

The Law

The newspaper of Essex Police



Issue 306

April 1999



Historic visit
by Queen - P6



Town becomes a
safe haven - P13



Pups born at
police station - P14

On course to save lives



SHERLOCK is fast becoming a search expert, and shared his skills with other canine colleagues during the first national training course.

Pc Malcolm Fish, given a grant by the Home Office to trial two of the breed, organised and hosted the week long course in an endeavour to share training techniques with other forces.

Photo: Essex Chronicle Series

Supplement details new policing priorities

CHIEF Constable David Stevens and Police Authority Chairman Anthony Peel have launched the new policing priorities and standards to take Essex Police into the Millennium.

Details of the Essex Police Mission

Statement, Long Term Strategy, Charter and 1999/2000 Essex Policing Plan can be found in our special supplement on pages 7 to 10.

The supplement also includes details of the 14 crime and disorder strategies produced in every local authority area of the county.

Dedicated team proposals agreed in principle

MAJOR CRIME REVIEW

DEDICATED teams to investigate major crime is the recommendation of a special project team tasked with reviewing Essex Police's handling of such offences.

In principle Crime Policy Group and chief officers have given their full support to the proposals, but they have agreed that further work needs to be done to introduce HOLMES 2 and deal with resource and implementation issues.

Currently officers are abstracted ad

By Kim White

hoc from division to work on major investigations.

In the first volume of a report by the HOLMES 2 and Major Investigation Review Project, it is suggested the present set-up is costly, adverse to career prospects, greatly affects divisional strength and, most importantly, may not ensure that we always meet procedures and working practices essential for a successful investigation.

Instead Essex Police could introduce a dedicated team of officers and support staff, divided into smaller units to work from five locations.

continued on page 6

Essex appoints new ACC

A NEW Assistant Chief Constable has been appointed to Essex Police.

Joe Edwards is currently a chief superintendent moving from Hampshire on promotion to take up his new post on May 28.

Successor to Geoffrey Markham who is retiring at the end of May, Mr Edwards (41) has served his entire career with Hampshire.

Joining in 1980 he was promoted to sergeant in 1984 and inspector the following year. Four years later he took the rank of chief inspector and was made superintendent in 1992.

Having served in uniform

and CID, he was the divisional commander at Havant and also served as a staff officer with HM Inspector of Constabulary.

In 1998 he returned to CID heading Hampshire's northern area and two subsequent murder investigations.

He then attended the Strategic Command Course at Bramshill and was promoted to chief superintendent in September taking up the post of Head of Corporate Services.

Married to a teacher, Mr Edwards has two daughters, aged 12 and 14.

During a visit to the county last month he said he was



• Joe Edwards is to be the new ACC for Essex.

delighted to be coming to Essex to take up the operational portfolio, and to be working with Chief Constable David Stevens.

Working for a fairer service

THE Macpherson Report is the most searing indictment of policing ever published.

It is a catalogue of professional incompetence which shows, with the benefit of hindsight, how mistake was piled on mistake, resulting in a miscarriage of justice that means Stephen Lawrence's are still free.

Acceptance of the report is the first step down a long road towards a society which can feel at ease with itself and confident that its police service is fair but firm for all.

We believe that for over 150 years the world has looked to Britain for examples of all that is best in policing. Ours is a service that rightly reacts to the evolutionary pressures exerted upon it.

The Police Federation of England and Wales has always been at the forefront of acceptance of improvements to service quality which we endeavour to deliver without fear or favour. It is upon that bedrock of fairness and impartiality which British policing has always been measured.

Whilst accepting the general tenor of Sir William Macpherson's Report and supporting its efforts to elim-

Federation Newsline by Terry Spelman



inate racial prejudice, discontent and unfairness in all aspects of policing a multi-cultural society, we feel that the report, though well intentioned, lacks sufficient balance in its treatment of the service. We welcome the Federation's inclusion on the Home Secretary's Steering Group.

Racism

The Police Federation welcomes the new definition of a racist incident and supports its universal adoption. However, we are hesitant to support the report's assertion that the police service is 'institutionally racist'. Whilst it is accepted that not all police officers are racist, the report taints all officers as showing 'unwitting, prejudiced, ignorant and thoughtless discrimination'.

A fairer view would be to recognise and address the failings of ineffective police

management and of racism in society rather than attach blame predominantly to police officers.

It should be recognised that changes to reporting and recording racist incidents will have implications both in terms of additional workload and training.

The Police Federation supports recommendations 64-66 (Recruitment) with the proviso that best practice is followed in recruitment and that the police service has targets and not quotas. The targets for forces must be achievable and that just as much emphasis is placed upon retention and advancement.

The Federation's own Fairness Campaign is due to be launched this month. It should also be noted that if the Home Secretary can impose targets for recruiting ethnic minority officers he cannot then disclaim any

influence on the recruitment and levels of officers in forces.

Training

We welcome recommendations 45-54 dealing with training. Long term, year on year failures to train and educate either directly or facilitate indirectly, the ability of every individual in the service to carry out their duties and responsibilities is apparent from the Macpherson recommendations.

The Police Federation has continually drawn attention to these failures in training and education, but its voice has often been drowned out by the clamour to obtain greater cost effectiveness.

A trigger for the current Home Affairs Committee Inquiry into Police Training and Recruitment was our proposal for a Police University and a system to deliver training to all police officers - a positive response to years of inadequate training provision.

Discipline

The Police Federation has taken an active role in the development of the new Police Disciplinary Procedures which came into effect on April 1. However, we oppose recommendation 56 which calls for disciplinary action up to five years after retirement.

We have argued that discipline in any organisation concerns how fit an individual is to remain within the organisation rather than an avenue of redress. Where someone has retired, discipline is irrelevant to that consideration.

The Home Secretary's 'Action Plan', however, seeks to take this issue further through consideration of forfeiture of pension. At present forfeiture applies to criminal offences but by extending such a principle to disciplinary matters it raises legal and pension issues. These issues will have implications not only for the police service but for all pensionable employ-

ment.

