

The Law



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June 2010

Putting Essex First:
 Talent management

Reducing unnecessary bureaucracy
 Serious Crime Directorate

– see Pages 3 & 4

Victims of low-level crime see justice done quickly and effectively

NEW RESOLUTIONS

'PUT THINGS RIGHT'



A teenager cleans a car at which he threw mud, after he and the victim agreed to take part in the neighbourhood resolution process and he apologised

Picture by Heather Turner

OFFICERS have been resolving low-level crime, anti-social behaviour, damage and assault with neighbourhood resolutions.

By May 31, officers across the force had completed a total of 170 neighbourhood resolutions.

Central Pc Alun Causaker was the first Essex officer to use the process on May 6 – the day after completing his training, when he was called to Asda in South Woodham Ferrers, to deal with a 17-year-old caught stealing £3.65 of food.

ACC Peter Lowton fully supports the restorative justice process, which may be applied to first-time offenders who commit low-level crime, anti-social behaviour, damage and assaults. Most importantly, the victim must also be happy to take part.

Mr Lowton said: "We are trusting our officers to make the right decisions, in accordance with the victim's wishes.

"We know restorative justice helps to reduce reoffending and we know that victims want to be involved in the criminal justice process but often, in cases of low-level crime, anti-social behaviour, damage and assault, all

they want is an apology with any damage or loss being put right.

"It is, of course, important that any resolutions agreed are proportionate to the offence and that we take steps to ensure the person responsible completes the resolution to which they have agreed."

Resolutions can include:

- a written or verbal apology
- payment for damage or return of goods or donation to charity
- cleaning up or voluntary work
- face-to-face meetings to exchange views and feelings
- conference meetings between victim and offender.

Mr Lowton emphasised: "A Neighbourhood Resolution should bring proper closure for the victim and conclude all the matters to the satisfaction of all parties.

"However, if either the victim or offender is unwilling to take part in the process, or the case is not suitable, then officers still have the power to arrest and investigate further.

"But neighbourhood resolutions are a very effective way of resolving matters which would not otherwise get to court, often due to the victim's unwillingness to assist an investigation or support a prosecution.

"Previously, such cases would be classed as undetected but, with the correct application of neighbourhood

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'Quality intelligence fuels our investigations'

THE force is determined to continue making the best use of our intelligence resources to fight crime and disorder.

The task of refreshing, reinvigorating and shaping the force's operation of the National Intelligence Model – Operation Minerva – has been handed to Chief Supt Tim Newcomb.

Whether using covert sources or intelligence directly input by officers and staff, the NIM is a simple process by which the force sets its crime and disorder priorities and then tasks and deploys resources, making the best possible use of our front-line police officers and staff.

NIM level one looks at volume crime, anti-social behaviour and other issues on division, level two relates to cross-border crime and level three to national and international crime and criminals.

Chief Supt Newcomb said: "If we are going to continue successfully locking up criminals, reducing the number of victims and making Essex safer, it is essential that we maximise our ability to gather, process and use intelligence.

"The NIM is a simple business process which recognises that we have high demand on

limited resources. We therefore need to prioritise to get the best possible performance out of the assets we have.

"We are embarking on a number of changes which will help us to achieve this and training updates will be provided to all relevant police officers and staff.

"We will be looking at simplifying the processes for inputting and assessing intelligence and encouraging our officers and staff to view intelligence as the fuel which drives our performance."

Chief Supt Newcomb has started to

implement 16 high-level recommendations from his report on NIM compliance, commissioned by DCC Andy Bliss earlier this year. Further work will follow.

He said: "The force can operate to its full potential when we have high-quality reports coming in from the front line.

"The NIM sets out how we use this intelligence and analysis gives us the means by which we can set a good tactical plan against our priorities.

"Everybody needs to be involved and have a

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Federation news by Roy Scanes



Conference speaks

THIS year's annual conference of the Police Federation of England and Wales was probably the most important, certainly of my career.

In the current changing financial and political climate we had some key decisions to make. These decisions were not easy and were debated at length.

All motions debated concerned the internal workings of the Police Federation of England and Wales. This needed to happen.

We face some difficult and challenging times ahead. It has never been more important for the Police Federation to stand and work together to represent the interests of our members.

But we must not forget the challenges to the police service from outside and we must look outwards and recognise the dangers facing us in the future. Only then can we succeed in representing what the Police Federation stands for – the welfare of our members and the efficiency of the service.

We were assured by Police Minister Nick Herbert that the government will do all that is possible to preserve front-line services.

It was particularly reassuring to hear the then Chief Secretary to the Treasury, David Laws, honour that commitment when he said that one of the key objectives is to "protect the vital public services which we all depend upon".

The core business of policing is for police officers to be available in sufficient numbers wherever and whenever required.

I believe this is what the public rightly wants and expects and it is the duty of government to ensure that any future cuts do not compromise the resilience and capability of the police to provide an effective 24/7 service to all communities.

Pay deal honoured

Both Home Secretary Theresa May and Mr Herbert told conference that the new government will honour the remainder of the three-

year pay deal negotiated by the last government. The negotiated 2.55 per cent rise will be effective from September 1 this year.

Subscription rise necessary

At the annual meeting of the Police Federation of England and Wales, it was agreed that membership subscription from January 1, 2011, will increase to £21.58 a month – a rise of £4.03 and the first subscription increase for two years.

This difficult decision was taken after very careful consideration and lengthy debate. The decision reflects the desire by all Federation representatives to ensure the Police Federation continues to provide the best service to members and remains able to continue to fight for the very best terms and conditions for police officers in the face of difficult economic times and a changing and uncertain political climate.

Later this year, I will be writing to every member of Essex Police Federation individually to explain why this increase has been necessary.

Fit notes

The Social Security (Medical Evidence) and Statutory Sick Pay (Medical Evidence) (Amendment) Regulations 2010 came into force on April 6, introducing the new 'fit note' to be issued by GPs.

The 'fit note' is intended to shift the focus from what employees are unable to do, to what can be done to assist a return to work.

GPs will be able to identify that an employee is either 'not fit for work' or 'may be fit for work taking account of the following advice...'

The GP can then select options from a list such as 'a phased return to work', 'amended duties', 'altered hours' and 'workplace adaptations' as well as making individual recommendations.

The government rejected the suggestion that GPs could definitely decide that an employee is 'fit for work' on the basis that it is the employer's responsibility to carry out a risk assessment when the employee returns to work.

Unison news by Geoff Wright



The new government

NOW that we are all aware of the composition of the government after the general election we, as a trade union, can begin to understand what it will mean for our workforce in the future.

We were all aware that there would be significant budget reductions in the public sector to reduce the financial deficit that any new government would inherit and it has been made clear that this will begin to bite in the short term.

In its paper *Time for Action: reforming public services and balancing the budget*, the Confederation of British Industry (CBI) advocates pay and recruitment freezes across public services, saying that "labour costs can be frozen across the public sector with immediate effect by selective application of pay and recruitment freezes ... duplication and waste can be tackled quickly to cut costs and improve services by sharing or outsourcing support services and improving procurement".

In Essex Police we are well aware of the pain and anxiety that this process will cause to its workforce and Unison will continue to work hard to represent its members during this difficult time.

Working together

It is essential that, with all the pressures are affecting the whole workforce – both police officers and staff – we work together to deal with the effects of reduced budgets across the force.

