements a long-term integrated case, custody, crime and intelligence management system. Business processes – surrounding crime recording, volume crime, territorial policing, the new Pivot teams being set up by the Divisional Crime Task Force, Essex Police College and service desks – have been identified and work started to refine them to CrimeFile's existing capabilities. Regular meetings are being held with end users.

Senior project manager Insp Phil Stimpson said: “We need to establish where the system directly underpins our ways of working, where adjustments to CrimeFile's existing capabilities will be required and where the system needs to be developed to match our business needs. “We also need to ensure that CrimeFile will seamlessly exchange data with our other IT systems.” Project SCI FI is also seeking to ensure that CrimeFile will automatically link in with the force's existing statistical and data reporting systems, ie the Daily Dashboard and GOKART – an operational tool, which allows neighbourhood policing teams to identify crime spikes, trends and exceptions and develop local approaches to deal with these.

Training for all users – including police officers, Crime Bureau and divisional Crime Management and Pivot teams – is due to start in July and CrimeFile is due to go live forcewide in early October

THE first officers to be trained in Neighbourhood Resolution have already begun to use the process.

Training began at the start of this month to enable police officers and PCSOs to deal with appropriate incidents of low-level crime and anti-social behaviour on the streets of Essex. DCI Trevor Roe, of the Essex Police Investigation Model (EPIM) project team, said: “Neighbourhood Resolution is a new and bold step for Essex Police, which is only the third force in the country to introduce it for both youth and adult offenders.

“The process is intended to be an effective measure which offers a rapid and proportionate response to low-level offending, anti-social behaviour and other community-based conflict.

“Neighbourhood Resolution will allow specially-trained officers, Specials and PCSOs to utilise their discretion and professional judgement to hold young persons or adults to account for their offending behaviour.”

Government research has shown a 27 per cent reduction in re-offending

Using his discretion, Pc Alex Scalise gives friendly words of advice to two boys about cycling on the footpath



Picture by Heather Turner

by people dealt with under the Neighbourhood Resolution process as opposed to by any other current means of disposal.

DCI Roe added: “Many offenders can go through their entire offending career without ever having to consider the people they have harmed.”

“The Neighbourhood Resolution

process makes the offender face up to their own offending behaviour by compelling them to make amends by offering some form of reparation.”

This could range from a written or verbal apology and compensation to voluntary work or a face-to-face meeting with the victim.

Most importantly, Neighbour-

hood Resolution allows victims and others affected by the offending to have a voice in the justice process and direct involvement in deciding how the offence or incident should be resolved.

It is believed this will lead to significantly greater public confidence in the police and criminal justice system.

Neighbourhood Resolution can only be used in cases where the victim agrees.

For further guidance or to discuss a particular case, contact your divisional Neighbourhood Resolution Champion or a member of the EPIM project team via email. Divisional champions: South Eastern - Supt Stuart Ashton, Insp Matt Bennett; South Western - Supt Steve Worrton, DI Lynn Goodall; Central - Supt Steve Robinson, DI Dean Chapple; Western - Supt Steve Graysmark, Insp Paul Thompson; Eastern - Supt Jason Gwillim, Insp Andy Fusher; Stansted - Chief Insp Graham Stubbs, DI Jock Gibson. HQ EPIM project team - Insp Dave Miller, Ds Angela Falp, Ds Paul Lamb.

‘Champion’ crime system

WORK on Project Athena is breaking new ground with the National Policing Improvement Agency promoting it as a ‘champion product’.

Eight forces – Essex, Bedfordshire, Cambridgeshire, City of London, Hertfordshire, Kent, Norfolk and Suffolk – are collaborating on this IT project, which will implement a new IT system covering: investigation/crime management intelligence defendant management (including custody and case preparation)

Joint Essex and Kent IT Director Andy Barker is looking at proposals for both forces to join up their approach to IT by aligning IT policies, processes and procedures.

Establishing an IT infrastructure that fits the size and demand of both forces will both support officers and staff internally and in turn provide

a better service to the public of both counties.

And Project Athena is part of this. It will mean eight separate force systems being replaced with a single system designed from the outset with the user in mind.

Business processes across the participating forces will also be aligned so that further efficiencies and performance improvements are possible

The National Policing Improvement Agency (NPIA) is promoting Athena as a ‘champion product’ – one of a short-list of recommended products that all forces in the UK will be able to purchase without undertaking new and expensive procurement.