Legislation

The Police Federation would support further consideration being given to recommendations 38 and 39. We share the inquiry's desire for achieving justice through a 'double jeopardy' clause in the appropriate circumstances.

However, we envisage difficulties in the prosecution of racist language or behaviour in private, given individual rights to freedom of speech and privacy.

The Police Federation shares the belief, expressed by the Government and the inquiry report, that 'stop and search' are important powers in the war against crime. We support recommendations 60 and 61 but would stress that the workload of officers will increase significantly as a result and that standards should be nationally agreed.

We would also support further consideration being given to the issues of 'stop' and 'stop and search' and would welcome participation in this process.

Whilst we generally welcome the thrust of the Macpherson Report and the Home Secretary's 'Action Plan', it must be recognised that such a major review of policy and practice will have financial and operational implications for the police service.

The Home Secretary claims that the police service will receive an extra £1.24 billion over the next three years. Such a figure

is a result of cumulating increases over three years, a practice recently condemned by the Treasury Select Committee.

Using the Committee's preferred method, the increase is, in effect, only £675 million. In addition, the service has to find two per cent efficiency savings when the Audit Commission state scope only exists for savings of 0.25 per cent.

The police service, which used to endeavour to treat everyone in the same way, has learned that this approach was flawed and that it should instead treat everyone according to need.

If that strategy is to succeed, then it must be financed appropriately and have clear objectives. The ordinary men and women of the service are ready to meet this challenge to overcome long term cultural indifference and make a fresh approach to the needs of society.

Those of us who are elected representatives and those who are in positions of authority have a common duty to help to lead the police service out of its present difficulties with its morale, its dignity and its integrity restored to public expectations.

The people of Britain recognise that their police service is sound, dedicated and determined to get things right. At this of all times we can be grateful for that support because it offers us the best hope in the future.

If not trained read the package

THE Home Office recommends that all officers have a minimum of four hours training on the new Unsatisfactory Performance and Discipline Procedures.

Unfortunately, the force would not agree to this and only gave training to sergeants and above.

I am aware that a briefing package will be given to all officers of constable rank and I urge you to read this when it appears.

Do you have your directory?

THE new Platinum Card directories have just arrived and been distributed to the divisional reps.

If, however, you have been unable to obtain one, please contact Trish Morley in the Federation Office on extension 54560, who will be happy to send a directory on to you.

Is this a budget cut too far?

WITH the demise of the mounted section, motorcycles, etc. it is ironic that Suffolk have increased their motorcycle fleet with the introduction of an unmarked motorcycle in the bid to cut speed and death on the coun-

try's roads.

Only time, unfortunately, will tell who is right or who is wrong.

Surely I'm wrong in hearing that training certificates will not now be issued from the Driving School and only

be given to officers from foreign forces.

The fact is that we have over a thousand certificates printed already so the cost saving will be? (you tell me) or is it just the 'seen to be doing something' factor!

From police officer to psychotherapist

ALTHOUGH Sgt Dave Lawrence has been in practice since 1995 as a Parks Inner Child Therapist, retirement means he can go full-time.

Dave's interest in therapy began about 15 years ago when he offered to help someone for whom he had responsibility after they had a breakdown.

A successful result proved to be not only rewarding but spurred Dave on to train as a

psychotherapist.

Parks Inner Child Therapy was developed by Penny Parks, an American woman who had suffered as a child and found a method to help herself.

Her type of therapy does not work for everyone but when it does it provides Dave with great satisfaction to see an end result.

For further information please contact him on 01255 676292 or 0973 221850.

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Offbeat

TRAFFIC units in Braintree were called to a report of a distressed elderly couple following an RTA on the A120. Anticipating possible injuries, the call was given an immediate response however, the distress was due to the driver having crashed into the back of her own husband's brand new, and much loved, car.

Essex Ambulance Service alerted officers in Canvey to a report of a man being attacked by a dog. It emerged that a man trying to cuddle his wife after one too many, had fallen into the dog's basket. The none to happy dog had bitten his owner on the nose.

New system to replace PIRS

A NEW Millennium-proof technology package has gone live across the county replacing PIRS, the electronic photo album.

Video Witness 2000 is a system developed by South Wales Police and adapted by Essex Police to hold more information.

Records of 170,000 people arrested in Essex are currently held on the system, which is faster than PIRS and more user friendly.

While the 17 inch monitors give the arrested person's image and details of offences, there are other search options available. Video Witness 2000 makes research much easier with the ability to switch between search lists, which can be data or photographs, and the opportunity to have more than one person's details on screen at any one time.

A central database records all the album sessions that have taken place with witnesses, and any witness album sessions can be copied and run at court.

Training for the new system is innovative, the computer based training package is on the Intranet and all you have to do is log on, train and be authorised to use it.

You don't have to be a previously authorised user of PIRS to use Video Witness 2000 so train via the Intranet and join those users who report that the new system is brilliant.

Printed guides are also available.

Cross channel conference

ESSEX Police is to host a cross-channel intelligence conference next month.

Senior officers from France, Belgium, Holland and the south coast of the United Kingdom will meet to discuss ways in which to improve the flow of information across the water.



● Insp Peter Hudson and Sgt Peter Wood of Harwich hand over cheques to Ted Staker, Bob Minns and Laura Garnham.

Back in business

A VITAL counselling service has bounced back thanks to fundraising efforts by officers at Harwich.

Over £2,000 was raised at an event before Christmas. Of this, £500 went to the Tendring branch of the bereavement counselling service, Cruse, which was suspended more than a year ago due to lack of funds. Thanks to Harwich Police and the Tendring Council for Voluntary Service the group is up and running again.

Chairman, Bob Minns said: "The money from the police is enough to get us back in business."

Donations were also given to Harwich Homestart, 4th Dovercourt Sea Scouts and Manningtree High School.

Pilot paves way for new criminal justice process

Radical changes ahead

By Kim White

cation of work and the need for vast amounts of paperwork to be processed through a number of small units within the force.

It is recommended that Case Management Units be introduced, absorbing all the key roles of post charge work, such as typing, file adjudication and finalisation into one place, and it is this system which Laindon will pilot over the next six months.

