



# THE CHIEF'S SEASONAL GREETING



IT IS A GREAT PLEASURE TO HAVE THIS OPPORTUNITY TO WISH ALL MEMBERS OF THE FORCE, POLICE AND CIVILIAN, A VERY HAPPY CHRISTMAS AND AN ENJOYABLE AND PROSPEROUS NEW YEAR.

IN WELCOMING 1982, I find that I am saying farewell to 1981 with very mixed feelings. The past year has been a difficult one for the police service nationally. In some cities public order problems arose which could not be solved using the low key methods which have been a feature of British policing during the past 150 years. Along with every other police force in the country we are now in the process of adapting our training and equipment to meet new threats to the rule of law.

After the riots there came the inevitable recriminations and almost equally inevitable enquiry but it is well worth noting that the recommendations in the widely acclaimed subsequent Report can suggest very little that we do not do now. In Essex we have always emphasised the need for our policing policies to match the needs of the people of the County. In the past, manpower shortages made it impossible to provide the level of service we wished. With the improved state of recruiting, this Force is now up to its establishment and we have been able to re-introduce neighbourhood

policing — not as part of a theoretical exercise — but as a response to the express needs of the people we serve. Because we have responded in this way and thanks to the tremendous amount of excellent work that has been done by the Force during the past year, we are receiving very strong public support and this augers well for next year. If we continue to provide our communities with the quality of service they need, we shall continue to receive their trust and co-operation. This means that we have to keep getting better at our work because public expectations are continually rising; we must therefore remain sufficiently sensitive and alert to detect new areas of concern and adjust our response accordingly.

I would like to place on record my thanks for the loyal service which has been given during the past year and register, somewhat unusually for a policeman, my optimism about the future of our service. I believe that we can look forward confidently to a challenging but satisfying New Year.

## Under New Management WE NEVER CLOSE

THE COUNTY'S night time policing is now supported by an extra vehicle from each Traffic sub-division, specifically required to concentrate on crime and public order situations between 2.0am and 6.0am each night.

Chief Superintendent Mike Humberston, in the first month of his command of the Traffic Division, has introduced the measure for a number of reasons. Firstly, he explains, changing social patterns show that more people work at night and more late night entertainment facilities are available. Added to the extra vehicle movement this causes is the growth in heavy goods vehicle transport — particularly to and from the ports — using the less busy night hours for their journeys.

Mike emphasises that Traffic officers are police officers first and traffic specialists second. It is therefore right and proper that they should become involved in more general policing activities, which the all night working will allow them to do to a far greater degree.

The addition of an experienced, highly mobile and well equipped extra source of manpower can only add to the level of protection afforded to the public at night. As Mr Humberston points out, the extra traffic patrols will provide an excellent

"reserve" in the case of a serious incident occurring in a Division possibly hard pushed for extra manpower at this time of night.

Although this is the first time Traffic Division personnel have been required to work all night, one officer summed up feelings by saying: "There's a mixed reaction from the men on the ground, although generally speaking, there's a lot of enthusiasm for it." Another officer who has already worked the system said: "It's a great idea. We were kept really busy and it's obviously the right thing for us to be doing."

For the safety of Traffic officers — and not just because of their new night shifts — they are to be issued with white covers for their caps before Christmas. Experience has shown that the white caps are frequently the first thing seen by drivers approaching the scene of an accident even allowing for the effectiveness of yellow tabards and jackets.

It is understood that even the humming of "just one cornetto" will be borne with humour and even fortitude.



Dave Lewis, surrounded by his young admirers each with their very own policeman.

## Dolly Cops?

IT MUST be said — with apologies to our feminist friends — that the term 'dolly cops' is usually used to refer to our female police persons.

However, the dolls in this picture are quite different. They've been made for a sale of work in aid of the Witham Community Association Playgroups. The idea of policeman dolls came from the playgroup

leaders and was aimed to demonstrate their appreciation for the police visits to these under-age schoolchildren.

Dave Lewis is the local Neighbourhood Beat Officer and as can obviously be seen, the model for the dolls. They sold like hot cakes — probably to the local villains who can spend the long winter evenings sticking pins in them.



PC Andy Williams in his best bonnet.

# Editorial

AS YOU look at the history of the Police Service certain years stand out as land marks. Years when events of special significance appear to change the course of the organisations development and which, with hindsight, touched or specially altered in some way our relationship with the public, or our own view of ourselves.

Selecting those years is what history is all about. From the numerous decades and the millions of events what do you select or reject to make your "history"? It must be a choice in the end, each organisation or individual making his own decision.

All policemen will see 1829 as being a "Good Year". Sir Robert Peel managed, after about 100 years wrangling and talking about it, to get a professional police force in the London area. Probably as important as that event were the Cold-Bath Fields riots in 1833. Here the "New Police" held their ground against the mobs and won the respect of, at least, a portion of the community. Until that time there was little support for any sort of policing which was seen as a severe intrusion on personal liberties. Three policemen were stabbed and one died, but no rioters were injured. The mob had met their match.

1856 must be an important year too. That's when all the Counties were required to provide police forces and received grants from Central Government to do so. Not so good was 1893. A disorderly hungry and unemployed mob made its way from the East End right across London to the affluent residential areas of the West. Shops were looted in Regent Street and Oxford Street and, it was alleged, the police stood aside powerless. The Commissioner got the sack on this occasion and the respect for the efficiency of the police took a good hiding.

Most people would see the Police Strike of 1919 as being a black spot in police/public relationships — but the long-term effects of that strike, for better treatment, conditions and pay, have allowed a modern, professional police force to develop.

Certainly the first Road Traffic Act in 1930 started something. The policing of motor vehicles and their drivers has brought nearly every law-abiding, God-fearing member of the public under the policeman's watchful eye. What THAT little event did for police/public relations is only too well understood by police and public alike.

Coming up to date, 1964 seems to have been some sort of watershed. The Police Act of that year set up a Complaints Against Police procedure. It is difficult to tell how the public felt about that, but there's no doubt that it made the policeman feel a bit differently about his job.

In 1966 most forces had set up Unit Beat Policing. Although nobody would mention it at the time it was to enable some sort of effective policing, with police establishments being held at a dangerously and disgustingly low level. Unit Beat Policing, you'll remember, was when policemen were issued with wheels instead of boots, and the absence of the patrolling bobby changed the whole face of British policing. Thank God we've left that behind.

So where will 1981 figure in a historical perspective of the British Police Force in, say, another 50 years? The events of Brixton and Toxteth and the subsequent Scarman Inquiry may just disappear into the dustbin with yesterday's newspapers. But on the other hand, 1981 may be seen as a year when something special happened to the British Police Service.

Always prepared to police large disorders, we were undoubtedly surprised and shocked and taken unawares by the direction and severity of the Summer's events. Very quickly and very professionally we responded and law and order was restored. The repercussions of those two or three weeks will take much longer to deal with.

The Scarman Inquiry has laid the blame at everybody's feet — probably quite rightly so. His recommendations for the police are far reaching, but maybe not as novel as many would see them. Most police forces have already thoroughly well organised their Community Beat Policing Schemes, and Essex is certainly well in the forefront of this effort.

Right or wrong, most of us will never know — only history will have all the answers.

## SPONSORS

Dear Sir,

My brother has twin 15-year-old daughters. Last Christmas one of them — Vivienne, contracted a rare and normally fatal disease known as Aplastic Anaemia. Months of intensive treatment failed to stem the disease. As a last desperate gamble a bone marrow transplant was carried out, her twin being the donor. The fifty fifty chance paid off and Vivienne has recovered.

My brother and Vivienne wanted to repay a little of the tremendous debt owed to the medical profession, especially the local hospital. A marathon race was being held in the area on October 18th. One of Vivienne's teachers entered the event, and at short notice it was decided to sponsor her. My brother asked me to help.