Dave Bryant, the Unison national officer for the Local Government, Police and Justice section, says in a recently-published article: "The police workforce, both officers and staff, now stands at a record all-time high with nearly 144,000 officers and 96,000 staff, including PCSOs."

"Unison believes we should be celebrating this and making the case to the government of the value and worth of the whole workforce."

Election of the Unison general secretary

Unison is a democratic organisation, which means every member has the right to vote for the union's office-bearers.

This month, a ballot takes place to elect the general secretary. The strap-line for this election is Join in, speak up and be counted.

The general secretary is the principal officer of our union, the face of Unison in the wider world and the voice that speaks up for you.

That's why it is so important that you have your say in electing our leader. Everyone who was a member as of February 17, 2010, has the right to vote in this important election – including retired members. Eligible members should have returned their ballot paper by June 11.

So if you want to have a voice in the future running of your union, an influence over its policies in the future and an opportunity to have your views and concerns supported by the combined voice of the entire membership why not 'join in, speak up and be counted'.

APEX

Unison has been advised that HR is arranging some outplacement support for staff affected by Operation APEX. The company providing this is called Seetec.

Once we have further details we will publish them on our external website. For more information, contact your HR business partner.

Collaboration

Our external website is continually updated with information about collaboration. Visit the site regularly to keep yourself up to date with the latest developments.

Information from the Essex Police branch of Unison is available on our website www.essexpoliceunison.org or from your local Unison steward or from the Unison branch office on the first floor of Kingston House next to Essex Police College on ext 55012

ESSEX POLICE

ROAD CLOSED

PLAN TODAY BE PREPARED FOR TOMORROW

What would you do if you couldn't get to work?

Where is your business continuity plan?

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

□ **Sc Bryan Trigg, centre, Maldon Saints coach Roger Causaker, left, and Chris Adams, of The Plume school, right, with local children**

Picture by Peter Davies



Special help for children abroad

MALDON special constable and Maldon All Saints FC coach Bryan Trigg visited The Gambia along with a group of teachers to provide much-needed equipment for children.

Following months of hard work by Great Totham Primary School and Maldon's Plume School pupils, a container was loaded with computers, books and science materials.

However it is not all work and no play in The Gambia and football is very popular.

So sterling efforts by Maldon All Saints meant that old kits from local football clubs, including Ipswich Town, Colchester United and Chelmsford City, meant they were able to take out some much-needed kit as well.

Sc Trigg and other members of Maldon All Saints provided football coaching at Bansang schools and at a village nursery school, this time using footballs, rather than the large berries the locals are used to.

Sc Trigg said: "This was my third trip to the Gambia funded by Maldon All Saints FC."

"It was very hard work but the Gambians are very appreciative of what we do and Maldon All Saints can now boast that they have an honorary chief of a Gambian village and three honorary village citizens amongst their members."

□ **THREE Essex officers took their luggage allowances to the limit when they packed their uniforms for a golf trip to Tenerife.**

Last year Insp Dave Britton, of South Western Division, gave a talk to local schoolchildren and he was responding to a request to return with colleagues, so he, Sgt Paul McMahon, of South Eastern, and Pc Neil Offord, of Mobile Support Division, returned to give another talk.

The welcome from the children was so overwhelming that the officers were mobbed on the way into Juan Garcia Perez School in San Isidro.

Insp Britton said: "We spent all day at the school talking to all of the classes, with pupils aged six to 11."

"We had to deal with an impromptu autograph-signing session at the end of each class and we walked El Infantil, where the children are aged three to five, just to wave and say hello."

"Every child had spent lesson time preparing a question in English and our answers were translated by the school's English teachers."

"They are fascinated by the fact that British bobbies are not routinely armed and, with Neil being an armed response officer RV Bronze commander, we explained how we call specialist officers in when needed."



New division will 'contest' fight against terrorism

THE force's new Counter Terrorism Division pulls together the regional Counter Terrorism Intelligence Unit (CTIU East) and Essex Police Special Branch.

Their close co-ordination and partnership will ensure more effective management of our resources and greater sharing of knowledge between forces and national counter-terrorism agencies.

The new divisional structure is aligned with the four key areas of the government's counter-terrorism strategy – known as CONTEST: PREVENT, PROTECT, PREPARE and PURSUE.

Counter Terrorism Division is also responsible for domestic extremism, Irish-related terrorism and other counter-terrorism-related matters.

Core principles for Essex Police Special Branch will remain the same: to work with police officers and staff on divisions and at our ports – both sea and air – to keep our communities safe from the threat of any subversive activity, including violent extremism and terrorism.

ACC Derek Benson said: "The creation of the Counter Terrorism Division is an important development in helping to keep the people of Essex safe.

"The threat from terrorism and domestic extremism remains very real and it is vital that our response to those threats is fit for purpose."

Counter Terrorism divisional commander Det Supt Janet Molloy said the merging of Essex Special Branch and the regional CTIU into one counter-terrorism command ensured each team had a dedicated chief inspector to focus on its specific area of work.

"These teams will continue and complement the already excellent work being conducted by all other areas of Essex Police," she said.

Specialist resources within Special Branch:

- Counter-terrorism security advisors (CTSAs)
- Ports Units (Harwich, Stansted, Tilbury and Southend)
- Small Ports Unit - responsible for small ports, both general aviation and maritime
- PREVENT team
- Divisional Special Branch officers
- Business support
- Source handling / CHIS
- Intelligence Units.

Led by Essex Police, CTIU East will continue to co-ordinate the gathering and analysis of intelligence related to violent extremism, terrorism and other subversive activities, within the eastern region forces of Essex, Bedfordshire, Cambridgeshire, Hertfordshire, Norfolk and Suffolk.

It is also responsible for covert surveillance and training, regional ports and prison co-ordination and has representatives from the Ministry of Defence, UK Border Agency, British Transport Police and RAF Intelligence.

- The Special Branch Ports Office at Stansted is now staffed 24 hours a day. The contact number for the duty officer is available from the Force Information Room Duty Inspector
- Visit the Counter Terrorism Division intranet site, listed under Divisions & Departments on the intranet Site Directory
- To find out more about the CONTEST Strategy, visit www.security.homeoffice.gov.uk/counter-terrorism-strategy

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.



Work starts to progress more efficient bail management

WORK has been undertaken to design a new, more efficient bail management system for the force, which will link into the custody system.

Force custody manager Insp Les Weller is investigating whether the requirements of a bail management system can be linked in with CrimeFile – the interim crime management system until Project Athena implements a long-term integrated case, custody, crime and intelligence management system.

New group will target needless bureaucracy

POLICE officers and staff from around the county took part in a group discussion with Jan Berry, the independent Reducing Bureaucracy in Policing Advocate, when she visited the force on May 25.

Force bureaucracy champion acting Supt Alan Cotgrove said useful feedback had been gained on how to develop our systems and processes to minimise unnecessary bureaucracy – work which is being led by acting Director of Finance and Administration Ken Cocksedge.

"Our programme of work will continually monitor various new workstreams and established processes to ensure that we keep what bureaucracy we do need to a minimum and improve our working environment," said acting Supt Cotgrove.

He has already completed terms of reference and intends to pull together a focus group of officers and staff – from all ranks and grades – in order to minimise the impact of unnecessary bureaucracy.

Chief Constable Jim Barker-McCardle with Jan Berry, the independent Reducing Bureaucracy in Policing Advocate

Picture by Heather Turner

Spotting our Essex talent

TALENT management will help our police officers and staff to meet their full potential.