A national recommendation is that CPS staff become part of the Case Management Unit.

One of the biggest demands on our current system is the move towards fast-tracking of youth offenders from November 1, a requirement under the Crime and Disorder Act to ensure that young offenders receive their punishment at the earliest opportunity after the crime..

If an efficient structure was in place to cope with this demand, there would be no reason why fast-tracking couldn't be extended to all defendants.

There are two large benefits to moving in this direction. Most importantly it would ease the stress and inconvenience caused to both victims and witnesses by long waits for court appearances and endless adjournments.

Head of Criminal Justice for Essex Police, Supt Mick Thwaites, said: "This is the life blood of the Crime and Disorder Act. If we don't ensure that there is a system in place which is supportive of witnesses and victims, they simply won't come forward."

The second key benefit is to police officers. Although they may be concerned that fast-tracking will mean less time to prepare case files, it will

in fact lead to more focused files, which in turn means less paperwork. It will also mean less court warnings and time wasted through adjournments.

"It won't stop us having to prepare a proper file but a more efficient system will provide officers with additional support," said Supt Thwaites. "It will allow officers to concentrate on the quality of their investigation while the Criminal Justice Department gets the paperwork in order post charge."

By creating a more efficient process within Essex Police it should, in turn, benefit the Criminal Justice System as a whole, leading to greater coordination between the police, CPS, courts and other agencies.

Internally, a staff implementation team would be set-up to ensure a smooth transition, one which is amenable to those affected by the moves.

Renewed murder appeal

THE fifth anniversary of the unsolved murder of Chelmsford pensioner Ron Cousins has brought a renewed appeal from Essex Police for help in finding the killer.

Bachelor Mr Cousins, aged 77, was found dead at his terraced home in Anchor Street, Chelmsford, on April 16, 1994.

He had been strangled and stabbed in the neck, back and chest. As a final macabre twist, the killer had torn pages from the victim's bible and stuffed them into his mouth and poured white paint over the body.

No motive has been established.

The renewed appeal is being featured on Anglia Television's *Crime Night* on April 15, and was the subject of an Essex Police news conference.

Det Chief Insp Kevin Macey said: "The person responsible has been harbouring a terrible secret for five years. It is possible that someone known to the killer has been suffering the anguish of sharing that secret and not coming forward to unburden themselves.

"Anyone capable of doing what was done to a vulnerable old man like Mr Cousins must be apprehended."

Empty promises in full gloss

Pamphlets are a waste

WHAT is the matter with the Police Authority Senior Management?

In the February issue of *The Law* we were informed that a saving of £7.1 million had to be made. Here we are at the end of March and a useless pamphlet has arrived on every desk in the office. It appears that one or two of these would have sufficed.

We seem to save money in one way, ie sell all the motorcycles and yet waste money on these pamphlets. Perhaps someone would sit down and think before acting.

V Wilcockson Driving School

Don't cut back on students

CONCERN has been expressed from a number of quarters regarding Essex Police cutbacks.

Recently a directive from the training centre said that certificates will no longer be given to Essex Police students. They will, however, be presented to officers from foreign forces in recognition of their achievements.

Imagine being a student on a course of 16 students where seven are from foreign forces.

The February issue of *The Law* carried the banner headline "Budgets cuts to total £1.7m".

The accompanying article went on to inform us that Essex Police was to make savings to accommodate the budget deficiency. These were to include the axing of certain departments and a reduction in police overtime.

Last week, through the post, I, in

IT IS interesting to read the letters from the unknown author followed by the response from Mr Storey concerning the cuts and alleged, but disputed numbers, of

chief inspectors on the Chelmsford Division.

In the bigger picture the number of posts are of little consequence. What is interesting are the process issues

successfully complete an Advanced Driving Course or indeed an Instructors Course. As Essex Police holds a stock of over 1000 Advanced and Instructors certificates where is the cost implication?

Finally an extract from the Essex Police Mission reads "recognising the contribution of our staff as our most important asset". Surely a certificate is the most recognised way of acknowledging this.

Names and addresses supplied.

common with probably thousands of Essex council tax payers received this year's demand. Included with the bill was a full colour glossy leaflet detailing all manner of useless facts about Essex Police, and what they proposed doing with our money.

How to waste money without really trying. The facts, which let's be honest, include a load of empty promises on the service to be provided to the public, could quite easily have been printed on one side of a sheet of A4 using a standard

printer.

At least in that way the reverse could be used for some other purpose such as shopping lists, notes for the milkman or sarcastic letters to *The Law*.

I doubt very much if you will print this letter but I would like to know who commissioned such an utter waste of money. It does, however, tend to confirm my long held belief that the door marked 'planning' at police HQ opens directly onto the car park.

MA Holland (retired), Southend

Seek solutions, don't stifle them

that have been exposed by the publication of these letters and it is in this regard that I make comment.

The issues are related to change; a change in the very structure of our service affecting people both inside and outside of the organisation. Change which has been poorly managed leads to speculation, rumours, fears and organisational instability, negative perceptions, inaccurate statements and misunderstood implications.

One fact is certain, the original and anonymous author of "Time to Re-Think the Cuts" had some ideas on how to make savings. Whether you consider the ideas to be good or bad is not the issue, the fact that he/she offered suggestions can only be interpreted as healthy.

The fact that he/she felt sufficiently concerned to withhold his/her identity is a poor reflection on the service.

Consultation is crucial to the successful management

of change. Any modern competitive business uses its resources to generate ideas and seek solutions. This practice not only keeps people informed about change but also engenders individual value, loyalty and an increased organisational efficiency through ownership.

The issue here is not the products of those decisions but rather the process by which those decisions were reached and the implications associated with that process.

For certain this and future cuts in finance will initiate many changes in the service and whether our management possess the core competencies necessary to meet such changes will remain to be seen.

Reflection on recent events may suggest a re-think would be beneficial.

In the longer term the cuts may be beneficial acting as a catalyst to drag the service kicking and screaming into the 21st century.