This puts Athena at the cutting edge of collaboration nationally and means we will be one of the first forces to adopt the best IT system available for the job.

The contract for Athena is due to be signed in June 2011, with the first forces expected to begin deploying the system in January 2012.

Benefits for front-line officers and staff

Help to communicate more effectively with the public by reducing the number of separate systems which need to be accessed to obtain relevant information

Access to the right information at the right time, improving the speed and effectiveness of decision-making

Less need to enter the same information on to more than one system as Project Athena links across a number of police activities

Better ability to deploy front-line officers and staff temporarily to other units, because they will not need to learn different processes and systems

Environmentally-friendly – Athena will consume less power than the old systems it replaces.

Fewer IT costs as there is only one system to maintain.

Corner the chairman



Essex Police Authority chairman Robert Chambers

I look forward to seeing you about!

“It is good to see that Essex Police has relaunched Operation Velo following last year's great results.

At public meetings and events we constantly ask the people of Essex what they want from their policing service and the answer we get is ‘more police out and about on patrol’.

Operation Velo provides this – with more officers patrolling on bikes throughout the county, police visibility is increased and they are also able to stop and talk to passers-by, which helps to improve community engagement. It also demonstrates our return to traditional policing styles, with a modern edge.

I wish all police officers and PCSOs involved in Operation Velo good luck in reaching their goal of cycling 100,000 miles this summer, and I look forward to seeing you out and about on cycle patrol.”

Destruction order appeal leads to set of conditions

THE dog which attacked two Essex Police horses in Harlow last October has been placed under a ‘deferred’ destruction order.

The dog, a pit-bull type, attacked Toffee and Rosie while they were on routine patrol, causing injuries that required extended treatment at a vets and retraining for the horses. Their

riders suffered bruising after being thrown during the attack.

The dog's owner was prosecuted under the Dangerous Dogs Act 1991, found guilty of having a dangerous dog out of control, fined £80 and ordered to pay £200 towards the cost of kennelling the dog.

An order was also issued for the dog

to be destroyed and this was subject to an appeal hearing on April 16 where Judge Ball made a contingent destruction order ie that unless the dog is kept under proper control then it will be destroyed.

The owner was ordered to comply with certain conditions within two months or the dog will be put down.

Op Velo rides again

FOLLOWING the success of last year's Operation Velo, it has returned for the summer.

And cycle-trained police officers and PCSOs are being encouraged to patrol on their bikes as much as possible. DCC Andy Bliss said: “Even though we have a target as to how many miles we would like to cycle, the most important part of this operation is to provide the public with an even better policing service – reducing crime and anti-social behaviour and catching criminals.

“We want to increase public confidence by showing the people of Essex that we are out on the bikes, and also by increasing our engagement with them. “The operation is also going to be key in improving our interaction and relationship with young people.”

Police officers and PCSOs taking part will spend as much time out on patrol on bicycles during the six months of Operation Velo.

Mr Bliss launched the operation on May 1 in Bell Meadows Park in Chelmsford with neighbourhood policing officers and PCSOs.

For more information, visit www.essex.police.uk and click on Operation Velo



DCC Andy Bliss and cycle-trained police officers and PCSOs launch Operation Velo in Bell Meadow Park, Chelmsford

Picture by Jenna Smith

Taking a lean look at intelligence

“WE achieved a lot”, “productive”, “people's attitudes to it were really good ...” – just some of the comments following a ‘Lean’ event held between Essex and Kent.

Around 30 police officers and staff from both forces spent time exploring and mapping out our joint intelligence functions.

Their scrutiny of the processes was so detailed that they nearly ran out of wall space, despite the generous proportions of the conference room at North Kent police station.

This is the first time ‘Lean’ has been used to look at collaborative work between the two forces.

The ‘Lean’ business method examines how organisations manage services – those responsible for specific tasks and processes explore what is working and what can be improved, mapping out an entire business process which should help us to deliver a more effective service for the public.

Last month's ‘Lean’ event formed part of the consultation process for the first phase of the joint Essex Kent Serious Crime Directorate.

It is being followed by continued staff consultation to ensure the final intelligence proposal offers the best service to the communities of both Essex and Kent.