With only a week to do so I asked my colleagues for help. On behalf of my family I would like to thank over 70 officers and civilians of the Southend Division and the Rayleigh Prosecutions Department for raising £87. Altogether about £750 has been raised to purchase a special pump for the blood transfusion unit where Vivienne spent so much of her time.

My brother was astonished at the generosity displayed. He is a gentleman of the press, (his description, not mine). I am sure that he will be the first to agree that policemen are as generous and caring as other members of society, and not always as described so readily and eagerly by some of his colleagues.

Thank you all once again.

G. B. SHARPE  
Inspector

Westcliff

## BUTTON UP

Dear Sir,

Can you please set my troubled mind at rest. The new 'Essex Police' buttons. They are a joke aren't they?

Brian Flynn

Grays

Ed — Are you sure you have them the right way up Brian, the word 'Essex' goes at the top.

THE EDITOR  
"THE LAW"  
POLICE HQ

POSTBAG

## CAPS AGAIN

Dear Sir,

I was interested to read the letter on 'Caps' from PC Skyring published in Postbag November 1981 issue. He is to be congratulated on being the one to voice what many others may have been thinking.

Your comments were even more interesting. One wonders why Frank Bell has been given special dispensation. Is it that the normal issue cap is not considered smart enough to be worn on the parade ground? If so, how is it that the normal issue cap is considered smart enough to be paraded before the general public?

Can you enlighten your readers as to how many officers have the same dispensation as Frank Bell or is it that those other caps only look that way through fair wear and tear.

Perhaps those who are giving us smart and comfortable shirts to wear will consider now the smartness of the uniform cap.

An avid reader,  
ALAN J. SMITH

## FREE FLAT

Sir,

We are a Community Association in the Chelmsford area. Our resident caretakers who are both well over 70 years of age have recently retired. We are advertising the post

but it occurred to me that you might be particularly aware of suitable people who have retired recently but who are still very active and who are interested in free accommodation and additional income to supplement a pension.

An unfurnished self-contained 2 bed-roomed flat at the top of the building is provided with free rent, rates, heating and lighting. The wage for the caretaker is £18.15 per week, and the wife of the out-going caretaker has been earning an additional £15.84 by undertaking 12 hours cleaning per week in the house. This work would also be available to the wife of the new caretaker if required, making a total of about £33 per week.

A married couple would be most suitable as although the work is not continuous, rooms in the house are let throughout the week at varying times and to different types of local organisation so it is necessary to have someone on the premises at all times. Off-duty periods and holidays would be arranged.

Yours sincerely,  
Margaret Barnden (Mrs)  
Hon. Secretary

Ed — Anyone interested, contact 'The Law' office for details.

## SHACKLED

Dear Sir,

In the light of recent national public disorder, and in response to a

generally held public belief that "hard line" policing should relate only to occasions specifically demanding its use, should we as a service reconsider our practice of carrying and using handcuffs?

Should we not be taking a long-term and wider view of the part we wish to play in the community in years to come? Are we to continue to succour public support by association with 'a shackle upon the wrist'?

There are, of course, occasions when the use of shackles are necessary but they are extremely limited. I would propose that two sets of manacles carried on each area car would be sufficient for our needs.

Is it really a requisite that all male prisoners including juveniles are handcuffed? Are not all the parties concerned degraded by their use? I am aware that certain instructions are laid down respecting our use of handcuffs and also of the perils of losing a prisoner, but if we are to win back public confidence perhaps a less draconian image will help.

The image of a neighbourhood beat officer is not assisted by truncheon straps, handcuffs or keys hanging from his belt, not to mention personal radios and even personal breath test kits.

Do these items make us more approachable?  
PC T. HYMAS  
Colchester

## COSTLY CAT

Ed — A local businessman sent this letter to the Chief in response to being sent a receipt for a Benevolent Fund donation.

Dear Sir,

I thank you most sincerely for your letter dated 2nd October with respect to my donation of £5.00 to the Essex Police Benevolent Fund. Thanks to the family cat I now enclose my cheque for £10.00.

Normally I cannot get near the perisher, but on the morning of the 28th October it greeted me at the bedroom door as I was on my way to the 'loo'. That is where the control panel for the alarm system is, the room serves many purposes. Like an idiot I responded to the cat's unusual affection by offering the usual top off the milk and something to eat and in so doing set off the alarm.

One day I may need your assistance and so realising this I have set myself a self imposed fine of £5.00 for the first offence increasing by £5.00 thereafter. This being the second, so my generosity has increased in value. Should my lack of intelligence outweigh my ability to live with an alarm system, you may therefore look forward to £15.00 next time.

D. E. W

## A Dream Comes True

A DREAM has come true for nine-year-old Andrew Smith. He is to lead out Ipswich Town as they take the field in their forthcoming home match against Aston Villa.

Andrew and his Dad (Pc Tim Smith, of Harlow), are keen supporters of The Blues — and catch as many home matches as Dad's duties will allow.

Andrew was elected, as a member of the Junior Blues Supporters' Club, to be the team mascot. On the big day he will lead the teams out, join in the kick-about with his hero Paul Mariner, the England striker, and then be presented to the opposing captain and the officials.

The full strip he wears that day is his to keep.



Andrew prepares for his big day.



# CRIME VICTIMS GET THE SUPPORT THEY DESERVE

BY THE BEGINNING of next year the whole of the County of Essex will be covered by a series of Victim Support Schemes.

Victim Support Schemes act on behalf of the community to demonstrate concern for the victims of crimes and to try to reduce some of the feelings of pain, loss or contamination which crime victims are known to experience.

Co-ordinated by the Probation Service, the Support Schemes rely on the goodwill and expertise of volunteers who make themselves available to contact anybody subjected to criminal activity as soon after the offence as possible.

In six of the eight Essex Police divisions, Victim Support Schemes are already working well, and by March and April, when Grays and Harlow have joined the scheme, Essex will be one of only four forces in the country who contribute to Support Schemes throughout their whole police district.

The volunteer staffing of the Support Schemes is the responsibility of the Probation Service. Miss Anne Mace, the Chief Probation and After Care Officer for Essex, explains, "It is appropriate for the Probation Service to provide the necessary induction, training and support for volunteers engaged in Victim Support Schemes."

Volunteers are carefully screened and need to have certain essential abilities and skills. The volunteer must be available at all times; he or she must be able to listen; the volunteer must understand something of crime and criminals and must be trustworthy and understand the confidentiality of the situation. Selected

volunteers are then required to undergo seven weekly training sessions before being ready to go out into the field.

The Police role in this scheme is to bring the victim to the notice of the Area Co-ordinator, so that an early supportive visit from a volunteer can be arranged. The Probation Service are delighted with the Police response. Different areas have different response patterns with most divisions involved averaging 300 referrals a year. Colchester Division has a particularly fine record of victim referrals, no doubt attributed to Detective Chief Inspector Derek Wyatt, well-known strong supporter of this scheme.

To the end of October this year the Police referrals to the Probation Service looked like this:—

Basildon (from April 1)	272
Chelmsford	224
Clacton	63
Colchester	462
Southend)	
Rayleigh)	
joint	178
Total	1,429

At a National level the Victim Support is co-ordinated by the National Association of Victim Support Schemes. The Association Treasurer and National Council Member is Mr Eric Borsberry — the Senior Probation Officer at Chelmsford.

certainly the contact man in each area." Eric sees one of the greatest spin-offs of the Victim Support Scheme as being the tremendous improvement in the relationship between the Police and the Probation Service. "Beyond measure" were the words he used to describe the improvement, and this was supported by

which is now being translated into positive action."

Of course the scheme is not designed to interfere with the traditional role of the local policeman in his supportive role. In fact, as Eric points out, the scheme really is an extension of a traditional function people have expected as part of

make no more than three visits to a referred victim of crime. Often the first visit is enough to help.