A key strand of Project Apollo, talent management is not just one thing or one process and it's not something that just 'gets done' to you.

Talent management manager Clive Foulkes said: "Talent management is a way of making sure the force has the right quality people with the right skills throughout the workforce.

"Quality is the main point. We can always attract people to join us but we need to develop

them, firstly to become really efficient at their jobs and later for those who aspire to be our managers and leaders of the future."

There are already a number of schemes and practices available in the force, which are being reviewed to ensure we continue to get the best out of them or replace them with new methods.

As well as the national High Potential Development Scheme for police officers, this year the force is taking part in the High Potential Graduate Entry Scheme and is looking to develop its own scheme to identify existing police staff with high potential.

Mr Foulkes added: "We are also developing tools

to help people meet their potential including understanding what it really takes to progress either upwards or laterally into a specialised role.

"Career paths and mentoring are two of the tools that will be delivered this year. It's important to assess potential at all levels as well as measure performance.

"New approaches to promotion and assessment will ensure the best people are identified and progress.

"Talent management is owned by everyone. I am here to advise and innovate but recognising, developing and utilising our talent is down to us all."



Det Chief Supt Simon Coxall with the first five officers to pilot the new Investigative Development Module (IDM), developed as part of Operation Neptune

Picture by Ian Cummings

Investigative skills at the heart of training

IMPROVING the investigative skills, experience and mindset of police officers during their two-year probationary period is the aim of the Investigative Development Module of Operation Neptune.

Skills and a wider understanding and knowledge of the investigation process will be developed while improving the force's care of victims,

service provision and performance.

Other officers will gain from the Investigative Development Module (IDM), including transferees into the force, and it will be linked to the new force promotion framework.

Crime and IT training manager DI Stuart Hooper said that developing student officers' investigative skills would help boost performance on

division, particularly regarding the investigation of volume crimes such as burglary, vehicle crime and criminal damage.

During the second year of their two-year training period, each student officer will spend a minimum of 19 weeks on division, on a number of different teams, including CID, Tactical and Prisoner Process teams and

the Domestic Abuse and Hate Crime Unit.

Operation Neptune also provides an opportunity for talent-spotting officers with the potential to become senior detectives / managers in the future for, during the IDM, they will be supervised by a sergeant and their training record will be signed off by their divisional crime manager.



Resolutions 'will improve the public's satisfaction'

From Page One resolution, they can now be solved and this, together with the victim's close involvement in the criminal justice process, can only improve public satisfaction.

"Feedback shows that neighbourhood resolutions are proving successful with victims happy that justice is being seen to be done speedily and effectively.

"Another advantage is that we avoid the inadvertent criminalisation of people for low-level crimes and anti-social behaviour, particularly the young. Studies have shown that using neighbourhood resolution can reduce re-offending rates by around a quarter."

For more information about NR, visit the HQ Territorial Policing intranet site, click on Neighbourhood Policing and then on Neighbourhood Resolution

Neighbourhood resolutions - examples:

An 11-year-old boy with attention-deficit hyperactivity disorder (ADHD) waved a knife at his 13-year-old brother and accidentally cut his hand. Although officially a domestic incident, neither the older boy nor his parents wished the boy to get into trouble. After a discussion, the matter was resolved with an apology.

Two women, aged 70 and 40, got into a row about rubbish and the older woman slapped the younger one. After a discussion, the matter was resolved with an apology. A teenager pulled down part of a brick wall in the garden of a pensioner's house. The woman did not wish to prosecute and the teenager's father offered to repair the wall the next day.

A man was hit on the shoulder and legs with an egg thrown by a student from a passing car. This damaged his clothes. The car's index number was taken down by the victim, the offender was traced and both agreed to take part in the neighbourhood resolution process.

Intelligence is key to our work

From Page One clear understanding of what is required of them.

"When officers are not responding directly to incidents they should be spending their time on the priority issues identified through the NIM process, by enforcement, crime prevention work or gathering and submitting intelligence."

To make an intelligence report: Police officers and PCSOs - fill in a CID61 Intelligence Report form

Police staff - tell your local neighbourhood policing team (NPT)

Joint working to better tackle major criminals

THE joint Essex and Kent Serious Crime Directorate has started work to target and tackle those involved in serious criminality in the south and east of England.

It enhances our capacity and capability to deal with serious and organised crime.

By acting jointly with Kent, we will be able to provide a more effective, efficient and professional service to the public in both counties in the fight against organised crime groups.

The directorate will be one of the largest divisions in UK policing dedicated to tackling serious and organised crime, with more than 1,100 officers and staff and six departments - Intelligence, Major Crime, Serious and Organised Crime, Forensics and two involving Covert Support.

Heading up the new directorate are ACC Alan Pughley, from Kent Police, and his second in command, Det Chief Supt Gareth Wilson, from Essex Police. ACC Pughley said it was essential to do

everything to prevent serious and organised crime from bringing fear and violence to our communities.

"The directorate allows us to work together and share resources in a way that will benefit greatly the public of Kent and Essex," he said.

And Det Chief Supt Wilson said he "relished" the chance to work with colleagues from both forces "whose enthusiasm and passion for the job will be hugely important in achieving our goals".

Chief Constable Jim Barker-McCardle is delighted that such "talented, committed, and experienced senior officers" have been appointed to the new joint command.

"Their experience, expertise, drive and determination will be key in keeping our communities safe and free from the miseries of serious and organised crime," he added.

And Essex Police Authority chairman Robert Chambers said he was pleased that the proposal to form a joint Serious Crime Directorate had come to fruition. "Essex and Kent are some of the safest

counties in the country but we are not complacent," he said.

"I believe that, by joining forces to tackle serious and organised crime, we will provide an even more efficient service and make our two counties even safer by bringing to justice those responsible."

Essex and Kent police authorities confirmed proposals in January 2010 to join their serious crime operations, with the advantages of a 24/7 intelligence capability, greater and more flexible surveillance and operational investigative capacity, to create a resilient service that will provide a flagship Serious Crime Directorate.

The formation of the Serious Crime Directorate is subject to full consultation with the staff and officers involved, Unison, the Superintendents' Association, Police Federation and other stakeholders.

No decisions about staffing structures for each department or work locations have been taken and the proposals for any changes will be developed with the full engagement of officers and staff at the appropriate time.

Looking East for intelligence on more criminals

WITH the advent of the joint Serious Crime Directorate, Essex and Kent police have also committed to supporting colleagues within our respective regions.

This includes the setting up of the Eastern Region Special Operations Unit (ERSOU) to respond to organised crime across the region - Essex, Bedfordshire, Cambridgeshire, Hertfordshire, Norfolk and Suffolk.

Specifically, Essex has invested in both the intelligence and asset recovery functions of ERSOU, which is expected to be up and running by July 1.

Because ERSOU is jointly-funded by all six eastern region forces, tasking investigations as a result of intelligence from the Eastern Regional Intelligence Unit will now be a lot easier.

The five other eastern region forces, excluding Essex, have invested in two investigation teams, however, we will ensure our obligations to serious and organised crime investigations are met via the Eastern Region Tasking Meeting, by supporting those investigations which have an impact upon our county and allocating officers and staff from the joint Serious Crime Directorate.

ERSOU also comprises the Eastern Regional Asset Recovery Team (ERART), which can assist in money-laundering investigations and undertake confiscation, forfeiture and restraint with the aid of Proceeds of Crime (POCA) legislation and will supplement the work currently undertaken by Essex Police financial investigators.