Director jailed for £12m fraud

THE largest fraud case ever investigated by the force saw company director Grahame Whitehead jailed for ten years. Overwhelming evidence led to Whitehead, 47, of Leigh on Sea, admitting 49 charges of fraud and deception totalling more than £12million, with eight more taken into consideration.

The fraud involved a pyramid scheme, which falsely used the names of the Salvation Army and Credit Suisse and duped a large number of people.

DI Paul Dibell, of SOCD Financial Investigations said: “This fraud involved huge sums of money, was highly sophisticated, carefully planned and executed with confidence and determination to defraud a large number of vulnerable people.”

Just missed out

THREE Essex officers and their police dogs just missed out the national dog trial finals after the regionals in Suffolk. Pc Mick Pickard and Clyde, fellow Eastern Division handler Pc Phil Robinson and Floyd, and Pc Tony Mayo and Keane, from Laindon, took part in the three-day trials last month.

Pc Robinson was placed just outside the top four, missing the national finals by a few points.

Police dog Clyde, who finished second in the tracking section, went through the force's puppy walking scheme before undergoing training.

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Obsession results in jail

OBSESSION with a female work colleague led to a Finnish man being jailed for four and a half years.

Ilkka Karttunen, then 48 and of Basildon was found guilty of perverting the course of justice, burglary, theft and criminal damage to a number of vehicles and possession of indecent images of children.

Karttunen had obtained and copied his co-worker's house keys, breaking into her home and, among other things, downloading indecent images on to the family computer.

Karttunen was trying to frame his colleague's husband and have him arrested but work by Southend CID and the Hi-Tech Crime Unit led to his conviction instead.

Thanks for staff who volunteered for redundancy

ESSEX Police staff who have been granted voluntary redundancy under Operation APEX 2 have now started to leave the force.

DCC Andy Bliss and ACC Sue Harrison joined the members of police staff and their guests at a presentation morning where the staff were thanked for their contribution to Essex Police.

If you are currently facing changes at work with regard to possible redundancy or workplace change, you may find Challenging Times of interest.

Occupational Health and Welfare has compiled the document in response to queries from staff members who have taken voluntary redundancy or are facing potential compulsory redundancies.

Welfare officer Vickie Bond said individuals in such situations faced emotional and practical challenges.

“Challenging Times may also be of use to managers and HR professionals providing support to members of staff who have been affected,” she added.

Find the Challenging Times document on the Occupational Health and Welfare intranet site, which is contained within the HR department intranet site, listed under Divisions & Departments on the intranet Site Directory

New PNC codes must be used

CHANGES have been made to NSPIS Custody and Case Preparation systems which has resulted in changes to the PNC codes.

All custody suites now have new force PNC codes which will reflect the districts in which they are located.

And there is a new list of ‘offence locations’ PNC codes which officers must use when entering details of where an offence has been committed.

If an old PNC code is used within the NSPIS systems, the record will fail to go to PNC so the new codes must be used, says custody support officer Alison Crosse, of the Criminal Justice Department.

Custody record numbers and the unique case reference number for case files generated by the applications have been changed to follow the new format, she added.

The new codes can be found by visiting the CJD intranet site – listed under Divisions & Departments on the intranet Site Directory – and clicking on NSPIS Case & Custody PNC Code Changes on the rolling ticker tape at the top

Procurement on the move

THE joint Essex and Kent Procurement Services department will be based at North Kent police station from July 12.

Procurement Services will continue to help the force meet its challenges in respect of the current economic climate.

It has helped the force by delivering savings on a number of projects including insurance, detainee meals and national benchmarking.

Some Essex police staff transferred on Tuesday, May 4, to North Kent but most will remain at HQ until July 12.

A trial has been arranged so that staff can ‘try out’ their new location before making a final decision to move. Essex staff deciding to relocate will remain employees of Essex Police.

Mrs Bloomfield-Howe says: “We are assisting staff those who opt not to transfer with redeployment opportunities and, in some cases, offering redundancy terms.”

Regular updates with details of the transfer of Procurement Services from Essex Police HQ to North Kent police station will be issued via the Procurement Services intranet site and intranet news

DVD campaign for young drivers

A ROAD safety documentary has been launched in memory of a Thorpe Bay teenager killed by a careless driver.