Send your letters to:
**The Law, Press Office,
Police Headquarters,
PO Box 2, Chelmsford,
Essex CM2 6DA**

In conclusion I applaud *The Law* for having the vision to identify that the author of "Time to Re-think Cuts" had no other avenue for his/her ideas and to print the letter. The reference to inaccurate data is valid but dwarfed when compared to the lack of recognition of serious and prejudicial organisational problems - egoism, autocracy and poor communication.

Richard Houghton, HQIT

Small price to pay for a safe county

THE authors of the above letters are correct in implying that some very difficult decisions have had to be made following the budget settlement.

However, Essex Police is performing to a high standard. Crime is reducing, detections are increasing, most targets are being met and there is major commitment towards working with other partners to make Essex a safer place.

As the force sets even more challenging targets for the coming year it is essential that all members of staff fully appreciate what is expected of them and that the public know what can be expected from their police.

The leaflets referred to have been prepared to do just that! It may also be of interest to know that there is a statutory requirement to send the leaflet to every household in the county as part of advising ratepayers what their money is spent on and the cost of

producing them was £13,400 or 1.4p per leaflet.

As far as the internal leaflet is concerned this cost an extra £407. This is a small price to pay to provide every member of staff with a succinct outline of what Essex Police is to achieve during 1999/2000.

I can appreciate the feelings of the Driving School staff who feel moved to write about certificates, but this is a matter they need to take up with their departmental managers who now have to manage within a cash limited budget.

However, the message from the top is clear. Essex Police will take a lead in making Essex safer, spend the £169 million budget to reduce crime and disorder, make the community feel safer and continue to provide a high quality service that gives best value.

Deputy Chief Constable Charles Clark.

Your support was a great comfort

MY wife Sue and I would like to take this opportunity through *The Law* to express our sincere thanks to friends and colleagues for their kindness during my daughter Sarah's recent serious illness.

To know that we had so many good friends who were willing to assist us in any way they could by offering,

not only a sympathetic ear, but practical assistance was a great comfort.

It is not possible to name each and every one in this publication but they know who they are.

I would, however, like to thank ACC(O) Geoffrey Markham and Supt David Bright who were very supportive. It will be a sad

day for Essex Police when they retire.

The good news is that Sarah has now been transferred to Southend General Hospital. She still has good days and bad days, but since her tracheotomy the future is certainly not as bleak as it was a few months ago. Thank you once again.

D Brian Elkington, Rayleigh

More of your letters on page 12

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LAW LETTERS

Internet to help rape appeal

ESSEX Police has turned to the internet in a bid to solve a rape which happened on Fireworks Night two years ago.

The attack happened as a 56-year-old businesswoman returned to her car in Catons Lane car park, Saffron Walden, on November 5, 1997. Threatening her with a knife he then forced her into bushes subjecting her to an horrific ordeal.

Despite the trauma she suffered, the woman courageously made a public appeal for her attacker to be caught. Unfortunately the case remains unsolved.

Essex Police consistently makes use of advances in technology in its fight against crime, and the internet is no exception reaching a wide audience both locally, nationally and internationally.

Details of this unsolved case are now on the Essex Police web site appealing for information which might help bring the investigation to a close. The web site can be found at www.essex.police.uk

Crime panels on the world wide web

CRIME-BUSTING panels at Great Dunmow, Stansted and Halstead have gone hi-tech.

In their quest to spread the crime prevention message, all three panels have launched web-sites on the internet.

The idea came from Saffron Walden Crime Prevention Officer, Peter Caulfield. "I have free web-space with my internet account and I wanted to put it to good use," he explained.

Peter has designed the sites to be colourful and informative. Visitors can get crime prevention hints and tips as well as details of forthcoming events.

They can even email the panels direct from the sites for specific crime prevention advice. There are also links to other panels and to the Essex Police site. You can find the Great Dunmow and Stansted sites at members.aol.com/crimepanels and Halstead at members.aol.com/halsteadcp

Charity quiz

BBC Essex presenter, Dave Monk, is to be quizmaster for a corporate charity event to raise money for Crimestoppers rewards.

Chief Constable David Stevens is among those fielding a team at the Marconi Sports and Social Club on April 30.

Tables of ten are £100 which includes a meal. Anyone interested in joining in should contact Malcolm Oakey on 52410.

Anti-collision system for helicopter

ESSEX Police is one of 18 police forces to benefit from funding from the Home Office to purchase additional equipment for its helicopter.

The Essex/Cambridge air consortium will be purchasing two Traffic Alert and Collision Avoidance Systems (TCAS) to aid safety whilst flying. The system, which costs £48,000, will be partially funded by the Home Office and should be operational in the Essex craft later this year.

In the air the helicopter

currently uses what is called the "see and avoid system" of avoiding collisions i.e. the crew of the helicopter are responsible for visually checking their air space for other aircraft.

However with more fast jets flying the skies of East Anglia and with military air bases in the region whose aircraft fly at a similar level to the helicopter, there is an increased danger of collision. The collision avoidance system will provide the pilot with much greater warning of approaching aircraft. A small screen in the cockpit will pick up signals from other craft

and an audible system alerts the pilot and crew.

The system then gives the distance and bearing of the approaching craft allowing the pilot additional time to monitor its flightpath.

Sgt Russ Woolford, from the Air Support Unit, said: "The problem is not too great over the skies of Essex, but we also cover Cambridgeshire on Sunday, and with military air bases flying fast planes at low level on exercises this does present an increased risk of collision. This new safety system will be of great benefit to us."

STORMing across the county

THE wind of change is progressing steadily across the county with the new command and control system STORM implemented in over half the Essex Police divisions.

STORM was introduced into Essex as it was the best system on the market for our needs and has since been enhanced by the Essex project team.

There is a rolling programme for staff training as required, and then they are encouraged to use STORM to get the most out of the facility.

The new technology which replaces IRIS is more sophisticated but like all information technology is only as good as the input.

Change has led to increased benefits for the individual and the organisation.

Incidents can be identified by type and times which will lead to better analysis and enable resources to be better managed and focused at peak times.

Increased safety for officers answering 999 calls is available as the system automatically flags whether a particular address or venue has been attended before.