Raising literacy bar for recruits

THE force is to introduce literacy screening as part of its recruitment process.

The writing standards of police officer applicants are currently assessed via the content of their application form, using scoring and grading standards set by the Home Office and the National Policing Improvement Agency (NPIA).

Reasonable adjustments are put in place for candidates who declare dyslexia on their application form when they sit the national Police SEARCH Recruit Assessment Centre tests.

During the last Essex Police recruitment campaign, 66 per cent of returned applications failed either because of written and grammatical errors or because they could not provide enough evidence of their competence in such areas as effective communication, respect for race and diversity, team-working, resilience and customer focus.

The force has decided to introduce literacy screening during the recruitment process, employing the same computer-based programme we currently use during the first couple of weeks of a student officer's Foundation training.

Applicants will be required to pass the screening at the national adult standard of Level 2 literacy (equivalent to GCSE grade C in English language) before they are invited to sit the national Police SEARCH Recruit Assessment Centre tests.

Benevolence can help our officers to rehabilitate

THE national police rehabilitation centre is open to all police officers and pensioners, free of charge, if they contribute to the Essex Police Benevolent Fund.

Flint House in Goring, Oxfordshire, has excellent physiotherapy treatments and can help officers and police pensioners with rehabilitation from injury and illness, convalescence after surgery and relaxation in times of distress or anxiety.

Treatments also include hydrotherapy, stress counselling, general nursing care, acupuncture, sleep relaxation, aromatherapy and therapeutic massage.

If an Essex Police Benevolent Fund member feels they need the services of the facilities at Flint House, they must first complete the application form on the Flint House website at www.flinthouse.co.uk or use the hyperlink from the force's Occupational Health and Welfare (OH&W) intranet pages. Forms are also available from the OH&W offices at Essex Police College.

The form needs to be authorised by a GP or consultant and copies of payslips included before the form is forwarded to OH&W for countersigning, to confirm benevolent fund membership.

Flint House will contact the applicant directly with an admission date, usually two to three weeks after they applied. Stays average 12 days for serving officers and one week for retired officers.

If you are a serving police officer and not already a member of Essex Police Benevolent Fund, application forms can be obtained from the Essex Police Federation office at HQ. Membership currently costs a flat rate of £6.10 a month - through payroll deduction. Contact Trish Morley on ext 54560 for more information.

To find the Occupational Health and Welfare intranet pages, visit the HR Department intranet site, listed under Divisions & Departments on the intranet Site Directory. Then click on Occ Health & Welfare and then on Flint House

With an in-depth knowledge of their

Here to help make 'reasonable adjustments'

THE force's new disability and diversity adviser is keen to ensure that all police officers, staff and managers know that she is here to help.

Nikki Geaves has extensive knowledge of human resource matters after eight years with the force and describes her role as working with the Disability Network to ensure anyone with

a disability is treated fairly and supported by the force.

Nikki said: "Under the Disability Discrimination Act, employers must make 'reasonable adjustments' to assist people with disabilities to continue in their role - this might be changing working hours, providing equipment, such as a special chair, or

providing software and hardware to aid them perform their job to the best of their ability."

She explained that the force will support people with mobility problems, serious illnesses such as cancer and Multiple Sclerosis (MS), hearing and sight impairments.

She added: "I want all staff and officers to know that help

is available to them if required and that I can offer advice even at the early stages."

Nikki's role also includes providing diversity advice and she works closely with equality and diversity manager Jan Woodhouse and her team.

Nikki Geaves can be contacted on ext 58622 or via email



Pc Alex Southgate with one of the blocks and a part of a branch
Picture by Bill Stock

OFFICERS called to investigate reports of lumps of concrete and tree branches being thrown at fast-moving traffic on the A12 were amazed to find the culprits were aged seven, eight and nine.

Six drivers dialled 999 after they were forced to swerve around debris thrown on to the northbound carriageway near Colchester shortly before 6pm on May 9.

One of the blocks of concrete hit a lorry but, luckily, caused no damage.

The boys, all from the Colchester area, were later found by Pcs Tracey Bishop and Alex Southgate, from the A12 Alliance Patrol Unit.

Pe Southgate said: "The boys were standing on the verge behind the barriers and throwing objects as vehicles approached. The road was busy at the time and traffic was fast-moving."

"We took the boys home and told their parents what they had been up to."

"The parents were shocked but very supportive when we gave the boys some strong words of advice about the seriousness of putting drivers in danger."

Unit commander Insp Steve Brewer said: "Throwing objects on to a road like this is a serious matter and if the culprits had been over ten, the age of criminal responsibility, we would have taken a more formal approach."

Crucial role to play in helping us understand

INDEPENDENT Advisory Groups (IAGs) provide a crucial link in helping us to police diverse communities.

by Claire Elliott

Understanding our different communities is a key building block to gaining their trust and confidence, said equality of service manager Insp Ian Carter.

IAGs help the force connect directly with different communities. They comprise a variety of different people and organisations from a wide range of backgrounds.

Members are often referred to as 'critical friends' because they will also point out when we could do things better.

They all sign confidentiality agreements and most have been vetted to enable them to attend meetings and give advice regarding critical incidents, which often involve sensitive issues.

With an in-depth knowledge of their

local community they are invaluable to neighbourhood policing teams and can provide very helpful advice, eg about religious events, cultural differences or local community tensions.

Insp Carter said: "Our officers and staff cannot be expected to be aware of every issue that is important to our different communities in local neighbourhoods but IAG members have invaluable specialist knowledge of their particular community and are keen to assist us."

"IAGs are a great way to help us 'think outside the box' by improving understanding on both sides in a 'safe' and trusting environment."

"There are always things we don't fully understand when dealing with people from different backgrounds to our own but IAGs allow us to ask those 'awkward' questions without fear of offence so we can

better understand the issues and in turn deliver a better service.

"This in turn reassures communities that the police are doing everything they can to understand differences and work with them in a positive way."

There is one local IAG for each division and South Western has two. In addition, there is a force-level Strategic IAG which looks at forcewide issues.

Advice IAG members can be sought by any police officer or staff member via their local IAG lead or Insp Carter.

He added: "There have been a number of examples where independent advice has led to very positive outcomes, including during major investigations and operations."

"If you are dealing with issues you don't fully understand, why would you not wish to obtain free, expert advice?"

For further information on IAGs and how they can help you, contact Insp Ian Carter on ext 51033 or via email

A huge cheque for hospital

ESSEX officers who raised £9,000 by running a marathon as cops and robbers visited Broomfield Hospital in Chelmsford to hand over a cheque to help buy life-saving equipment.

Chief Supt Jed Stopher and his team supported the hospital's campaign to raise £100,000 for intensive care unit equipment. Three of the officers, Chief Supt Stopher and Sgts Matt Heylands and Gerry Parker, presented a cheque to intensive care unit consultant Kevin Kiff.

They and fellow team-members raised the money by running last year's London Marathon - most dressed in full uniform while chasing other team members dressed as robbers.

Chief Supt Stopher ran in the previous five London marathons for various charities but supported the hospital last year after his mother was treated in the intensive care unit.

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 from May:

SOME good questions and issues were left on tables by colleagues at the end of each of the spring roadshows.

I will ensure we get the answers out. We're also in the process of arranging a number of shorter, local roadshows around the force in order to reach as many colleagues as possible who couldn't get to one of the central events.