Driving with Grace was created in memory of 14-year-old Eleanor Grace McGrath to spread the message that driving is not just a freedom but a responsibility.

Created by two of Eleanor's closest friends, Emily and Lauren Smoothy, and The Safer Roads Foundation, the documentary tells of the devastating consequences irresponsible driving can have on so many lives.

The 17-year-old twins teamed up with investigating officer Sgt Dave Jones and the foundation to push home the message ‘think before you act’ to teenagers who have just passed their driving test or are thinking about learning to drive.

Eleanor was killed and several teenagers seriously injured when a car



Emily and Lauren Smoothy with Eleanor McGrath's parents Gill and John McGrath Picture by Kim Gregory

driven by a young motorist ploughed into a group of teenagers standing on a pavement in Thorpe Bay in March last year.

The driver is now serving six years for causing death by dangerous driving

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.

IT was with sadness that I learned of the passing of much-respected police colleague and friend ex-Pc Frank Weightman.

I had known Frank for a long time. I first met him when I was transferred from Romford Division to north Essex in the mid-1960s.

He was stationed on a detached beat with the police house and office alongside the busy A11, prior to the construction of the M11.

He had also been stationed at Romford and Collier Row so we had much to discuss.

Frank was blessed with a marvellous sense of humour and a very infectious laugh.

However, a more serious side of his character was often portrayed in his notorious roadside lectures to errant motorists who often fell into his 'trap' on the double-white-line system on the village approach.

His precise positioning of his Noddy bike, just over a blind hill-crest, was sufficient to spring the trap – he could see them but they could not see him until it was too late.

The resulting process reports were produced to perfection and almost every week he appeared at the local magistrates' court.

He relished not guilty pleas which allowed him to pit his wits against the defending solicitors – often causing the magistrates to cover their smiles with a well-placed hand.

Every person or vehicle which passed through his area was at risk from his all-seeing eyes.

He gained quite a reputation with his spot checks on lorries and there was a story that many lorry-drivers would avoid the A11 to escape Frank and instead would use the A10. He could not tolerate bad driving in any shape or form.

In the late 1960s, we both attended a standard driving course and I don't think the instructor had ever come across such a character as Frank and his humorous quips.

The course was hard work but Frank took it in his stride and was awarded the much-coveted area car permit.

My memories would not be complete without recalling Frank's always immaculate appearance. He really did wear his uniform with pride and he loved being a grass-roots policeman.

When he left his detached beat he was moved into the nearby town as area car driver.

He was a wonderful role-model to all young Pcs as his standards never dropped. He would never accept second best.

He would never take out a police vehicle which was looking grubby – it always had to be cleaned prior to patrol, when possible.

OK he gave the young Pcs under his charge quite a hard time but I'm sure all came out of the experience the better for it.

My abiding memory of Frank will be humour. Any place he entered immediately lit up. He could wring a smile from even the most dour senior officer.

I visited him during his final illness and he was still laughing. On one occasion he said: "They reckon they've found something on my brain – well it can't be very big then, can it?"

Frank was a very humble man who never sought praise, in spite of all his qualities.

His devoted wife Hazel looked after him until the end – thank you for being there for my very dear friend. I, like you, will miss him terribly. Also my condolences to Michael and Clive and their families.

Wherever Frank is now, I'm certain he will still be laughing.

Dave Rose
Linton
Cambridgeshire

SOUTHEND Stroke Club wishes to thank all the colleagues of the late Southend Borough and Essex Police officer William 'Bill' Cobbold, who attended his funeral earlier this year, for their kind generosity.

Bill was a much-loved retired colleague who, sadly, suffered a stroke two or three years ago, which left him quite severely disabled.

Bill found much solace and new companionship in his membership of the stroke club, which provided him with a valuable social lifeline at such a difficult, and potentially lonely, time in his life.

Following his funeral, and at his family's request, a retiring collection was made and it raised the magnificent sum of £341, which was donated to the Southend Stroke Club.

Thank you to everyone and rest assured that Bill's colleagues at the club will benefit from your generous donations.

Alan Watkins
Treasurer
Southend Stroke Club



FOLLOWING an inquiry from retired Pc Joe Kreyling, formerly of Southend on Sea County Borough Constabulary, I came across this picture, above.

Mr Kreyling was stationed at Eastwood police station from the day it opened in the early 1970s.