A friendly word and a cup of tea is sometimes enough, but certain victims need more help — sometimes more than the volunteer is able or qualified to provide. This is when the visitor refers the case back to his co-ordinator who will consider if other agencies should be involved. Maybe the Social Services, Alcoholics Anonymous, a doctor or even back to the Police. Attempted suicides are not seen as victims by the scheme and they leave these cases to the Samaritans, or similar organisations.

The maximum of three visits to a victim is to ensure that the volunteer does not become too involved in a particular case, or too personally involved.

The Victim Support Scheme is always in need of volunteers to supplement the 200 already at work. If you think you could help in this important job your local Probation Officer would like to hear from you.

*Demonstration of Co-operation Very Welcome Trend. . .*

His enthusiasm for the Scheme is unbounded. "Essex" he says, "has the best and easiest task in the country, because we have this total co-operation between the Police and the Probation Service. This is not just the bosses", he continues, "but also the men on the ground and

Miss Mace when she said of the scheme, "It is a welcome demonstration of the co-operative work between the Police and the Probation Service to provide assistance for the victims of crime — a group about which we have previously both had considerable concern and

law enforcement, and which the modern, overworked Police Service has not always been able to provide. The origins of Victim Support lie in the concept of what good policing should all be about.

Generally speaking the Support Volunteers will



## CHARIOTS OF FIRE

CONCERNED as to the possibility of having to quell a native uprising in Ongar, Ps Geoff Bishop and his assistant, Pc George Darby, got busy on the design board.

The Mk I "Coptectmobile" was quickly developed. Based on George's battery-powered wheelchair, it can be seen to afford the necessary protection the user might need if confronted by ravaging mobs, and although it has a range of about four miles it does have a speed problem.

Mind you, George's colleagues claim that what he loses in speed as he buzzes about Ongar "nick," he certainly makes up for in accuracy. They've all got crushed toes to prove it.

## Miriam Has An Outing

THE FORCE experiment into the use of computers at major investigations took another step forward this month.

The experiment, run in conjunction with the Home Office, and code-named "Miriam," is partly designed to see what use can be made of small portable computer systems by the Police.

A serious rape in the Rayleigh Division gave an opportunity for a small single-user machine to be tried out. Operated by WPC Carol Whatley, without any previous training at all, the computer was found to be easy to use and useful to work with.

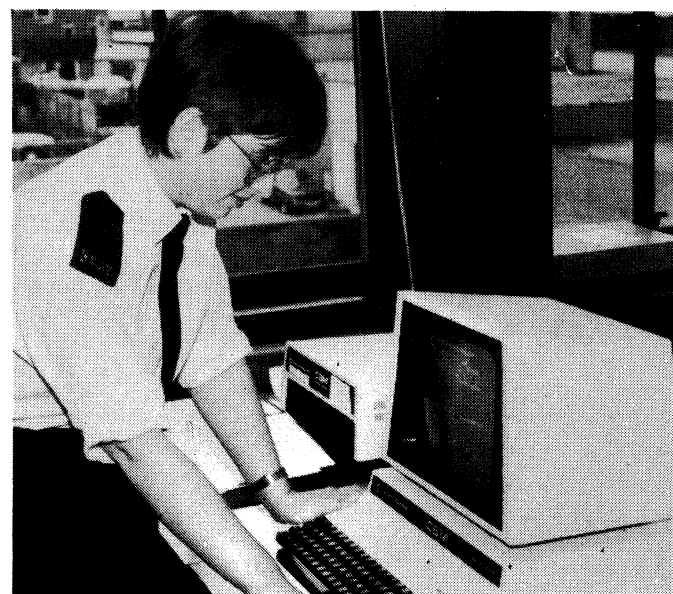
### Central Processor

This particular mini-computer would not be able to handle all the records of a major incident by itself, but it could be a useful addition for separate or additional indexes to be hooked onto a main system.

In January the second, more complex, system will be run through a mock incident. This will be a multi-user machine needing three operators, linked to a central processor. If its trial is successful this system will be introduced into the next suitable incident room.

### Uniformed Volunteers

Detective Superintendent Jim Dickinson explains that these machines will be operated by Divisional uniform staff and a request is shortly to be made for volun-



WPC Carol Whatley at the Visual Display Unit.

teers to come forward for training.

"These systems," he explains, "will allow uniform officers to become much more involved in the teamwork of major investigations. Those officers who have already been so involved expressed a high degree of enthusiasm and job satisfaction."

## ***Urgent . . . Urgent*** **HOLIDAY FUND**

HAVE you remembered to make your Holiday Fund arrangements this year? If you haven't, you can get the forms from your Divisional Admin office and send them off to Mrs Burrows at Rayleigh Police Station in the next day or so and you might just squeeze in.

Remember, subscriptions are deducted from salary at source and three-quarters of your annual entitlement can be drawn out between April 1 and September 30. The last quarter is automatically paid in December.

Hurry, this is definitely your last chance.

## **New Launch**



The Lochin B3 — before she gets into uniform.

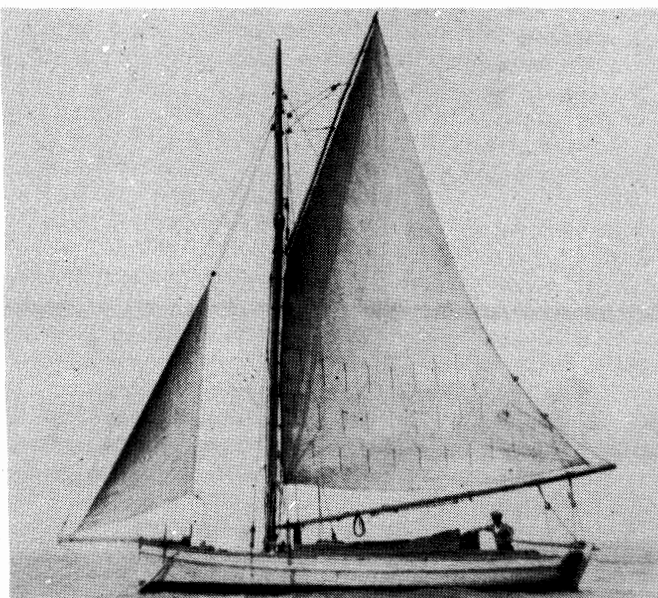
A NEW patrol boat is shortly to be taken into service to replace the old 'Alert II', who's coming to the end of her police career.

The new craft is a 33ft 'Lochin' launch, with a hull similar to those used by the R.N.L.I. for the new 'Brede' life boat. It will patrol out of Bradwell initially, but has the facility

to police all waters around the County.

The new boat has good sea keeping qualities and will allow the Force Marine Section to expand its operational commitments.

One thing for sure, it's a bit different from the old cutters used by the Colchester Borough to police the oyster beds well into the 1940s.



One of Colchester's old oyster cutters.

***Traffic Division***  
**DINNER &  
DANCE**  
**Friday, March 12**  
**At**  
***The Chancellor Hall***  
***Chelmsford***  
**DANCING TO THE PETER TURNER BAND.**  
**TICKETS £10 EACH FROM P.S. FIRKINS.**

# **SCARMAN INC**

IT IS not surprising that the police forces of the United Kingdom today face a range of pressures wider and deeper than any which have previously confronted them. The pressures reflect changes in society, in social values and attitudes, and in policing itself. Society has become more fragmented and diverse in composition and yet also more uniform in many of its perceptions and attitudes. This uniformity is largely due to the influence of the media. Social attitudes are more permissive; authority is no longer accepted without question. The police have been deeply affected by the change. They are now professionals with a highly specialised set of skills and behavioural codes of their own. They run the risk of becoming, by reason of their professionalism, a "corps d'elite" set apart from the rest of the community. Technological advances have offered new ways of preventing and fighting crime, of protecting life and property, and of quelling disorder without the necessity of maintaining close personal relations with the community. Indeed, not the least of the problems the police now face is how to take advantage of their technological aids without destroying the human factor, so essential if policing is to command public support.