On Friday, May 14, I spent some time on patrol with Sgt Jason Dearsley, of the A12 Alliance Patrol Unit, to see at first hand the work of that unit and the realities of policing the A12.

Following a request from a colleague after one of the roadshows, I promised an update regarding what we are doing to save money and become more energy-efficient and environmentally-friendly. We are developing a programme which will focus on buildings and the vehicle fleet but regard will also be had to home-to-work travel. There is also a good deal of work going on in the wider IT world.

I was very pleased to attend our college to celebrate the International Day Against Homophobia and Transphobia (IDAHO). And I met an excellent group of newly-promoted sergeants. These are always challenging and encouraging discussion groups where I get the really important opportunity to understand current issues and challenges through the eyes of sergeants.

I get the opportunity to raise some issues and the debate that follows is always very illuminating and very helpful. I've done my Essex Police Bikeability training with Chelmsford Cycling Club. I am now qualified to ride police bikes on duty and, as soon as I can lay my hands on a force bike, will accompany unsuspecting colleagues on cycle patrol.



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.

DUE to such a low response this year, we had to cancel the Essex Police Comrades Association spring buffet lunch on May 15.

We believe it's the first time this has happened and it was obviously a decision which was not taken lightly.

I should therefore like to draw your early attention to the autumn lunch on Friday, October 29, particularly in respect of the change of venue.

We have had to book an alternative venue this year – Regiment Way Golf Club in Little Waltham. The club has a large private function suite with bar and ample parking. As usual, lunch will be served at 1pm with the bar open from 11.30am.

With additional costs for an outside venue to be taken into account we will still be able to maintain the agreed sum of £21 per head but this will only cover one glass of wine, beer or soft drink per person.

Please do come along and support the association.

Your booking form, together with a cheque, made payable to Essex Police Comrades' Association, should be sent to me at the Police Federation Office, Essex Police HQ, PO Box 2, Springfield, Chelmsford CM2 6DA by no later than

October 19. For administrative reasons, any bookings after this date can only be included in the final numbers in exceptional circumstances.

Membership of the Essex Police Comrades' Association is open to all police officers with ten or more years' service, and to all police pensioners.

Membership fees are currently £2 a year or £20 for life – the latter is only available to retired officers.

If you would like to become a member or if, for any reason, you have not received the 2010 membership information, contact Marian Godwin in the Federation Office on 01245 452797.

Tony Rayner
Secretary/treasurer
Essex Police Comrades' Association

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

TO Chief Supt Tim Newcomb: My wife had a purse stolen from her shopping bag. We both want to thank you and pay tribute to the officers involved.

Within moments of discovering the loss, a shop assistant put her in touch with Pc Michael Pannell, who was passing, and from then on she was treated with kindness and professionalism and was given good practical advice and assistance by him, Pc Dave Underwood and Sgt Rob Temme.

My wife's sister was the first WPC in Winchester in about 1943. Many of our generation are saddened and confused by modern society but your constables behaved like Dixon of Dock Green and that well suited the occasion.

My wife felt grateful and relieved to be looked after by them. We both hope they will know their actions on this occasion were much appreciated.

S&PG
Colchester

THANK you to Pc Daniel Zahid for coming to see me after my handbag was stolen from my car and putting me at ease. Also thanks to the scenes of crime officers, who were lovely.

CS
Grays

DURING my brother's absence on holiday, he was burgled.

Your officers Pc Peter Harvey, Pc Roland Leeming, Pc Victoria Leese and Pc Jessica Bifield were in our estimation very professional, compassionate, informative, kind and very warm.

They provided excellent service and kindness. We really appreciated it. They are an asset.

JS
Stock

TO Chief Constable Jim Barker-McCardle:

There is often greater motivation for people to write and complain than to write and comment.

But I felt compelled to thank Essex Police for your response to my burglary.

My family and I were away at the time but I understand from my neighbour, who reported the crime, that the reaction of Essex Police was swift and impressive and we have since been kept informed about the investigation by Dc Stephen Knight, from Clacton police station.

The intrusion and violation of the burglary was distressing for us but the assistance and support from your officers have gone some way in helping us through the recovery process.

SD
Wix

TO Insp Richard Sage:

My partner and I have an ongoing dispute with a neighbour and PCSO Aaron Cattell has visited us to help deal with the situation and to see what he can do to help.

His manner and attitude are outstanding. He understands our situation and does all he

high standards; Overcoming hurdles; Never accepting second-best. The recipients of £100 awards were: Pc Judith Atkinson, of Central Division; Pc Elizabeth Man Rey, of South Western; and Pc Lucy Watson, of Mobile Support Division.

can to help. We have great respect for him and feel he will have a long and outstanding career with the police service.

TB
Wickford

THANK you to Pc Christopher Wentworth and Pc Adam Hall who helped me when they found me on Canvey Island.

I had a bit of a 'meltdown' after my father's death and ended up in Point Road.

I was so confused but Pcs Wentworth and Hall were so lovely and I would like to say how grateful I was for their kindness and support.

SE
Southend

TO Pc Arabella Wood and Pc Steve Richardson:

Thank you so much for all your help regarding my burglary and subsequent trials and tribulations with the insurance company.

I realise how precious your time is but you have always been so helpful.

This is the first and, I hope, last, time that we have had the misfortune of being burgled.

As well as you, we had a lovely forensics officer, the next day we had a call from Victim Support and our PCSO called.

How wonderful you all are and what a huge task you have with ever-increasing cuts to your budget. You are all heroes.

CG
WH

UNFORTUNATELY, I had parts stolen from my vehicle.

I contacted Essex Police two days later to report this and was impressed with the response I received.

The call centre operators, especially Michael Standing,

were efficient and helpful and I have nothing but praise for the two officers who came to my property – Pc Rory Phillips and scenes of crime officer Dc Matt Savvides.

Both were friendly, approachable and, in my opinion, did all they could to investigate the incident.

I was concerned that their visit would simply be a box-ticking exercise but this was not the case.

While there isn't a lot that can be done about the actual theft, it is re-assuring that, should the worst happen, there is a good service supporting the public.

PH
Chafford Hundred

TO Insp David Colwell:

My Carline alarm was set off while I was at a hospital appointment.

As my carer was out, the police were called and, with the help of a neighbour who has my key, Pc Janine Bush was able to come in and check on my situation.

I wish to apologise for taking up valuable police time and to thank Pc Bush for her help and care in my home and for my dog.

I later discovered there had been a powercut, which set off the alarm.

MR
Leigh on Sea

I WOULD like to say thank you. I lived with an aggressive man in Southend.

I felt in danger and my family spoke to Interpol in July 2007.

I was very grateful for all the policemen and women because they did everything so I could could to the Hungarian Embassy in London. I could

not write earlier because I did not want to remember.

I thought a lot about what I would write but it took some time because I needed to recover. Now I'm OK and I can believe in people again. Thank you.

KB
Hungary

I WOULD like to thank and commend Pc Carl Crysell and Pc Charlie Abercrombie, who dealt with the death of my friend's mother.

Their professionalism and sensitivity needs to be acknowledged.

JM
Witham

WE would like to thank Essex Police and particularly Sgt Neil Marshall, Pc Martin Wiltshire and PCSOs Dave Rogers and Jo Harcourt for their actions during a funeral in the village.

We expected to have 500 people attending with in excess of 100 vehicles. Thanks to their professionalism, the whole event was handled very smoothly, with a minimum of disruption to the village.