A constable – name unknown – did a painting of the opening, which was given to Mr Kreyling.

He left the painting at the station and had wanted to donate it to the museum.

Sadly, the original painting is still missing but I have found a copy, which I have sent to Mr Kreyling.

I thought readers of The Law would be interested to see it.

The painting features a dinosaur coming over a mountain and looking over to land where the police station was to be built. Mr Kreyling is in the painting too.

Mr Kreyling and I would still be interested in finding the whereabouts of the original painting

If you have information, do contact me on 01245 457150 or via email at museum@essex.pnn.police.uk

Becky Wash
Essex Police Museum curator

And here is a selection of letters, thanking us for a job well done.

TO ACC Sue Harrison:

My husband collapsed at the wheel of his car on the Army and Navy fly-over in Chelmsford and cruised 200 yards into the roundabout.

Pc Heidi Lee attended the incident, in which, fortunately, no other person was hurt or any damage caused.

Heidi called me at home to inform me and said as a precaution paramedics were attending and he would be taken to Broomfield Hospital.

I called my husband on his mobile and was reassured that he was OK and was coming home.

I went straight to Broomfield where the doctors arranged a few tests to be sure he was OK.

After a couple of hours they decided to keep him in overnight and that evening he had another 'turn'.

After further tests, it was found his heart had stopped beating three times in the night. When the final test results came through, we were told it was a life-threatening situation and my husband was to be fitted with a dual-pacemaker.

If Heidi had not insisted that he was to be attended to at the hospital he would not be here today.

She has called on several occasions to check how he is doing and has been trying to help us locate the driver who 'woke' my husband out of his 'sleep'.

We will never be able to thank her enough for everything she has done – we owe her everything. She helped to save my husband's life and my family will be forever in her debt.

It goes without saying that my husband sends his heartfelt thanks to Heidi and the team.

SL
Hainault

I HAVE great praise for some of your officers in Southend. Over two years, my car was damaged 11 times in the road outside my house.

It has cost me a lot of money in excess fees and my insurance has now been increased.

I am 83 and really grateful to Sgt Leigh Norris – I now hear he has been promoted to inspector, well deserved – who with some of his colleagues did his best to find the culprits.

I still receive phone calls from Leigh to see if I am alright. He also contacted my insurance company to explain it was malicious damage but to no avail.

We also have PCSOs (two of whom are Wendy Ellis and Martin Mansfield) who have been helpful and kind. Wendy even bought me a dummy camera to go outside and Pc Gary Jackets fitted it for me.

It is very reassuring to have police officers like this about. I am very grateful to them and proud to call them my friends.

I am sure you have more police officers like this and it is a pity people don't write in and say so, instead of complaining.

JW
via email

TO Insp David Colwell:

I had the misfortune to get locked out of my son's house while looking after his pets.

I went into Leigh police station and was helped by Pc Stephen Tilley, who went far beyond what he needed to in getting me back into the house. I just wanted to make

you aware of his kindness shown to a desperate pensioner.

SW
Leigh on Sea

WE wanted to show our daughter's and our appreciation for the prompt, efficient and very sympathetic handling by Pc Louise Beaumont and Pc Paula Smith in respect of their investigations into the assault on my daughter by her partner.

Their actions and help have totally reinforced our confidence in police in Southend and, whatever the outcome, we shall always be extremely grateful to these two officers, who helped considerably during a distressing time.

D<
Leigh on Sea

TO Chief Insp Keith Davies:

I wish to inform you of the excellence of Pc Christian Howell.

I stupidly paid £1,000 in advance to a man who persuaded me that he had previously carried out building work for me – this turned out to be untrue.

I realised my mistake and informed the police.

The man turned out to be a known criminal who was using a false address and phone number.

Pc Howell visited me at home and rang the man – he was very polite but said he expected the man back the next day to carry out the work.

He also told the man that he would inform Trading Standards and send a police officer round while the job was being done and he came back to my house the next day. Within the hour, the man had brought back my money.

I know that without the intervention of Pc Howell the money would have been lost.

As well as being very efficient, he was also very kind.

MM
Canvey Island

WE would like to thank Hullbridge PCSO Kelly Bowen for the good work she brings to our community.

She is well liked by the young and elderly, always listens to our problems and goes about her work with a smile.