### **RECRUITMENT**

ONE IMPORTANT aspect of police recruitment raised in evidence to the Inquiry is the need to ensure that racially prejudiced people are not selected as police officers. I am satisfied that police forces are aware of this. At present, they try to achieve it by a combination of checks, including inquiries as to character, interviews, and monitoring the behaviour and performance of recruits at training school and during their probationary period. A good deal of the evidence submitted to me questioned the effectiveness of these checks and some recent research which has been drawn to my attention — although not without its critics — appears to support this evidence.

It is unlikely, however, that racial prejudice can be wholly eliminated from the police so long as it is endemic in society as a whole. The destruction of racial prejudice requires a determined and concerted effort throughout society, including an unwavering lead from those in positions of authority in public life and in our major institutions. The police, of course, must make a parallel effort. I therefore recommend that the work currently being undertaken in the Metropolitan Police designed to identify scientific ways in which evidence of racial prejudice can be identified should be vigorously pursued with the support of the Home Office, and that the results should in due course be incorporated into the procedures for selecting recruits to all police forces.

### **RECRUIT TRAINING**

I AM satisfied that the length of the present period of initial training for recruits is insufficient. It cannot be right — and it is no criticism of them if I say so — that young men and women of 19 or 20 are enabled to exercise the powers and responsibilities of the office of constable after a period of initial training which lasts only 10 weeks in the training centres which serve the provincial forces. The recruit to a British police force receives a good deal less training in total than his counterpart in a number of other countries. I do not see how the increasing complexities of a police officer's task can be adequately covered — even at the basic level — in the present initial training period. I am fortified in this opinion by the fact that it appears to be the view not only of the great bulk of those non-police organisations and individuals who commented on training in submitting evidence to me, but of at least two of the three police representative organisations.

I therefore recommend that the minimum length of the initial training period for police recruits be increased to six months. I am aware that this recommendation will undoubtedly have considerable resource implications and I have the importance of resource factors in mind in making this, and indeed all other recommendations in my report. In my view, however, resource considerations — important though they are — must not be allowed to stand in the way of the implementation of this recommendation. The future effectiveness of the police requires, nevertheless, a significant increase in the initial training period.

Turning to the curriculum of an extended initial training course, there are bound to be many subjects which could usefully be treated in greater depth than

THE street riots of last summer were the worst this country has seen this century. Although limited to comparatively small areas, their causes and their spontaneity left the British people stunned, confused and frightened. Although comparatively unprepared for this kind of civil disturbance the Police Service reacted quickly and effectively — but the problem didn't end with stopping the petrol bombers and looters. Questions have been asked, various solutions suggested and the police themselves have not been reticent in this debate. The whole role of the police and their accountability is being considered and the focus of this attention has been the Scarman Report, now published. Criticism and recommendations could form the basis for changes that will alter the way in which policemen see their job and how the public see them. It's important for every police officer therefore to see what has been said and to that end 'The Law' is taking this opportunity to reproduce those sections of this massive document which could have the greatest affect on you — the working policeman.

they are at present. I draw attention to two which are particularly relevant to my terms of reference: the maintenance of public order, and an understanding of the cultural backgrounds and the attitudes to be found in our ethnically diverse society.

The underlying theme throughout a recruit's initial training must, I suggest, be the police officer's role as a member of the community he polices and his need to maintain law and order through gaining the approval, confidence and respect of the community he serves. The recruit must learn that obtaining community support is not mere community relations window dressing to be handled by a few specialists, but an essential element of the operational efficiency of the police in fighting crime and keeping the peace.

### **IN-SERVICE TRAINING**

THERE ARE two aspects of in-service training, of central relevance to my terms of reference, which I wish to mention: training in community relations; and training in the handling of disorder.

#### **Community Relations**

Initial training courses already include an element — which, in my view, should be strengthened in an expanded course — of training in community relations, ie the need to establish and maintain good relations between the police and members of the public, irrespective of racial, religious or social differences. Training courses designed to develop the understanding of good community relations are not merely necessary but essential to good policing and should, I recommend, be compulsory from time to time in a police officer's career up to and including the rank of Superintendent. The theme of these courses should be the role of the police as part of the community, the operational importance of good community relations, the techniques of consultation, and the moral as well as legal accountability of the police to the public. I would hope to see community representatives, particularly from the ethnic minorities, playing a part in the design and execution of these training programmes.

#### **Public Disorder**

Training in the handling of public disorder should also be provided, I recommend, for officers of all ranks up to and including Assistant Chief Constable. The disorders in Brixton and elsewhere have thrown doubt upon the adequacy of training currently provided on the policing of disorder. The techniques for handling disorder are bound to develop and change. It is therefore essential that



# INQUIRY—A BLUE-PRINT?

training programmes in this, as in other areas, should be constantly reviewed, and that refresher courses should be provided in order to bring officers up-to-date with the latest developments and techniques.

## SUPERVISION

AS FAR as supervision is concerned, the role of Inspectors and Sergeants is crucial. I am not wholly persuaded that its importance is sufficiently recognised either in the manning of forces or in the degree of management training given to officers in these ranks. It will be no good increasing through extended training the awareness of constables of the "consent" principle and the need, for example, to avoid racially prejudiced behaviour if supervisory officers lack the skills to impart knowledge of these requirements or the alertness to spot error or misconduct. I therefore recommend that greater attention be given to management training in the supervisory responsibilities of officers of Inspector and Sergeant rank. At the same time these ranks must receive from their senior officers the support and recognition which is their due, since it is to their quickness of perception and firmness in action that we look for the elimination of abrasive, biased, and racially prejudiced conduct by policemen on the streets.

The balance of evidence suggests that far greater attention is necessary, not only in training but in the exercise of supervision by senior officers, to the manner in which stops, searches, questioning and arrest in the street are conducted. As far as training

is concerned, the recommendations I have made earlier, and the new street duty courses should help. But heightened supervision of officers on the street is equally important.

## DISCIPLINE

RACIALLY prejudiced or discriminatory behaviour is not at present a specific offence under the Police Discipline Code, although it is almost certainly covered by the Code's general offence of discreditable conduct. It was suggested in evidence from, among others, the Commission for Racial Equality that it should be made a specific disciplinary offence, and when the suggestion was put to Assistant Commissioner Gibson in evidence he did not oppose it. A number of specific offences — such as corrupt or improper practice, improper dress or untidiness, drunkenness, and entering licensed premises — are included in the Code at present and the addition of racially discriminatory behaviour would help to emphasise the objection to conduct of this nature in a multi-racial society. While the precise formulation of the offence will no doubt require detailed consideration, I recommend that racially prejudiced or discriminatory behaviour should be included as a specific offence in the Discipline Code.

I am satisfied that when racially prejudiced behaviour is found it is stamped on by severe disciplinary action. It must continue to be so. While I do not go so far as to propose a fixed penalty for the offence, I do recommend that it should be understood throughout the police that the normal penalty for racially prejudiced behaviour is dismissal.

## METHODS OF POLICING

POLICING is too complex a job to be viewed in terms of a simplistic dichotomy between "hard" and "soft" policing styles. Community policing — which I understand to mean policing with the active consent and support of the community — is too important a concept to be treated as a slogan. There are bound to be variations in the way the police seek to tackle different types of crime in different areas. There will in my view continue to be circumstances in which it is appropriate — even essential — for police commanders to utilise stop and search operations or to deploy special units such as the SPG, whatever the area concerned, just as there will be occasions where such methods should be avoided. It would be foolish to imagine that it is possible to discern a single blue-print guaranteed to produce successful policing in every area. The value of the current debate about policing lies in the fact that it has revealed, or, more accurately, re-stated — for they have always been part of the British policing tradition — three fundamental points:

- (i) the importance of policing by consent;
- (ii) the need for this approach to policing in all aspects of police work. It is not something which can be put into a separate box labelled "community relations";
- (iii) that keeping law and order is a concern of the whole community something in which all sections of the community have a responsibility as well as an interest.