We would also like to thank PCSO Harcourt for the contribution she has made to policing in the village during the time she has been with us and wish her good luck in her new job.

Writtle Parish Council

TO Pc Leon Pezzuolo:

Just a note to thank you for the help and kindness you showed when my uncle committed suicide.

You were helpful, sympathetic and understanding during this difficult time.

KP
Littlehampton
West Sussex

Gone ... but not forgotten

HIGH Constable William Campling is the first known serving officer of any of the police forces which subsequently became the Essex Police district, to have been murdered.

The High, or Chief, Constable of Saffron Walden Borough Police, Mr Campling had died from shock nine days after being shot – with between 40 and 60 gun pellets in his left leg and more than 60 in his right on October 31.

Borough coroner W Freeland set up an inquest on November 9 and heard from foreman William Brand that he had left Mr Campling at the door of his house but then heard a bang, saw smoke coming from a nearby garden and heard Mr Campling say "I'm shot. I'm shot."

Solicitor's clerk Bloomfield John Savill, said he had seen pub landlord Thomas Porter drawing a bucket of water, in which Benjamin Pettit was washing a gun.

Surgeon Thomas Brown said that the morning after the attack he had extracted eight shots from Campling's right leg and two from his left but found jaundice and, the next day, gangrene.

He agreed that Campling's death was solely attributable to the effects of the shooting.

Wheelwright Alfred Stackwood said Pettit had told him that he could not control his temper; Campling had made him cross and he had "made him pay a time or two and if he happened of him he would do for him".

Constable James Wright checked Pettit's shoes against three impressions found in the garden and seized a full shot-pouch. Three of the four types of shot corresponded in size with those taken from Campling's leg.

Porter admitted owning two guns, which he had let Pettit use only when he was present.

Pettit was taken to Campling's bedroom

Our popular Gone ... but not forgotten feature remembers police officers who have been killed on duty. This month, we remember the life of William Campling, High Constable of Saffron Walden Borough Police, which ended on November 9, 1849.

on November 8, the day after his committal for trial, where Campling, aware that he was dying, said that, after being shot in the legs he had asked Pettit to be found because "he had threatened me before. The last time was three or four months ago, when I met him on a sudden. I think his expression was in a sort of wrath "you old xxx, you, I'll do your business for you one of these days."

The jury concluded a verdict of 'wilful murder' by some person or persons unknown, which was strange as Pettit had already been charged and committed for trial for shooting with intent.

In March 1950, Pettit appeared at the Essex Lent Assize. Much of the evidence given at the inquest was repeated. William Payne, clerk to Walden magistrates, spoke of the deposition Campling made before his death, with the prisoner present.

Borough Constable James Byatt told of a disturbance in July 1849, when there was a scuffle between the prisoner and the High Constable and Pettit was injured.

Evidence was given about the footmarks and the shot – ironmonger Henry Shuttleworth said the shot taken from the prisoner's home exactly matched the three types removed from the dying Campling.

However, the jury returned a not guilty verdict and, to this day, the crime remains unsolved.

Need a wider audience for your singing?

Why not join Essex Police Musical Society?

We are recruiting singers of all ages and we especially need men

We rehearse every Monday and Thursday 7.30-10pm in HQ Assembly Hall

Contact membership secretary

Donna Stevenson at

donna.stevenson@essex.pnn.police.uk

or visit www.essexpolicemusicalsociety.co.uk

for details of shows and membership

Don't be shy, give it a try!



'Intelligent' move to work on NIM

CHIEF Supt Tim Newcomb has moved from Eastern Division to HQ to help revitalise the force's operation of the National Intelligence Model (NIM).

Chief Supt **Alison Newcomb** replaces him as Eastern divisional commander on a temporary promotion.

And her post at Operation APEX has been taken over by Supt **Luke Collison**, on a move from Communications Division.

Supt **Iain Logan** moves from Eastern Division to Mobile Support Division to fill the space left by Chief Supt **Jed Stopher** when he moved to head up Communications Division on a temporary promotion.

Supt **Glenn Maleary** moves from his temporary post with the Divisional Crime Task Force in Crime Division to become operational support superintendent at Eastern Division, replacing Supt Logan.

Insp **Andy Fusher** has moved on a

temporary promotion to chief inspector as Colchester district commander

And SSupt **Leon Dias** has been appointed as temporary Assistant Chief Officer with Essex Police Special Constabulary.

Meanwhile, two former Essex officers have been appointed to top policing jobs elsewhere in the country.

Patrick Rice, current commander of the City of London Police, will start work as Chief Constable of Guernsey Police in August.

He has served with the police for 32 years in a variety of posts.

The 51-year-old began his career with Essex Police in 1978 and rose to the rank of chief superintendent before moving to City of London Police in 2006.

And Kent Police has appointed former Essex officer **Ian Learmonth** as its new Chief Constable.

Mr Learmonth, DCC at Norfolk, will replace Michael Fuller, who is now HM Inspector at the Crown Prosecution Service.

DCC Learmonth, 52, has nearly 35

years' policing experience under his belt, having joined Essex in 1976.

He spent 28 years with the force before moving to Strathclyde as ACC and then to Norfolk.

Retirements

Mick Tarbin, 65, has retired from his role as Benevolent Fund adviser, having looked after police widows and pensioners for the past ten years.

He was presented with a sun dial from all his friends and colleagues in Occupational Health/Welfare and National Association of Retired Police Officers (NARPO) members.

Dc **Stephen Knight** retired from Colchester CID last month.

He had been an officer for over 30 years, spending time at both Essex and the Metropolitan Police.

The 56-year-old joined the force in September 1988.

Scenes of Crime officer Dc **Mark Bloxham**, 48, from Rayleigh, retires this month.

He has completed his 30 years' service and has worked in both South Eastern and South Western divisions.

Pc **Alison Crosse**, 50, also retires this month, having completed more than 31 years' service, comprising time in South Western Division, IT, the Criminal Justice Department and the National Policing Improvement Agency.

Obituaries

Former inspector **Henry Hunter** has died, aged 84.

Mr Hunter, of Stanford le Hope, leaves a widow, Phyllis.

He served from 1950 to 1985 at Chelmsford, Maldon, Southminster and Tilbury.

Anyone wishing to make a donation to Macmillan Nurses in his memory should send it c/o Co-operative Funeral Care, Time Square, Southernhay, Basildon SS14 1DJ.

John Flory, a former Essex constable from Reading, has died aged 98.

He served from 1936 to 1951 at HQ, Clacton, Harwich, St Osyth, Stanford Rivers, Grays, Mucking and Braintree.

Ex-Pc **Ronald Parsons**, from Leigh, died in April, aged 69. He

served from 1959 to 1985 with Southend on Sea County Borough Constabulary and then with Essex Police at Benfleet and Rayleigh.

Donations may be made in his memory to Macmillan Cancer Care and sent c/o Co-operative Funeral Care, 15 Queensway, Southend SS2 6JJ.

Former constable **Robert Carter** has died, aged 60. He leaves a widow, Patricia.

Mr Carter served from 1968 to 1997 at Chelmsford town and as a Scenes of Crime officer.

Donations may be made in his memory to Essex Police Benevolent Fund and sent c/o Pennack & Sons, 1-3 Maldon Road, Chelmsford CM2 7DW.