This would be useful if an officer had been assaulted on a previous attendance.

Therefore the system can be seen as predictive and proactive, a change for the better.

Fond farewell to motorcycles

A CELEBRATION of good times past was held at headquarters sports pavilion recently by Essex Police motorcyclists past and present.

Following recent budget cuts the motorcycle unit disbanded on March 31.

Instructors from Essex Police and other agencies, along with motorcyclists from other constabularies enjoyed the evening.

Assistant Chief Constable Geoffrey Markham was invited, as the vehicle he is authorised to drive as a police officer is a "noddy bike".

He has held his permit since 1961 and believes he may have been the longest serving police motorcyclist.

A minutes silence was held for the two Essex Police motorcyclists killed on duty, Rod Leake and John Shrimplin.

A raffle and small auction took place raising £250 on the night for the charity Dial a Dream.

Right on track



● Officers from Dyfed Powys, Devon and Cornwall and Northampton visit Essex to share bloodhound training methods.

SHERLOCK and Morse, the two Essex Police bloodhounds, are doing extremely well for their age, according to Swiss vet and bloodhound expert, Marlene Zahner.

Marlene, who has lived and worked with bloodhounds for 25 years and currently owns seven of the breed, flew to England to help with the first national police training course.

The course was organised by Pc Malcolm Fish, who was last year awarded a Home Office research grant to train Sherlock and Morse as police search dogs. Since then four other forces have bought bloodhounds and he felt it was time to share good practice and introduce a national training standard.

With their unique sense of smell Marlene is keen to see the dogs more widely used and she welcomed the opportunity to see them at work in

England.

Three days into the course she was clearly impressed by what she saw. "The two Essex dogs are at a very high level for their age," she said. "They are working consistently well which is a credit to both their handlers and their trainer."

Sensitive

It is new territory for all the handlers and instructors involved with bloodhounds as there is a world of difference between their training and that of German Shepherds. Although both breeds are sensitive and intelligent, bloodhounds have an independent streak and get bored easily. With no interest in obedience it is essential to allow a bloodhound to work the way it wants to work.

This may appear a disadvantage but the results speak for themselves. At just seven months, trained to follow a three hour old track, Sherlock found a pensioner missing for 26 hours. Back home in Switzerland, Marlene was asked to assist with a similar search, only this time the woman had been missing three-and-a-half weeks. One of Marlene's own dogs tracked from the

woman's home, through a forest, through a city centre, down through an underground station to a bridge over a river. The woman was found in the river a few yards from the bridge.

Marlene, explained: "A basic characteristic of bloodhounds is that they love people and their motivation is to find them. They aren't interested in obedience because all they want to do is track and when they are tracking they shield out everything else. Obviously you will find dogs who have difficulties in tracking just as you will find dogs who are exceptional, but every average bloodhound can follow a trail."

The response of other forces to the work of Pc Fish is a boost to his research. Just under 10 per cent of forces in the country are now working with the breed and others are beginning to show an interest.

"It is good to see the increased interest in the training programme," said Pc Fish. "All the dogs are still young and won't reach their full potential until the age of two or three. But if we carry on training as we are, we will start getting results and will, without a doubt, save lives."

Minister sees drugs work first hand

A GOVERNMENT minister visited Clacton Police Station to see first hand what is being done to tackle drug use in the Tendring area.

George Howarth MP, Under Secretary of State for Home Affairs, has particular responsibility for drug issues and was briefed by officers and representatives from the Tendring Drugs Reference Group.

During his visit he was told about improvements in the number of drugs-related arrests which have been made in the last year, and work which is being done as part of the Crime and Disorder partnership.

Representatives also passed on a message to the Government to use assets seized from convicted drugs suppliers to fund more drugs education projects and treatment initiatives.

Local MP Ivan Henderson, who accompanied the minister, said: "I was very impressed by the emphasis placed on tackling drugs and drug related crime when I went on patrol with Clacton Police recently, and the work done by the Drug Reference Group is a credit to all concerned. I was very keen for the minister to see what is being done for himself."



● The Queen and the Duke of Edinburgh take a stroll along Southend seafront to the cheers of thousands of well-wishers.

Comrades annual buffet

A FINAL reminder for anyone wishing to attend this year's Comrades Association Spring Buffet. The buffet will be held on Saturday, May 8, at police headquarters. The bar will be open from 11.30am and lunch will be served at 1pm.

There are a few places left and tickets are available from Lucy Wheddon in the Federation Office on ext 54502. The event costs £13 per head which includes mineral water, fruit juice and table wine.

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ALLIED DUNBAR

Queen makes historic county visit

CHIEF Constable, Mr David Stevens was among the first people to greet Her Majesty the Queen when she made a historic first visit to the south of the county.

And far from being a flying visit, the Queen and Prince Philip spent all day touring locations in Southend and Basildon requiring a large input from Essex Police.

Touching down at Southend Airport the Queen was escorted to the Customs and Excise Office while the Duke of Edinburgh made a separate visit to KeyMed. The Royal Party were reunited for a tour of South East Essex College before a stroll along the seafront welcomed by hundreds of well-wishers.

After lunch in Basildon, the couple then officially opened the new glass and steel belltower in Basildon Town Centre.

Aside from the obvious security role Essex Police played in the days leading up to the event and throughout the actual visit, officers also had to respond to a couple of

small protests by a group known as Movement Against the Monarchy.

Fortunately the day passed off without any major problems and just a handful of people were arrested for breach of the peace.

- The Chief Constable received the following letter from Sir Robin Janvrin, Private Secretary to the Queen: "The Queen and The Duke of Edinburgh have asked me to write to thank you and, through you, all your officers who were on duty for her visit to Essex.

Her Majesty and His Royal Highness know how much work goes on behind the scenes to ensure such impeccable arrangements and they would be grateful if their gratitude could be passed on to all concerned.

It was a wonderful day full of happy crowds, and the right mix of formality and informality at every stage. They were both most grateful to all those under your command who made it work so well."