## NEIGHBOURHOOD BEAT OFFICERS

AN IMPORTANT issue in this context raised in the Inquiry is the role of the Neighbourhood Beat Officer. There were clear indications in the evidence I received that the Neighbourhood Beat Officer is regarded by other policemen as outside the mainstream of operational policing. His place in the operational structure of the police is, therefore, uncertain. But, with their knowledge of local people and local feeling, they could provide a useful point of contact with the community and of information and advice to senior officers. The view apparently taken of Neighbourhood Beat Officers by at least some of their police colleagues, which may be summarised in the nickname "hobby bobbies", must be vigorously rejected. The example which I was myself fortunate to see of Police Constable Brown, the Home Beat Officer of Railton Road, controlling on the evening of July 15, 1981, a highly volatile crowd, enraged by some recent police raids, is itself sufficient to lay the myth of the Neighbourhood Beat Officer as something other than a serious policeman.

There is, I suggest, a need for review of the role of the Neighbourhood Beat Officer, with particular

regard to improving his supervision and ensuring his involvement in the mainstream of operational policing. Equally, however, there is a need to provide opportunities for other operational officers to develop their relationship with the community in non-conflict situations. The converse of the Neighbourhood Beat Officer's lack of involvement in operational matters is the relative lack of opportunity for operational officers to be involved with the community. There is a danger that Neighbourhood Beat Officers become social workers rather than police officers; but there is equally a danger that the operational officer loses sight of his role as a servant of the community who needs to take the community with him in preserving law and order. Both these dangers must be avoided.

## THE STATUS OF THE BEAT OFFICER

THERE IS, of course, a dilemma here. Everybody wants more foot patrols, but on the other hand, there are loud objections to anything which might be described as an oppressive police presence. The objection, I find, however, is not to the regular presence of officers policing on foot who are well-known to the community, but to a sudden influx of officers (particularly of officers unknown to a community) above normal levels. The solution lies, I suggest in a single policing style based on small beats regularly patrolled by officers normally operating on foot. If such an approach to policing is to be achieved successfully, the status of the beat officer will have to be enhanced. He must, in my view, be seen not as occupying the bottom of the police pecking-order (after the CID and specialist units have creamed off the best), but at its apex, in the forefront of the police team. Policing, like medicine, the law and the civil service, is a profession in which the general practitioner is as necessary as the specialist.

## A CONCLUSION

THE APPROACH to policing I have sought to suggest in the Report is not necessary merely as a response to the presence of ethnic minority groups in our cities; it would, in my view, be necessary as a response to modern social developments even without the presence of such groups. It would not be right to allow differing standards to apply in the application of the law. The law is the law. It extends to all and it must be applied firmly and fairly. But it must also be applied sensitively; and the existence of the discretion, which the law has always recognised as possessed by the police, enables them to police with sensitivity as well as firmly and fairly.

I have no doubt that many of the points I have made in this Part of my Report are already under discussion between Chief Officers of Police, Police Authorities and the Home Office. There are, of course, bound to be variations in approach between police forces. What I am anxious to see develop is a programme of action designed overall to re-affirm the position of the police as a respected part of the whole community, responsible to it, dependent on it, and receiving its active support. The need for an imaginative, dynamic attempt to tackle the tremendously difficult issues currently facing the police, an attempt which requires the co-operation of Parliament, the Home Office, Chief Officers of Police, the police representative organisations, Police Authorities and local communities, is clear. I hope that the recommendations I have made will help to provide an agenda for a continuing dialogue between the police and the public about the nature of policing in today's society — a dialogue, which, if it be based on mutual understanding and respect, will serve to strengthen, without de-humanising, the forces of law and order.

# READ IT

THE report on the Scarman Inquiry is a comprehensive document covering all aspects of the summer's troubles.

The sections referring to the police cover dozens of pages. The extracts here presented are a minute part of the whole and do little

justice to this very important document.

Where editing has been necessary great care has been taken not to in any way change the meaning or intent of the author.

Every officer concerned about his profession should read this important document.

## OUR CHIEF CONSTABLE'S RESPONSE

THE REPORT of an Inquiry into the Brixton Disorders is a carefully wrought document that seeks to identify the causes of the disturbances in Brixton and, without analysing them in detail, comments on the disorders in Liverpool, Manchester and the West Midlands.

The Inquiry was therefore concerned with events in certain areas of urban conurbations and the recommendations reflect an urban bias. Thus the recommendations on liaison with local communities do not take into account the close links which have been formed in many counties, including Essex, between the local police and the communities in which they work.

On some subjects the Report provides welcome reinforcement for views the Service has been voicing for some time. It has long been recognised that ten weeks at a District Training Centre is not an adequate basis upon which to launch a career in a demanding public service. The cost of increased training has hitherto been the stumbling block and it is to be hoped that money will be made available to improve probationer training. On "community policing", this Force, like many others, has been working hard to overcome the problems of providing a manpower intensive system of policing within an unrealistically low establishment. At present, in Essex, we have a county-wide neighbourhood beat system but maintaining it against the other demands for police is difficult. Once again, the problem is a financial one and raises the question as to whether the country can afford to provide the level of service it would like.

Some reform of the police complaints system is long overdue; too much effort is spent on trivial matters and the current machinery for all complaints is far too cumbersome. It is hard to disagree with the basic conclusion that a better scheme can be found. Similarly, the impact of the media on public order needed to be considered and it was an opportune time to suggest that the media examine their role for the future.

The proposed changes in the law have, for the most part, been urged by the police service for some years. The powers to "stop and search" suspected criminals do need rationalising; the Public Order Act 1936, does need improving to cope with provocative marches but we do not need another Riot Act.

I have not commented on the problems of inner cities nor on the needs of ethnic minorities. I leave those topics to the people who are currently having to deal with them. For the rest of the police service, Lord Scarman has outlined how he sees the future and his vision looks remarkably like the one many of us have been pursuing for some time.

# National Association of Retired Police Officers by Bert Brinkley

ON behalf of the Treasurer and myself, our thanks to all who have sent messages of appreciation for the work put in by your Committee during the past year. It is impossible to acknowledge all so please accept this as a general acknowledgement. Many of us who have reached 'senior citizen' stage have received the annual revised Coding Notice from the Inspector of Taxes — almost a get-well greeting. Although the Retirement pension increase will only have been paid from November our Codes are operable from April, 1981, with the proviso that care has been taken so that no more tax is deducted — we have heard that one before?

However, a very Happy Christmas to all Members and a more lucrative New year. It will be interesting to see if the underpayment on pensions for 1981 will be adjusted in November 1982. Our increase this year was based on 10.06% less 1% overpaid in 1980, this year the Retail Prices Index stood at 11.5% at November. Rest assured our N.E.C. will take immediate action to have this adjustment made apparent.

## Annual Conference

Next year's Conference will be held on 3 September within the University Campus at Cambridge and it is to be hoped that some of our own members will be able to attend as Observers, but more details will be given nearer the date.

Disappointment was caused in some quarters

that 1981 Diaries were not available. I must point out that normally our Orders are placed in May and they are collected at Conference in September. As soon as notice appears in the bulletin your Order should be placed, with cash, to your Secretary. They are very good value for money — 50 pence and contain valuable information of Branches, Secretaries and Pension Regulations.

## P.P.H.A.

I have not heard the result of the appeal to serving Police Officers but I do know that our own local Branch of the Police Federation gave a substantial donation towards the Fund for which the Association is most grateful.