Awards

IT finance resource administrator **Sarah Snow** has been awarded an NVQ in business administration at level two while **Ashley Sky**, a traffic warden at Stansted Airport, has been awarded an NVQ in team leading, also at level two.

Sports & social

Force lottery prizewinners

THE winner of the May force lottery draw was Christopher Kane, of Chelmsford Town Neighbourhood Support Team, who receives £3,000.

Pc Gary Lambert, of Mobile Support Division, wins £1,000 and Kim Scholefield, of Clacton, wins £500.

Winners of the £100 prizes were: Dc Joanne Molyneux, of Harlow; Dc Wayne Hickey, of Laindon; Sue Ding, retired; Yorghos Christopoulos, of Waltham Abbey Neighbourhood Policing Team (NPT); Pc David Mayo, of Laindon Road Policing Unit (RPU); Pc John Hallworth, of Kelvedon NPT; Elizabeth Searles, of Communications Division; Dc Antony Jasinski, of Crime Division; Lloyd Goddard, of IT; David King, of Communications Division; Helen Knightley, of Loughton NPT; and Pc Philip Pringle, of Stanway RPU.

Winners of the £50 prizes were: Dermot Hawkins, retired; Pc Adam Markham, of Rochford NPT; Brian Haupt, of Southend; Jackie Madden, of Braintree; PCSO Shelley Cole, of Waltham Abbey NPT; Pc Barry Knights, of the Force Support Unit; Pc Cally Copley, of the A12 Patrol Unit; Yvonne De Young, of Crime Division; Pc Yari Forster, of Braintree South NPT; Pc Paul Barber, of Essex Police College; cadet James Beales, of Essex Police College; Sgt Gemma Britton, of Tilbury/Corringham NPT; Pc Paul Devlin, of Tilbury/Corringham; Kim Kjolsen, of Harlow; Sgt Colin Shead, of Dunmow RPU; and Pc Michael Kettley, of Colchester Professional Development Unit.

And the winner of a shirt from TM Lewin was Derek Underwood, of Southend.

Back in the Croker Cup fray

THE new Croker Cup season got out of the starting blocks with football, triathlon, athletics and tug-of-war last month.

□ A RECORD 12 teams – 100 players – competed in the men's six-a-side football tournament, with all divisions represented by at least one team.

SW1, representing South Western Division took the honours after an exciting penalty shoot-out in the final against Western Division, with 5-4 the final result.

MSD A, representing HQ, won the consolation cup, beating Granny Gusset Utd, representing Western Division, 1-0.

Top scorer was Sam Owen, of Eastern, with seven goals, and player of the tournament was Dan Stanberry, of Unreal Madrid, representing South Eastern.

Croker Cup results were: 1 South

Western Division (SW 1); 2 Western Division; 3 Central Division; 4 Eastern Division; 5 HQ (IT Allstars); 6 South Eastern Division (Unreal Madrid).

□ The women's Croker Cup football tournament was held a week earlier. South Western Division won and Central were second.

□ TRIATHLETES from across the region gathered at Gloucester Park, Basildon, last month for the Born2tri off-road triathlon, which incorporates the Croker Cup.

Among them were 25 Essex Police officers and staff, competing for Croker Cup honours.

Rachel Wood, of South Western, dominated the senior women category and Greig Avery, of Crime Division, used a strong final run to take the senior men win.

Rugby season ends on 'high'

THE rugby section ended their first season on a high when the men's team beat British Transport Police 32 - 35.

Bolstered by this win, members of both the men's and the women's teams then travelled to Twickenham to take part in a mixed, six-a-side charity tournament, in which they raised money for the Child Victims of Crime charity.

Essex were strong in attack and beat close rivals the Metropolitan Police 5-0

thanks to a try from Robert Grimwood.

Unfortunately, they struggled in defence and with the professional six-a-side rules but still finished seventh out of 30 teams.

□ To find out more about the Essex Police rugby section, contact men's captain Craig Pledger, women's captain Laura Kirby or manager Myles Bradley. Training is every Monday, 7-9pm at HQ and is a mixture of fitness and skills.

A Funny Thing Happened on the Way to the Forum

Essex Police Musical Society

April 27-May 1, 2010

THE line goes 'Something for everyone – a comedy tonight' and it certainly was – I laughed the whole way through this Essex Police Musical Society show.

What a tonic if you were feeling down. From the moment the music started to the grand finale – the costumes, the scenery, the players – it was superb.

The minute Pseudolus (George Lambeth) entered, the fun began and he kept it going throughout, handling the pace and the

comedy with flair and panache.

Senex (Micheal Pearance) and his wife Domina (Jenny Hillyard) were superbly matched and I loved Domina's song, it was hilarious.

Senex's attitude was spot on as the slightly-pompous, sex-starved but cautious husband of the dominant but lovable Domina.

Their son Hero (Paul Walker) was pure comedy, hilarious from the start, as was his love Philia (Vicky Walker) and they made great star-crossed – in every sense – lovers.

Mention must also go to Hysterium (Joe Neal), Marcus Lycus (Andy Bryant),

But South Eastern Division took the team honours, with Paul Eveleigh and teammate Nicola Pain topping their respective veteran's categories.

Results were: 1 South Eastern; 2 South Western; 3 Western; 4 Central.

□ For more about the sport of triathlon, contact Mark Harman, of Mobile Support Division, at mark.harman@essex.pnn.police.uk

□ THE athletics and tug-of-war competitions were held at the Abbey Fields Stadium in Colchester.

It was a fun and relaxed event with seasoned athletes assisting first-timers in events such as the hammer, javelin and high jump.

Results were: 1 South Western; 2 Eastern; 3 South Eastern; 4 Central; 5 HQ; 6 Western.

National champions

ESSEX produced national champions in three events at the PSUK Indoor Sports Championships.

Mark Jones, of South Western Division, retained his pool veteran men's singles title, while Jackie Cade, of South Western, and Emily Freeman, of Mobile Support Division, won the women's pool doubles.

And Chris Jacob won the retired men's table tennis for the fifth time.

Chris has been asked to represent the British Police in the European event.

Miles Gloriosus (Peter Buckley) and Erronius (Bob Drake) for their great comedy.

All the girls of Lycus's house were excellent and The Proteans – Sally Summers, Val Doggett, Gary Bruce and Mark Edmondson – did a great job of being all and sundry and adding to the comedy.

The orchestra under the direction of David Sherman was as good as ever, Pam Corrie's choreography was clever and bright, bringing out the characters of the girls and well done to director Andrew Shepard – comedy is one of the hardest things to do.

Pauline Curtis



● Christian Robinson ext 58883

THE Essex Police Sports Association lottery is very well subscribed – 75 per cent of our members participate.

I think its success is based on the fact that we give back a high percentage of the income in prizes.

In addition to the usual prizes we also have sponsored prizes, such as the Amethyst Steam train experience or T M Lewin shirts.

Our normal monthly draw has 31 cash prizes, starting at £3,000 for the top prize, £1,000 for second, then £500 and a bunch of £100s and £50s. We always have a star prize at the end of the year, normally a car valued at £18,000, and a mid-year prize, also a car valued at around £10,000.

Each chance to win costs £1 and EPSA members are allowed between one and 25 chances a month – £1-£25 per month. Members have asked about the odds in our lottery compared to the National Lottery. Five balls in the National Lottery will win around £1,390 and the odds are 1:2,000,000, the same as being hit by lightning. We have a fixed top prize of £3,000 with 4,500 people participating. I think you can see which has the better chance for winning some cash.