Project proposes dedicated investigation teams

continued from page 1

Territorial locations in the north-east, west, south-east and south-west of the county would each be headed by a DCI senior investigating officer, deputised by a detective inspector, and include four detective sergeants with 10 detective constables working as inquiry officers. Other roles would include exhibits officer, disclosure officer, and office manager.

The fifth location would be at headquarters housing an administration support team, researchers and indexers. It will also, however, be able to facilitate a major investigation team if the need arose.

Head of the project team, DCI Win Bernard, said: "For the sake of simplicity and convenience we would divide one large team into four. In reality it would remain one large team which could, if the need arose, be directed to a single priority. And as they would be reactive rather than proactive, priorities could be reviewed on a daily basis."

Priorities

The new set-up would mean that one team could be working on more than one major investigation at any one time and, to avoid any conflict, senior investigating officers and line managers would share in the process of deciding what the priorities would be.

Other recommendations of the report are:

- A central major investigation budget in Crime Division.
- Senior investigating officers to be allocated specific teams, supporting others when the need arises.
- Each incident room to have its own intelligence cell.
- A maximum three to five year tenure, reviewed annually after three years.
- Long term car leases to replace the current hire car arrangements.

- Small 'satellite' offices at divisional stations to be used by inquiry officers, with the agreement of divisional commanders.

- An annual review and inspection of major investigation rooms.

- Information technology to be networked.

As changes got underway the project team would then begin to look at a long-term civilianisation programme. Of the overall number of posts, 28 detective and constable posts are recommended for civilianisation, including the roles of exhibits officer, disclosure officer, researcher and indexer.

Following presentation of the idea to Crime Policy Group and chief officers, work is now in hand to devise a resource plan and an implementation plan. Part of that process will be measuring the level of interest from police officers and support staff.

A circulation will shortly be issued asking those interested in becoming fully trained for the project, or to work as Major Investigation Room staff or HOLMES 2 operators, to make themselves known. This would be an interim step to any advertising for permanent posts.

The implementation team would also need to ensure a smooth transition from the current set-up to dedicated teams.

"It is essential that the changes do not disrupt current inquiries, and that any changeover is at an opportune moment for both individuals and investigations," said DCI Bernard.

"What we have to accept is that there is no perfect answer. What the project has tried to do is find the answer with the most advantages whilst trying to ensure that any disadvantages can be reduced in their impact. What I am confident the project has done is to show that major investigation can be less resource intensive in the long term."

Station given heritage status

RAYLEIGH police station is the first building in the town to be marked with a new heritage plaque.

The plaque is the first unveiled by Rayleigh Town Council and marks the building as being on the site of a

farmhouse.

The house, called 'Peverils' dates back to the 18th century. In 1830 a farmhand at Peverils was found guilty of firing a barn and was hanged at Springfield Gaol, Chelmsford.

E S S E X P O L I C E



Policing Priorities

Taking Essex Police into the Millennium

A change of identity

A NEW corporate identity has been designed for Essex Police to ensure the image presented by the force is both professional and consistent.

Currently there are many variations of our image and crest presented to the public. With a view to economising and streamlining our print production a new force crest, along with a new corporate identity has been created by Centremark Design of Chelmsford.

The new look takes the organisation into the 21st century, modernises our look and keeps our traditional values.

Centremark adapted the crest developed by the TV Unit for *Response* and created a two-colour version. This is the one that will appear on letterheads, compliment slips and business cards, three mono (black & white) versions have also been created.

Design guidelines will be produced shortly to help with their use. It is anticipated the new stationery will be introduced shortly and local systems support technicians will be installing new templates with the new corporate style as soon as workloads permit, this will include a corporate PowerPoint template.

A backdrop has also been produced in the new style, which can be used to project a professional image at presentations, displays and exhibitions. Divisions can book the use of this through the public relations officer.

The reasons for the creation of the new identity are to have a strong publicly identifiable image, which is modern and flexible, and to reduce costs. To avoid waste, items will only be updated with the new identity when they are being replaced.

If you are currently producing or planning to publish any stationery, leaflets or other items which contain the logo, contact Tina Starling, the Public Relations Officer, Headquarters (Ext. 50770) for advice before printing is undertaken.

Meeting our mission

CHIEF Constable, David Stevens, has outlined his aims for Essex Police to meet its mission of taking a lead in making Essex safer.

The force's new Long Term Strategy focuses on improving our detection rates and is supported by this year's Essex Policing Plan which highlights crime prevention and responding to emergencies and

answering telephone calls.

Mr Stevens says we all have a part to play: "All of us in all we do from our crime prevention activities and detection work to our work with local communities and our completion of crime reports can contribute to making Essex safer."

Essex is already the safest county when compared with our family of similar forces in terms of reported crime, but Mr Stevens says we must improve our rates of detection: "I see this as a realistic goal and one we should be achieving - but it is not