## Membership

I referred in our last Issue to the pensioners who had not yet joined N.A.R.P.O. This week I received a pensioners' nominal roll from the County Treasurer and I am amazed at the number residing locally who have not joined and this state of affairs must also apply to our neighbouring Branches. The Association is the only organisation which serves police pensioners and widows and it behoves all to join. There comes a time when assistance or advice is required and this is readily available. Our quarterly bulletins which all members receive, sets out fully the extent of the activities of the Association.



NEWS this month consists mainly of visits. The first was by 11 members of the anti-terrorist squad from Cologne, who visited Southend for five days.

The second visit was by two officers and their wives from Finland, who visited Headquarters, and were shown the usual sights.

On the 15th January, 1982, we have some more Finnish officers visiting us for the day.

It only remains for me to wish all members the compliments of the season, and hope that we are stronger next year than we have been this year.

# I.P.A. Extend Xmas Wishes to All



P.S. Don't forget that Chico Bates has some figurines of policemen, etc, for sale at £1.50 each. They really do make nice ornaments.

# A VERY HAPPY CHRISTMAS FROM ALL OUR SOCIETIES

# Forty Years On

IN DECEMBER this year, Di Smith, a civilian employed in the Aliens Department at Police Headquarters, celebrated 40 years continuous employment by the Essex Police.

At a small celebration during which Det/Ch/Supt Roger Richardson presented her with a gift from friends and colleagues. Di heard herself described as being a mainstay of civilian employees at Hq.



Di Smith gets her gift of appreciation for forty years devotion to duty. And she's not finished yet.

# XMAS 1982?

HAVING STRUGGLED to arrive at suitable leave periods to cover the confusion of Bank Holidays for this Christmas, we wondered if the enclosed piece might assist those responsible for arranging duties. Who knows, someone might even try to follow it.

"With reference to Home Office Circular 91/1981 relating to Public Holidays at Xmas 1981 and the confusion which has resulted, the following advance information is published respecting Xmas 1982, for the guidance of those involved with the preparation of work schedules.

The system affects four classes of persons:—

Group A includes police officers who are also parents whose working week includes Saturdays.

Group B includes police officers who are not parents whose working week includes Saturdays.

Group C includes civilian personnel employed by the police whose working week does not include Saturdays.

Group D includes those who do not fit into A, B or C.

Xmas Day, December 25, 1982, falling on a Saturday, is now moved to Monday, December 27; thus for Group A personnel, Xmas Eve, Friday, December 24, will fall on Sunday, December 26, which for Group B personnel was Boxing Day, now moved to Monday, December 27, which of course is Xmas Day, December 25, for Group A.

Those of Group D, including traffic wardens who are also parents, will take Xmas Eve as Friday, 24th — Saturday remaining Xmas Day, 25th, unless it is a rostered rest day, in which case Saturday, 25th, moves to Monday, 27th, and Sunday, 26th, becomes Friday, 24th. Those allocated Public Holiday leave may opt for Xmas Day if it is Saturday, 25th, providing Xmas Eve precedes it, but where Boxing Day is moved to December 28 and Xmas Eve follows Xmas Day as was but is now shown as 27th — then Saturday, 25th, will be taken as an additional rest day.

Having simplified Xmas Eve and Xmas Day, it follows that Boxing Day is now Tuesday, December 28, unless the 25th was Saturday, in which case it is now Monday, 27th.

Some confusion may arise where a Group A person, taking Sunday, December 26, as Xmas Eve, Friday, December 24, finds Boxing Day arriving on Monday, December 27, which is now the 26th and Xmas Day the 25th, has ceased to exist.

To avoid complications and disappointment, plus the obvious anomalies which would occur in duty rosters, the following simple rule will apply.

Where Xmas Eve, Friday, 24th, becomes Sunday, 26th, then Xmas Day, Saturday, 25th, becomes Monday 27th. If a family consists of father and unmarried son/daughter as serving police officers and mother who is a traffic warden, then obviously there is a conflict of Groups A, B and C. Sunday, 26th, then becomes Friday, 24th — Xmas Day cannot fall on Monday, 27th, since this is a working day, therefore Xmas Eve, Friday, 24th, moves to Monday, 27th, unless this is a scheduled rest day, in which case Wednesday, 29th, becomes Xmas Eve, 24th, and Thursday, 30th, becomes Xmas Day, 25th, followed by Boxing Day, 26th, on Friday, December 31.

This means that New Year's Day will follow Boxing Day on Saturday, December 27, which was of course January 1, except for those who are Group D, in which case you apply the same rule as at the commencement of this simplified instruction.

Courtesy of Ch/Insp Ray Law.

# Market Place

**FOR SALE:** Hotpoint Ice Diamond fridge/freezer, full size, colour spring almond, 6 months old, cost £310, accept £210. Reason for sale: moving. Contact Dc 1155 A. Brown at Maldon or Tel: Maldon 58661.

**FOR SALE:** Double glazed window, alloy frame, one slider panel, will fit aperture 129cm x 107cm — £20. Contact Pc 669 Perry at Witham or Tel: (0376) 512536.

**WANTED:** Large fish tank, approx 18in x 10in. Contact Anne Thresher at

Chelmsford or Tel: Chelmsford 741438.

**FOR SALE:** Electric fire, portable 3 bar reflector fire — £5. Contact Pc 669 Perry at Witham or Tel: (0376) 512536.

**FOR SALE:** Boys 20in red pedal cycle, very good condition, dynamo, carrier bag — £25 ono. Contact Pc Kennedy, at Chelmsford or Tel: Chelmsford 63910.

**FOR SALE:** Grandfather clock, brand new, retired craftsman built, solid mahogany case, Westminster Chimes, 99yrs

guarantee, half shop price — £420. Contact Pc 721 Spelman, Tel: Braintree 44410.

**FOR SALE:** Fujica ST605 camera, Hanimex 80-200mm, 200m lens, Slik tripod, all in excellent condition — £165 the lot, will split. Contact Alan Turner, H.Q. ext 563, or Tel: Chelmsford 73506.

**FOR SALE:** Dinghy, Enterprise 14989, Wooden, Needlespars, two suits, sails, spare jib, trolley, vgc, road trailer available — £550 ono. Contact PC 669 M. Perry at Witham or Tel: (0376) 512536.

**THERE have been many satisfied customers from this, your free small-ad column. Buyers and sellers alike have, many times, found just what they**

wanted or needed, more often than not, right on their own doorstep. So, check the attic and cupboards, have a clear out and give yourself some room. How about those unwanted Christmas gifts? Sell them now and buy yourself something you really DID want. We can't guarantee you a sale, but we can guarantee a wide circulation of legally held articles for sale.

Don't forget, this service is for you, the pensioner and civilian employee, as well as the serving officer.

Go on. Do yourself a favour and have a clear-out now, in time for the January edition.

Remember, someone somewhere, wants what you have to sell.

**THIS is your FREE small-ad service. Please use this form as we regret that ads cannot be accepted over the phone or on plain paper. Send your ad to "Market Place", The Law, Police HQ, Chelmsford. Thank you.**

**BLOCK LETTERS PLEASE — ONE WORD PER BOX**


Name and Rank

Station

Home telephone

Signed



IN THE five years that Jim Rodgers and I have been Joint Branch Board Secretary and Chairman respectively, this is only the second opportunity that I have had of compiling "Federation Notes".

I know that Jim's column, being concise and informative, is widely read, so I will endeavour to maintain the standards he has set!

## LORD SCARMAN'S ENQUIRY

Having conferred with "The Law's" editorial staff, I understand that good cover of the main proposals will be given elsewhere in this edition.

Further, comprehensive cover is also given in the current edition of "POLICE", which should be on general circulation shortly; it is pointless for me to reiterate therefore.

Your Joint Branch Board representatives have been supplied with copies of the recommendations (at £8 a copy we could not provide the full report); but as yet we have not had an opportunity to discuss locally, in consequence I can give only my personal views.