We have problems at the moment with the community centre and she tries to help us in every way she can. She is a credit to the force.

VM
Hullbridge

TO Chief Constable Jim Barker-McCardle:

This is a belated thank you to Pc Robert Armstrong, Pc Susan Dobson, Pc Aman Taylor, Pc Jamie Cook, PCSO Sarah Barrett and PCSO Aaron Cattell, who we had contact with following an attempted break-in at our home.

We read of dire reports concerning lack of police attention but from our own experiences, it would seem Essex Police must be one of the exceptions.

MC
Wickford

Gone ... but not forgotten

PC Leslie Bloom spent his service with Essex Police at Colchester, where he qualified as a class one driver.

He is remembered for his great interest in traffic and road safety – he taught road safety awareness in local schools.

In 1969, two years after he joined the force, Pc Bloom married his wife Hazel. Together with their two children, they lived in Elmstead

Our popular Gone ... but not forgotten feature remembers police officers who have been killed on duty. This month, we remember the life of Pc Leslie Bloom, which ended on January 5, 1978.

Market, where Pc Bloom became very active in village affairs, getting involved in the establishment of the community hall, carnival and dramatic society.

In the early hours of January 5, 1978, Pc

Bloom was riding his motorcycle along Greenstead Road in Colchester on his way to work for an early turn, when he hit the back of a parked Ford Transit van.

He died from his injuries shortly afterwards.



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: Achievement focus; Customer first; Taking responsibility for performance;

Inspiring high standards; Overcoming hurdles; Never accepting second-best. The recipients of £100 awards were: Dc Alex Webb and Pc Lisa Workman, of Central Division; Melanie Bird, of Financial Services; Andy Bisco, of the Media Department; and Terry Warby, of IT.

TWO of our ACCs have swapped portfolios.

ACC **Sue Harrison** has taken responsibility for Territorial Policing while ACC **Peter Lowton** is now responsible for Operational Support.

ACC **Derek Benson** retains the the Protective Services portfolio.

The new Communications divisional commander is Chief Supt **Jed Stoper**.

The new Western divisional commander is **Simon Williams**, replacing Chief Supt **Tim Stokes**, who is now head of Mobile Support Division (MSD).

Colchester district commander **Adrian Coombs** replaces Chief Supt Williams as Western's Neighbourhoods and Partnerships superintendent.

Head of Special Branch **Bob Chatterton** has been seconded to the Identity and Passport Service as a detective superintendent.

Head of the regional Counter-Terrorism Intelligence Unit Det Supt **Janet Molloy** is now also head of Essex Special Branch.

Supt **Adrian Tyson** has moved from his secondment at the Home Office's Police Standards Unit to a secondment with the NHS.

Two ACCs swap portfolios

Crime Division's director of intelligence Det Supt **Tim Raymond** has moved to Communications Division, as superintendent.

Castle Point district commander Chief Insp **Keith Davies** is now working in the joint Essex Kent Serious Crime Directorate. He has been replaced by Chief Insp **Paul Howell**.

Harlow district commander Chief Insp **Nick Morris** is now in charge of firearms at Mobile Support Division. He has been replaced by Chief Insp **Ben Hodder**.

Uttlesford district commander Chief Insp **Joe Wrigley** has taken over as Chelmsford district commander and has been replaced by acting Chief Insp **Alyson Wilson**.

Former Chelmsford district commander Chief Insp **Glenn Maleary** is now deputy manager of the Divisional Crime Task Force – one of the *Putting Essex First* projects. □ For more news on the Divisional Crime Task Force, turn to Page 3

Retirements

Det Sgt **Simon Tolliday**, 49, of

Scenes of Crime, retires this month after serving the force for 30 years.

During his career, he spent time in South Eastern, South Western, Central and Crime divisions.

Dc **Peter Morley**, 48, is also retiring this month after 30 years.

He has served in South Western, Western and Mobile Support divisions, finishing up on Crime Division.

Clerical assistant **Anita Bryant** is leaving the force this month after 25 years' service.

She works in South Eastern's Crime and Incident Management Unit (CIMU).