Raids recover £750,000 of vehicles

VEHICLES and plant valued at almost £750,000 were recovered during a three week operation at five ports across the country, including Tilbury. The operation was led by the Eastern Region Intelligence Unit, involving officers from Essex, Hertfordshire, Suffolk, Bedfordshire, Norfolk and Cambridgeshire, supported by other forces and representatives from the UK Border Agency and HM Revenue and Customs.

The 31 high-value vehicles and plant were recovered at the ports of Tilbury, Felixstowe, the Thames, Liverpool, and Southampton.

They had been stolen from locations in Essex, Hertfordshire, Bedfordshire, Greater Manchester, the West Midlands and London.

The majority of the vehicles recovered were high-value, prestige vehicles taken as part of house burglaries where car keys are stolen from inside the house – known as Millennium burglaries in Essex.

DCI Mark Lay, of Hertfordshire Police, who was in charge of the operation, said: "The theft and planned exportation of these vehicles is clearly the work of serious, organised crime groups who are using high-value vehicles as collateral to finance and fund organised crime."

"The recovery of these vehicles will assist to bring such people to justice."

Jeremy Lee, Director for the UK Border Agency's Intelligence and National Operations, said: "The message is getting across to organised criminal gangs that whatever they try to smuggle, whether heroin, firearms or an Aston Martin, there is no hiding place from the UK Border Agency and police."

For more news about the Eastern Region Intelligence Unit and how it fits into the new Eastern Region Special Operations Unit, turn to Page 4

Quick and free dialling

THERE is now a simple way to call Kent Police extension numbers for free.

An upgrade to the IP Telephony system means that any Essex Police phone can be used to ring any Kent Police phone, and vice versa, for free, without having to access the BT network.

Not only does this save money and is quicker but it will make using video-conferencing easier as more webcams become available.

To call Kent from Essex: dial #46 and the extension number

To call Essex from Kent: dial #42 and the extension number

'Understanding policing issues in the community'

DCC Andy Bliss, Pc Phil Greaves and Essex Police Authority member Linda Belgrove in the Memorial Gardens on Clacton seafront



Picture by Ed Wells

DCC Andy Bliss and Essex Police Authority member Linda Belgrove went out together on patrol in Clacton and Jaywick last month.

While out with Pc Phil Greaves, of Clacton Central Neighbourhood Policing Team, they visited a house in Cambridge Road which had been the subject of a closure order under the 2003 Anti-Social Behaviour Act. Harwich magistrates granted the three-month closure order on May 13. Pc Greaves said the order had had a marked effect within days as the occupant had been forced to leave the property and his customers had also disappeared.

Mr Bliss and Mrs Belgrove, the independent member for Tendring, chatted to delighted neighbours. They also called out an ambulance to attend to an intoxicated man who had fallen over and hurt himself. Mr Bliss and Mrs Belgrove then patrolled in Jaywick with acting Sgt

Carl Booth and visited Jaywick police office.

Mrs Belgrove said afterwards: "I make a point of going out on patrol with local officers as I think this is an ideal way for me to understand policing issues in the community."

"I was delighted when Mr Bliss so willingly accepted my invitation to go out on foot patrol."

"We spoke to many residents who were out and about, including a retired officer who had served for many years, and, at the other end of the spectrum, we met a young man very keen to join the force."

"It was also most impressive to see the number of officers patrolling by bicycle – this is great way to reach the public and also, I dare say, the heart of Mr Bliss."

"The day's events were a fine demonstration of public engagement by the force and the authority and we certainly intend to repeat the exercise."

New risk assessment for domestic abuse

DASH is a word that is becoming familiar to police officers and staff working with victims of domestic abuse.

DASH is the Domestic Abuse, Stalking, Harassment and Honour-based violence risk identification, assessment and management model.

With more than 25,000 incidents of domestic abuse a year in Essex, all front-line officers, including those in Crime Division, major investigation teams and Mobile Support Division, have just been targeted for training about DASH.

And this coincided with the launch of the revised DV1 Domestic Incident

by Helen Cook

Investigation and Assessment form last month.

Insp Moira Owers, of the force's Public Protection Unit, said: "It has been highlighted in the DASH training that risk identification and assessment is not a predictive process and there is no accurate procedure to calculate or foresee which cases will result in homicide or further assault and harm."

"The DASH model is about prevention and ensures that a risk-management plan aimed at specific risk factors is put into place but, in the context of domestic violence, it must remain a dynamic process."

"Together with our partner agencies in Essex, the aim is to effectively use this

model to keep victims safe."

DASH is being implemented across all police services in the UK.

The model was developed by Laura Richards, a criminal behavioural psychologist and consultant violence advisor to the Association of Chief Police Officers (ACPO), in partnership with the national charity Co-ordinated Action Against Domestic Abuse (CAADA).

Reviews of domestic homicides across the country showed that forces could do better in the areas of identifying those at risk, sharing information, managing intelligence and training.

The introduction of the DASH model means that, for the first time, police services and a large number of partner agencies will be using a common checklist to ensure risk is identified and assessed to help save lives in the future.

Motorist 'so impressed' by Community Speedwatch

A WOMAN motorist caught speeding thanked the Harlow children who 'nabbed' her by offering to buy ice creams because she was so impressed.

But the 17 children, armed with speed guns for a school project, still had work to do – so they accepted a £10 donation to school funds instead.

She was stopped by children from Potter Street Primary School, who were carrying out a 'speed watch' on nearby London Road, with Pc Duncan Stableford, of Chigwell Road Policing Unit.

They caught 18 drivers with their speed guns, who were given the option of receiving a fixed penalty notice and points on their driving licences or having a chat with the children – they all opted for the chat.

Pc Stableford said: "The children ask tough questions such as 'how would you feel if you killed me because you were in a hurry?'"

"The response is usually one of shock and some people have been reduced to tears. It really makes them think about the consequences of speeding."

"We have never had anyone offer to buy the children ice creams however the woman was really impressed and wanted to thank the children for pointing out the error of her ways."

COMMUNITY Speedwatch has recently been relaunched, with Chief Constable Jim Barker-McCardle committing his full support and guaranteeing funding for this financial year.

For more details, visit the *Putting Essex First* intranet site, listed under the intranet Site Directory's Information & Projects menu



Community Rangers James Pretty and Rox, left, and Martin Simmonds and Skye, with CSAS officer Jenny Ayres

A GERMAN shepherd pup called Rox is the latest recruit for the Community Safety Accreditation Scheme (CSAS).

The new puppy has been working with the Community Rangers in Harlow and is the third dog to go on the scheme.

Harlow Community Ranger Doug Niven, said: "Having a dog with you during your patrol is a great help and makes people really take notice. The dogs act as a deterrent and often prevent a situation from escalating."

"Rox is learning the ropes at the moment but has bonded very well with Skye, our other German Shepherd, and is already very popular around the Harlow."

Rox was taken on after the death of Kalib, a fully-accredited CSAS dog, late last year. Rox will be joining forces with Skye to accompany three Community Rangers on their patrols around Harlow. CSAS gives the rangers the power to issue fixed penalty notices, confiscate alcohol and ask for the names and addresses of anyone behaving in an anti-social manner.

These powers can be issued under CSAS by Essex Police to anyone who works in the community, once they have received full training from the force.

For further information on CSAS, ring CSAS officer Jenny Ayres on ext 50675 or visit www.essex.police.uk/csas