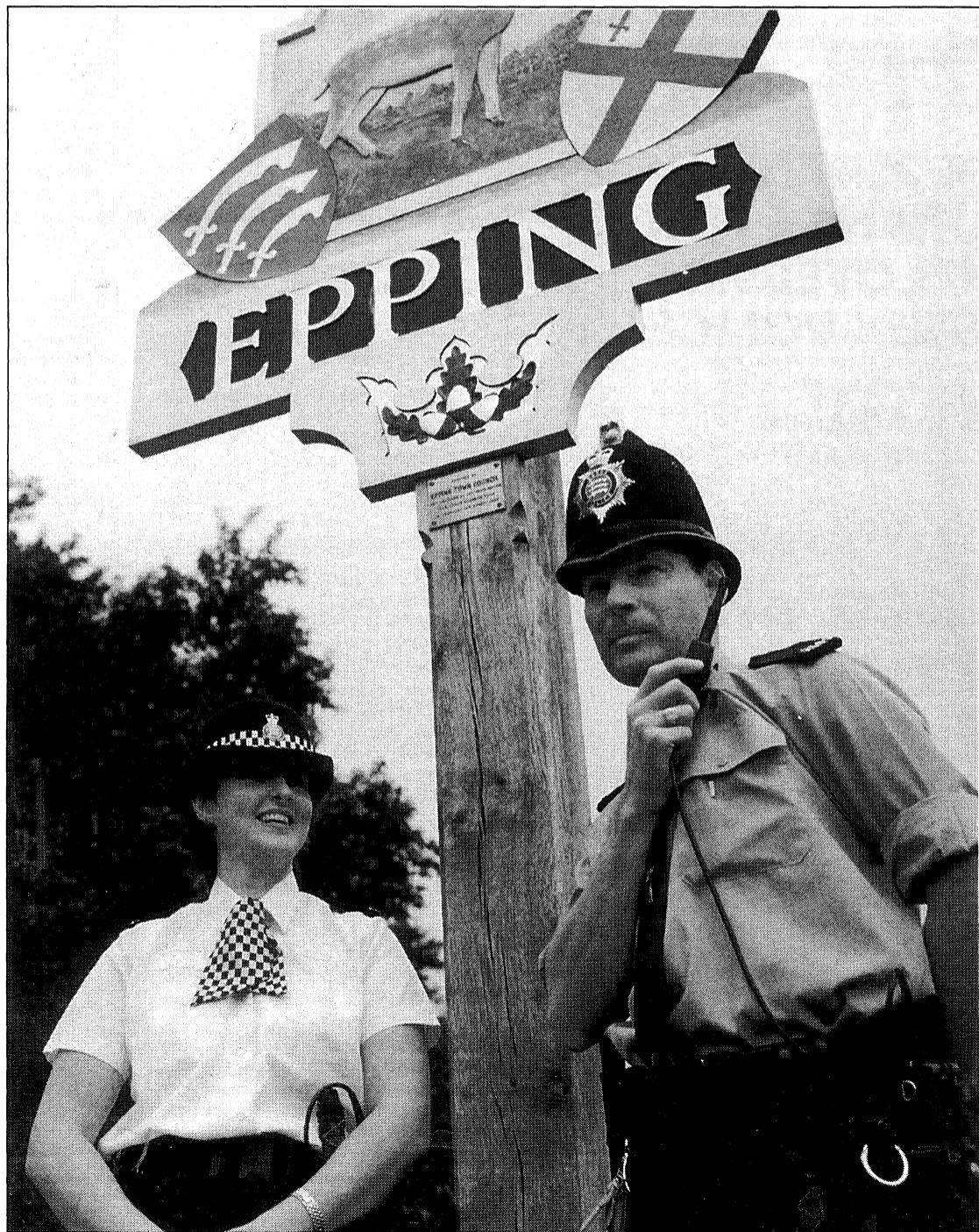
achievable by continuing as we do now. We are all going to have to look closely at how we work, how we investigate, how we use forensic science, how we use intelligence-led policing and so on. I am expecting everyone to make a contribution to achieving this target whatever their job in the organisation."

Mr Stevens says this year's Essex Policing Plan has extremely challenging targets for all of us. Crime prevention and our response to emergencies and telephone calls are key areas for development along with continuing the excellent work carried out in all divisions as part of the

Crime and Disorder Act.

He is also looking to ensure that members of the public are fully aware of the service they can expect to receive from us. The publication of the Essex Police Charter will outline our commitment to local people and will be available to Essex residents at police stations and other outlets. Mr Stevens said: "I am hoping that the Charter will be a more accessible commitment to the public and we will have to be held accountable to these commitments."

For more information about the Long Term Strategy, Essex Policing Plan and Rural update, see page 10.



taking a lead in making Essex safer

Charter makes a service pledge

ESSEX Police's commitment to the public is outlined in a new document.

The Essex Police Charter informs people of the level of service they are entitled to receive from their police force. It became available in all police stations this month.

The charter sets out the quality of service which will be provided to people reporting incidents, to victims of crime or collisions on the road, to witnesses, and to people suspected of committing a crime.

It details how we prioritise incidents, and how quickly police should respond.

Sensitive issues

The charter also highlights more sensitive issues, such as the level of service members of the public should expect if they are victims of racial harassment, victims of rape or sexual assault, or if they report somebody missing.

The charter succeeds the force's Service Delivery Standards, which previously outlined our standards for service to the public, and encompasses the issues which were a priority there, setting out Essex Police's objectives in a clear and concise way which is easily accessible to employees and to the public.

It also states our pledge to regularly monitor and review our performance, taking into account comments from the public and other agencies as well as our own data.

Striving for quality

TAKING a lead in making Essex safer. That's the mission of Essex Police and to achieve the goal a Long Term Strategy has been implemented which prioritises our activities.

These priorities reflect the results of consultation with the people of Essex, and the Government's long term focus on crime reduction, community safety and partnership working.

We will constantly strive to deliver a quality policing service where our success will be demonstrated by reducing crime and disorder, making people feel safer and providing services that are best value.

Braintree

WITH young people and the elderly in Braintree District expressing concern about their safety in the neighbourhood at night, the local Crime and Disorder strategy is committed to reducing the fear of crime.

Finding out why people feel unsafe is a key objective of the 16 point action plan, and local agencies involved with developing the strategy will be actively encouraging residents to participate in personal safety courses. Coupled with media campaigns providing both advice and details of positive action, it is hoped to improve people's perceptions of their community.

With an increasing trend towards vehicle

thefts, priority will be given over the next three years to identifying persistent thieves and tackling the issue of repeat offending. Educational packages for schools, a safe parking campaign and increased security awareness are just some of the initiatives in the pipeline.

Areas such as Witham and Bocking South, identified as 'hot spots' for crime will receive focused attention, while domestic violence, criminal damage and general anti-social behaviour have all become priorities for the Crime and Disorder partnership. Sharing information, increasing local youth facilities and creating a safe and healthy environment, is the way forward for Braintree District.

being one objective to receive priority attention. Focusing both on public violence and assaults within the home, a number of targets have been set to encourage the reporting of such crime whilst reducing the number of incidents.

It's an area where a partnership approach can have true impact as agencies assist vulnerable members of the community whilst prosecuting, but also educating, persistent offenders.

Burglaries, car crime and criminal damage have also been highlighted by the strategy and, with a particular emphasis on reducing youth crime, there is to be an increase in educational and treatment programmes relating to the misuse of drugs.