Media coverage that I observed and read in the day or so following the report's publication gave the clear impression to me that SCARMAN had slated the Police Service unmercifully. On receipt of my copy some four days later, following the first cursory reading, I was heartened by, what I consider, to be a well balanced report, with blame being apportioned in numerous directions and not solely at us.

## Unbiased

It is symptomatic of our times that, even on a subject so fundamentally basic as the very fabric of our society, a misleading coverage is given, which can only add fuel to the enormity of the problem. Having criticised the media, it would be totally wrong of me to now pick out those areas of SCARMAN that support our Service — in a puny effort to redress the balance — SCARMAN was at the hub of the enquiry, no thinking person, no matter what colour or creed, can genuinely say that SCARMAN went about his task other than in an unimpeachably unbiased and honest way. His findings on the causation of the disorders, I accept unequivocally, be they supportive or critical of us — his recommendations as to what urgent remedial actions are necessary if we are to stand a chance of preventing recurring disorders, I take issue with in part. Column space does not permit enlargement upon those recommenda-

tions with which I concur: I can only deal with the remainder:

Recommendation 8.37 — Racially prejudiced or discriminatory behaviour should be a Police Discipline Offence, "racially prejudiced" being a "dismissal" offence. Let me make it clear, I am not advocating that either type of behaviour is to be condoned, however, should such a discipline offence be drafted, deep thought must be given to the phraseology, in that the interest of the officer must have equal attention to that of persons allegedly offended against. It would be very easy to accuse an officer, especially if patrolling alone — it would be very difficult to prove genuine innocence.

## Breakdown

Recommendation 8.39 — Statutory duty on Police Authorities and Chief Officers to co-operate in establishment of community consultative arrangements. Consultative arrangements with the community must have far more advantages than disadvantages, whether at Force, Division, Section or Beat Level, providing spokesmen for the community are truly representative. However, to put such consultative arrangements on a Statutory basis could lead to a break down in efficient policing.

Recommendation 8.41 — Endorsement of Home Secretaries decision that water cannon, CS gas and plastic bullets should be available to police forces. The acknowledged experts in this field are our colleagues in Ulster — water cannon and CS gas have long since been placed in "cold store" — however, plastic bullets or "baton rounds" have been found to be the only practical way of keeping missile and petrol bomb throwers at a "safe" distance. A pity SCARMAN did not recommend acquisition of baton rounds and training to expert level of designated officers to be mandatory, instead of leaving the decision to individual chief officers.

Recommendation 8.42 — Conclusions not only appropriate to city areas with ethnic minorities but to all areas in the Country.

Contrary to my stated intention of dealing solely with recommendations personally opposed — this is of fundamental importance. For our part in Essex, we must discuss the nuts and bolts of SCARMAN and bring into reality those parts that are presently lacking.

## Vetting

Recommendation 8.60. — Random checks by persons other than police

## SALE OF POLICE HOUSES

In the November issue, Jim stated that the new Housing Policy would be placed on the Police Committee agenda on November 30, 1981, further, the list of houses intended for disposal would be completed and published by that date. Unfortunately this has not transpired as planned.

The build up to the present position is complicated — whilst we in Essex were pursuing locally a discount house purchase scheme in line with County Council policy, we were at the same time at National level pursuing an improved scheme, in line with the Housing Act 1980. The basic difference in the two schemes being that whilst the Essex scheme permits a maximum discount of 20 per cent, the National scheme aimed at a maximum discount of 50 per cent.

In both areas of our endeavours, we were also trying to attain an additional concession, due to our unique position as police officers.

The additional concession revolves around the fact that, under the 1980 Housing Act, virtually every sitting tenant residing in Council etc, accommodation, has the right to purchase his dwelling at whatever discount his period of tenancy has earned, to the 50 per cent maximum. Whereas in the police house context it is obvious that many houses will never "come on the market" due to their geographical location, etc.

We argued therefore, that those officers in houses which were not on offer should be permitted to purchase a vacant police house, if they so desired, with discounts as though they were the "sitting tenant"

The reason for making the two pronged approach simultaneously was that it was understood we could not, at the time, exceed the Essex 20 per cent maximum purely through local negotiations; had we been unsuccessful in the National improved approach, we would have lost valuable time locally.

In the event, at about the time the Essex 20 per cent maximum scheme received both Police Committee and Home Office approval, the National approach also proved successful.

Two further complications then arose — to our dismay, the Essex scheme's approval did not embrace discount purchase of vacant police houses as outlined above.

Whilst on the other hand, the National approved scheme did, it further stated that any schemes invoked, had to receive Police Committee approval.

Following consultations all round, we agreed to leave the limited Essex scheme in abeyance on the clear understanding that the superior National scheme should be urgently pursued locally. Our reasoning being that, hopefully, for the sake of a few months further delay our members could benefit from both the enhanced maximum percentage discount and the vacant house option where appropriate. Nobody would thank us if, having purchased to the maximum discount of 20 per cent, a short time later they might have been able to enjoy enhanced discount.

With the full backing of both our Superintendent colleagues and at Chief Officer level, therefore, whilst time did not allow the Police Committee "deadline" of November 30, we hope to place our agenda item before the next Police Committee meeting early in the New Year.

Regarding the "published list" of houses "on offer", the unfortunate delay outlined has given a further opportunity to study the matter further.

In closing this section, I emphasise that which Jim has on earlier occasions stressed — whichever scheme comes to fruition in Essex, there will be no mass sale of houses — figures of approximately two dozen houses per annum have been mentioned.

officers on the interrogation and detention of suspects in police stations. Whilst the bare recommendation does not state so, the body of the report advocates a "statutory system". Here, the Service must show that it genuinely has nothing to hide by pressing for implementation. However, persons entitled to act as lay visitors must be positively vetted — not by

the Police, for this would inevitably be criticised, but by, say, a team of magistrates — in order that their credentials are as unsullied as Lord Scarman's.

## Independent

Recommendation 8.61. — Reform of Police Complaints Procedure. In advocating an "independent element" Scarman does not go far

enough. I have never been one to toe doctrinaire lines in order to display solidarity. However, the recent Federation "U" turn in now urging a totally independent system of investigation is a matter that I have pushed from within the Joint Central Committee for some time. I agree wholeheartedly with Jim Jardine, only a totally independent scheme will satisfy our critics.

## POLICE COMPLAINTS PROCEDURE

The Law's Editorial column of November last posed certain questions about the "U" turn referred to in the final Lord Scarman recommendation tabulated above. Contrary to popular belief, the Joint Central Committee did not do this either on a whim, or to pre-empt the then imminent publication of the Scarman report. In the event, the timing proved to be immaculate, however!

What happened was that the present Police Advisory Board Working Party on complaints and discipline, conceived following Police Federation urgings, had its terms of reference spelled out without proper consultation. It became clear to our colleagues on the working party that yet another "tinkering exercise" would probably ensue that would neither satisfy our critics nor give proper legal protection of our members under investigation.

The question of a totally independent system is not a new concept in Federation circles and in fact, a couple of days before Jim Jardine's announcement, a meeting of Joint Branch Board Secretaries took place at Surbiton where almost every one of our 43 forces in England and Wales were represented.

## Civil Rights

The proposal was explained to the meeting and gained almost total support.

It must be stressed that the "U" turn has another side — included in the proposed Federation package is a demand that the civil rights of police officers be strengthened and protected. This includes: full legal representation at public expense — full pro-

tection of Judges Rules — right for officer to elect for hearing by an independent tribunal comprising non-police persons, evidence on oath — right of appeal to Crown Court.

Needless to say, we are not advocating that a police officer should receive any different treatment, when an alleged criminal offence is involved, to that of any other citizen. The position is simply that for what is often looked upon in other occupations as "none of the bosses business" can come within the ambit of Police Discipline Regulations and, of course, a S.49 complaint in particular. If one then dwells upon the enormous long term financial effect of, say, a reduction in rank (not to mention the mental anguish), it is totally incommensurate with punishments meted out to others outside the job for, at times, downright criminal acts. Yet our membership has virtually no accepted "rights" in discipline matters.