Awards

The following Essex Police College officers and staff have received Preparing to Teach in the Lifelong Learning Sector (PTLLS) Level 4 awards:

Initial Police Learning and Development Programme (IPLDP) trainer Pc **Colin Day**, crime manager DI **Stuart Hooper**, traffic law trainer Pc **Paul Mead**, IT trainer **Rachel O'Connor** and

crime trainer **Paul Smith**. And IPLDP trainers **Sharon Walker** and **Fraser Carroll** and learning and development trainer **Rachel Evans** have been awarded Level 4 Certificates to Teach in the Lifelong Learning Sector (CTLLS).

Level 3 NVQ awards have been awarded to **Linda Talbot**, of South Western, and **Susan Goldsmith**, of Crime Division, for customer service, **Gavin Saunders**, of Corporate Development, for business administration, and Dc **Andrew Bannerman**, of Crime Division, for assessing candidates.

And **Ashley Sky**, of Stansted, has been awarded a Level 2 NVQ in team leading.

Obituaries

Former sergeant **Arthur Waters**, of Norfolk, has died, aged 87.

Mr Waters served from 1948 to 1976 with Southend on Sea County Borough Constabulary, the Regional Crime Squad and at Brentwood.

His funeral service is due to take place on Wednesday, May 12, at

12.40pm at Southend Crematorium.

Ex-sergeant **Dennis Birtchnell**, of Colchester, has died, aged 80.

Mr Birtchnell served from 1953 to 1978 at Chelmsford, Brentwood and Harwich.

Donations may be made in his memory to the Stroke Association and sent c/o Co-op Funeral Service, 33-35 Long Wyre Street, Colchester CO1 1LJ.

Former constable **Roy Smith**, of Suffolk, has died, aged 68. He leaves a widow, Pam.

Mr Smith served from 1971 to 1997 at Clacton, Chelmsford, Maldon, South Woodham Ferrers and in the Force Support Unit.

Donations may be made in his memory to the Parkinson's Disease Society and sent c/o Tony Brown Funeral Parlour, New Cut Road, Saxmundham, Suffolk IP17 1EH.

Former telephonist **Yvonne Van Der Kwast** has died, aged 48.

As a member of police staff she worked in the old HQ Information Room and in the Force Information Room from 2001 to 2002.

Sports & social

Force lottery prizewinners

THE winner of the May force lottery draw was Gina McEvoy, of the Camera Enforcement Office, who receives £3,000. PCSO Samantha Cooper, of Lakeside Neighbourhood Policing Team (NPT), wins £1,000 and PCSO Peter White, of Frinton NPT, wins £500.

Winners of the £100 prizes were: Pc Nicholas Bush, of Canvey NPT; Paul Gamman, retired; Malcolm Claridge, of Crime Division; Ds Ian Collins, of Benfleet; Susan Fitch-Bartlett, of Braintree; Dc Ralph Froud, of Crime Division; Pc Judy Parry, of Southend; Pc Simon Hinde, of Southend NPT; Pc Hayley Rook, of Harwich NPT; Pc Mark Long, of Colchester North Neighbourhood Support Team (NST); Dc Ian Krout, of Brentwood; and Sgt Kevin McPoland, of the 2012 Olympics Planning Team.

Winners of the £50 prizes were: Insp Richard Sage, of Billericay/Wickford; Brian Simpson, retired; Dc Jim Offley, of Epping; Teresa Harrison, of Rayleigh; Pc Joe Lee-Lazone, of Loughton; Sandra Smith, of Southminster; Michelle Watson, of Crime Division; Chief Insp John Walker, of Mobile Support Division; Insp Pat White, of Colchester NST; Pc Ian Turner, Southminster NPT; Vicki Fairchild, of Mobile Support Division; DI Colin Norton, of Southend; Bob Cordery, retired; Peter Hamilton, of Crime Division; and Dc Ian Steele, of Scenes of Crime.

The winner of a free shirt voucher for T M Lewin was Pc Mark Bazzoni, of Loughton.

South Western are taken right to the wire

IT all rested on the last round of matches in the last competition ... and South Western Division won both the day and the Croker Cup.

After South Eastern beat South Western by goal average in a thrilling netball competition, South Western were three points behind with just the tennis remaining.

However, they were strong

favourites and held out as they were unbeaten in the tournament. Central were second, HQ third and South Eastern fourth.

The final 2009/10 Croker Cup table is: 1 South Western Division – 121points; 2 South Eastern – 117; 3 Central – 94; 4 Western – 70; 5 Eastern – 52; 6 HQ – 50.