## POLICE PENSIONERS HOUSING ASSOCIATION

Regarding the appeal contained elsewhere in these pages, please, each and everyone of you — do your bit — especially at this Festive Season. Your Joint Branch Board has set the Essex ball rolling by sending a donation of £100 to Dick Pamplin from our "Charity Funds", — note, not membership subscriptions! — Dick has sent a warm letter of thanks.

Finally, from Jim, David Ross, Irene Black and myself, may I wish you all a Happy Christmas — sorry about that Saturday / Boxing Day Fiasco — we'll get our revenge next year!!

See  
Page 8  
For  
Pensioners  
Housing  
Appeal

## Force lottery

RESULT of the draw held on Friday, November 27, 1981, at Southend.

First prize, Pc 1652 Webb, Benfleet, £1,241.83; second prize, Mr A. J. Craig, Harwich, £620.91; third prize, Ps 90 Saban, Walton, £310.46; fourth prize Pc 451 Orvis, Harlow Traffic, £155.23.

Consolation prizes, at £31.05 each: Pc 1229 Rawlings, Canvey; Ps 166 Thompson, Laindon Traffic; Pc 1452 Watson, Basildon; Inspector Fell, HQ Traffic; Pc 485 Bird, Harlow.

# Fine Year For Police Bowlers

THE Essex bowlers had a very good year winning all their outdoor matches, including those against strong group sides. A keen interest has returned to the team, which has enjoyed some fine bowling and outstanding successes.

George Lawrence represented us in the No 5 Region PAA Singles, which he won. Well done, George. Derek Cass, who actually won the County Singles, was unable to compete due to being on a course. The County Pairs was won by Ray Little and Lionel Lee, having had a tough final against two Grays bowlers — Roy Rout and Peter Whitehill. We would like to see more of these two. In the No 5 Region PAA Rink, John Kelly, Alan Barker, Derek Cass and Lionel Lee won the competition for the third successive year — never before done in the history of the event. This was obviously a fine performance. Commiserations to Doug Alcock who, having played in all the rounds each year, has missed the final every time due to holidays.

For the first time in many years, Essex have had two bowlers, Greg Moss and Lionel Lee, represent England in a Police v Midland Counties



Lionel Lee shows the style which has given Essex Police the honour of having a National representative

game. Lionel was also picked to play for England in the internationals against Ireland, Scotland and Wales. This is the first time all four countries have competed and a wonderful three days competition it

turned out to be. England emerged convincing winners with the Essex player winning all of his three games. A fine all-round performance by the Essex bowlers. Well done, same again next year!

## FOOTBALL ROUND-UP

THE FORCE Football Team are having a Jekyll and Hyde season with successes in the police competitions being spoilt by a poor league performance.

The team enters four police cup competitions and is still in them all. The most important of the police competitions is the P.A.A. National Knock-Out Cup. On Tuesday 17 November 1981 the team were entertained by Cambridgeshire Police in the second round of this competition. The game was highly competitive in the early stages but midway through the first half Paul Gamman crossed the ball from the right and a mistake by the Cambridge goalkeeper saw the ball drop into the net.

At half time the score was still the same. The start of the second half saw considerable pressure from Cambridge but the back four of Vaughn Mullender, Mick Allen, Glyn Evans and Steve Shoesmith played very well, supported by some outstanding goal-keeping by Bob Scott. Their collective performance kept Cambridge at bay and approximately half-way through Paul Pratt capped a fine display when he won the ball in mid-field and chipped a well weighted pass into the path of Phil O'Connell who rounded three players and then the goalkeeper to top the ball into an empty net.

Some 10 minutes later a good move involving Mullender, Charlie Clark,

Kevin Street and Gamman saw Alan Rushbridge score a brilliant goal, driving a left-footed shot past the goalkeeper from the edge of the penalty area.

The Cambridge team were not without their chances but they could never quite match the performance of the Force team.

Victory over Cambridge sees Essex Police into the area final against the winners of the Hertfordshire and Norfolk match.

Matches coming up include, away to Kent in the No 5 District Police Cup and away to Herts in the South Midlands Police Cup.

In the League, of the 11 matches played so far, only two matches won.

## Requisition Duty

A NASTY RUMOUR is going around that one of our football clubs, with notoriously little local support, is requisitioning Policemen to stand outside the gates, arrest members of the public and throw them into the ground. Can't be true!

# DICK PAMPLIN APPEAL

YOU'RE probably reading this in the comfort of your own home where you can enjoy the company of your family and friends. I'd like you to spare a thought, however, for your older retired colleagues, their wives and the police widows who are lonely and inadequately housed.

Not all retired police officers or their dependents are able to make adequate provision for their retirement — a fact shown by the regular enquiries we receive at Narpo about the availability of retirement homes.

Unfortunately, unlike many other professional bodies, the Police Service does not provide this kind of accommodation and we have to refer them to other organisations — all of whom have long waiting lists.

As long ago as 1968 the Annual Conference of NARPO approved the setting up of the Police Pensioners' Housing Association with the objective of raising funds to construct purpose-built flatlets with communal facilities and a resident warden. Shortly afterwards the PPHA was registered as a Housing Association with the National Association of Housing Societies and as a charity with the Charity Commissioners.

At this time we thought it would only be necessary to raise limited funds by donation, in order to meet the fees of solicitors, surveyors and architects in preparing a scheme because the construction costs would be covered by a loan from public funds.

In fact by 1972 the PPHA was negotiating the purchase of a site in Leicestershire and had architects plans drawn up, complete with costings, for our very first flatlets.

### LEGISLATION

Unfortunately, this coincided with a decision by the Government to amend existing legislation regarding housing built with public funds. This effectively took the responsibility for setting the rents out of the Associations' hands and made the Local Rent Officer responsible. As the Rent Officer was required to take into account "fair rents" for a particular area as opposed to the actual building and maintenance costs this could well have resulted in rents that would have been well beyond the means of our older members. Added to this was another complication in that the Local Authority would now be able to nominate tenants for up to 50 per cent of the accommodation.

During the next few years just four of our members made a tremendous effort to raise the money that was now going to be needed so that the PPHA could fund the project themselves. Trissie and Frank James of Birmingham and Marie and Don Milburn of London, through prodigious efforts, were able to raise more than £40,000. Nevertheless, despite this magnificent contribution the Association was still a very long way from its target.

### NATIONAL APPEAL

During the latter part of last year, at a management meeting of the PPHA it was agreed that the Association should launch a national appeal to all serving and retired officers in order to raise the capital sum required to build our own flatlets, free of the restrictions that would be imposed if we borrowed the money from public funds.

An up-to-date survey, based on the architects plans prepared in 1972 now showed that to purchase a site and construct a pilot scheme of 20 flatlets, would cost approximately £600,000. That may seem a daunting figure to many of you.

But when you consider that there are some 115,000 serving police officers and 60,000 police pensioners in England and Wales, all of whom I hope would be determined to see the appeal succeed, then the prospects of success look very bright. Provided you all come forward with your donations we shall be able to go on and appeal to the generous British public in the certain knowledge they will also support us — once they have seen that the Police have made an effort to help their own.

Please complete the coupon below and forward it, with your donation, to Dick Pamplin, PPHA Appeal, Barclays Bank Limited, 2 Brighton Road, South Croydon, Surrey CR2 6XT.

PPHA



Police Pensioners Housing Association Ltd

Please find enclosed my donation to the Police Pensioners Housing Association Appeal.

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AMOUNT

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All donations will be personally acknowledged.

# The Law

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374 and 375

NEXT ISSUE

Jan '82

Published by Essex Police, H.Q., Chelmsford. Tel 67267.

Printed by Essex Chronicle Series Ltd., Westway, Chelmsford.