□ THE new Croker Cup season kicks

off this month with the five-a-side women's football tournament on Friday, May 14, at HQ. The triathlon is next, on Sunday, May 16, at Gloucester Park, Basildon, from 7am.

The athletics and tug-of-war championships are on Wednesday, May 19, at Colchester Garrison, and the men's five-a-side football tournament is on Friday, May 21, again at HQ.

Essex do the double

BOTH the force's men's hockey and veterans' football teams have won national titles.

The footballers defeated a strong Metropolitan Police team 2-0 to take the PSUK Veterans' Cup for the second time in three years.

And the hockey players won the PSUK Plate finals in Manchester – their first trophy since 1999.

□ THERE was not even a bad challenge to mar a splendid showing by the veteran footballers in their cup final at Port Vale.

And the 2-0 result could have been greater. Essex started brightly and with energy, creating two chances in the first few minutes which forced corners.

Captain Joel Henderson went off after only a few minutes with a recurrence of a hamstring injury and was replaced by Chris Macklin in a solid back four that never really looked in

any trouble. The Met forced Nathan Munson to make the first of two game-changing saves but Essex finished the half stronger and strikers Nick Smith and Nick Simpson both had good chances.

Early in the second half, two or three more chances went begging until a precise pass reached Simpson whose pace carried him round the defence to score.

Munson made a fantastic point-blank save which turned the game.

Continued pressure paid off in the closing minutes with Simpson catching on to a volley from a far-post cross to put the result beyond doubt.

They had defeated Staffordshire Police 5-1 at home in the semis a week earlier and a week prior to that, beat West Midlands Police in the quarter-finals 3-1.

□ THE hockey players met West Midlands Police in their semi-final match in what was expected to be a close game.

But a strong defence and attack

combined with goals from Preston and Smith saw Essex 2-0 up at half-time.

Ingram and Preston scored in the second half for a comfortable win and setting up a final against Strathclyde.

Again strong defending paid off and Essex's front-line pulled the Strathclyde defence apart.

A strong attack led to a rebound being tapped in by Preston. This was quickly followed by a second goal – a deflection from Ingram.

Renewed pressure paid off almost immediately when Preston forced the ball home following some great pressure on the opposition.

Strathclyde continued to look a threat and some strong Essex defending led to a couple of yellow cards and down to ten men at times – during which Strathclyde scored their first goal.

However, Essex fought back when they returned to full strength and a great attacking move saw Cran put the ball away and seal a 4-1 victory.

ESSEX failed to 'do the double' by winning the PSUK regional cross-country championships and the league for a third consecutive season.

Having retained the senior men's and veterans league team titles, they had high hopes.

But they did claim the veterans

team title and several individual awards although the women again failed to field a full scoring team.

Mick Bond completed his own over-50 (V50) men's double, finishing sixth overall and leading veteran. In the absence of V55 awards, John Mackenzie (24th) was

runner-up in the V50 category.

Dave Wood (11th) repeated his league V40 runners-up spot.

Tina Quinliven was fifth overall but took third in the senior women's competition.

□ AGAIN, many leading runners were unavailable for the 2010 PSUK

cross-country championships.

But just three days after claiming V50 silver at the Essex 20-mile Road Race, Mick Bond was 56th overall and fourth V50. John Mackenzie came 138th overall and second V55 male.

And Bridget King came 109th.



● **Christian Robinson** ext 58883

WELL done to South Western Division and Ivor Harvey on winning the Croker Cup for the first time in many years. There was a great turnout for the 19 events this season and a tough battle for first place saw Central, South Eastern and South Western fighting it out, every week. Newmarket Travel is offering EPSA members ten per cent discount on trips, ranging from days out to holidays abroad. Do visit the EPSA intranet site – click on Member Benefits, Travel and Accommodation and then Newmarket Travel – for details and the promotional code. □ If you don't have intranet access, email me at christian.robinson@essex.pnn.police.uk and I will send you the promotional code and the weblink

PUTTING ESSEX FIRST

Policing for the people in Essex



Our values:

- We work to earn the **trust** of the public
- We are **accountable** for our actions and treat people with **respect**
- We **work together** and are **professional** in all that we do
- We are honest and act with **integrity**