Vehicle crime is another key area to be tackled by the strategy, with thefts of and from motor vehicles one of the ten targets for crime reduction.

Speeding and vehicle abandonment, together with parking issues throughout the district will also be tackled.

Anti-social behaviour linked to criminal damage is another of the ten targets, as is an undertaking to work with the business community to reduce commercial crime.

Action will be taken to reduce domestic violence, as well as to reduce harassment of members of ethnic and other minority groups.

Uttlesford

IF you're involved in an accident in the Uttlesford area you are more likely to be killed or seriously injured than in any other Essex region. Consequently, road safety has been prioritised in the local Crime and Disorder strategy.

Tackling unacceptable driver behaviour through education and enforcement will be coupled with road improvements in a bid to substantially reduce the road casualty tally.

A survey to aid development of the strategy produced some heartening results, with the majority claiming they felt fairly safe living and working in the community. However, the findings have led to a seven point plan with violent crime

Basildon

JOINT strategies for tackling crime and disorder are nothing new in Basildon, where the Community Safety Partnership has been up and running very successfully for nine years.

Its strategy, whilst working to reduce crime and anti-social behaviour, is also committed to helping young people achieve their full potential in society and to reducing the fear of crime across all sections of the community.

Drug and alcohol misuse are recognised as being among the key root causes of criminal activity and the strategy aims to reduce related crime and disorder under these headings.

Vehicle crime is another key area to be tackled by the strategy, with thefts of and from motor vehicles one of the ten targets for crime reduction.

Speeding and vehicle abandonment, together with parking issues throughout the district will also be tackled.

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taking a lead in making Essex safer

The hard v

RIGOROUS monitoring and evaluation is essential if local Crime and Disorder strategies are to succeed. All 14 Essex strategies are complete, and it may have been a tough process, but the hard work is just beginning.

Punishing targets have been set for the next three years sharing responsibility for community safety among a multitude of agencies. But it is only through good communication and clear accountability for performance that Essex will see a sustained reduction in crime.

Much of the work over the last 12 months has revolved around the police and local authority leadership groups. More links must now be forged if the strategies are to move forward.

Head of Community Safety, Supt Patrick Rice, explained: "It is essential for us to have positive intervention from all the agencies so that we can start to tackle the causes of crime. It's not sufficient

to just be treating the symptoms at the revolving door.

"There is a lot of work ahead, something in it for everyone. But we can reduce the demands upon resources which in turn will allow us to increase their value,"

A key area of the Crime and prevention of youth offending is successful in this area we must now National Drugs Strategy and Teams. Research has identified risk of offending usually come with factors such as poverty and education.

"This new legislation is all about making local people," said Supt Rice, escape their legal and moral responsibilities those residents most at risk."

"In the past it has been all about crime figures. They may be a guide to what is happening, but it is essential that we now look at what is causing crime and by working together it

Chelmsford

MOST of Chelmsford borough's crime occurs in the main urban areas, reflecting its busy shopping centres and popular nightlife attractions.

CCTV cameras in Chelmsford town centre have cut crime in recent years and one aim of the borough's Crime and Disorder strategy is to develop the CCTV system in South Woodham Ferrers as part of the priority to tackle violent crime.

Many people in the area are frightened of becoming victims of crime, particularly violent crime and, although the likelihood is low, one priority is to address this fear.

Over half of all violent offences, including domestic violence, are committed by someone known to the victim.

The strategy also prioritises car crime and house burglary, which concern the public.

In reality burglaries dropped last year and are not a common crime in the borough, but the police are taking positive action against burglars as part of the strategy. Crime prevention will also play a part.

Action to reduce crimes committed by people at the greatest risk of offending, particularly young people, is another priority. Statistics show 40 per cent of crime in the borough is committed by 16 to 22-year-olds.

become victims.

One of the main fears is physical violence, and although in reality the likelihood of becoming a victim of assault is low, it has been made a priority.

Statistics show that in 68 per cent of violent offences in this area, including domestic violence, the attacker is known to the victim. Plans are in place for more positive action.

Other priorities are to tackle drug and alcohol abuse, deal with nuisance behaviour, cut car crime and improve road safety, and to increase opportunities for young people.

- Thurrock Council policy administrator Sian Farrow tots up the huge response to the council's community safety survey.

Colchester

Vulnerable people are among those identified for consideration in the Colchester Crime and Disorder strategy.

The strategy seeks to ensure that crime and disorder does not have a disproportionate effect on people with a mental health problem or in an household. Aimed at avoiding victimisation, it also protects elderly people, ethnic minorities and victims of domestic violence, among others.

Under another prime objective of the five-point strategy is given to diverting young people from

Drug and alcohol abuse have been identified as a separate initiative. The action plan includes taking steps to reduce drug and alcohol-related harm in the community.

The fourth prime objective is aimed at reducing the number of offences in areas of the Colchester where they are greatest.

The final major step in the action plan seeks to improve co-operation between the police, the local authority and other public services which was evident when the strategy was being produced. It promotes the worth of developing community safety partnerships in maintaining and improving the quality of local life.

Tendring
INFLUENCING young people and keeping them out of harm's reach features among the prime objectives of the Tendring Crime and Disorder strategy.

This initiative for the communities in the Clacton and Harwich district places strong emphasis on steering youngsters in the right direction in order to keep them out of the youth courts. The objective is to extend a positive influence on the attitudes of the young and this will include support work being carried out in schools.

A second objective, which has a link with youth behaviour, is aimed at reducing the amount of criminal damage in the division.

Tendring's six-point list of prime objectives also includes working on a separate initiative to reduce the volume of domestic violence, which brings misery to families and absorbs police time.

Bringing about further reductions in areas which have the district's highest crime levels is another key feature of the plan and an offensive to combat vehicle crime is singled out as a prime objective in itself.

The strategy is mindful of the value of good co-operation between the police and other public services. Although this is already evident in the Tendring division, there is a key objective to improve the flow of intelligence between public agencies.

ESSX POLICE

work is just beginning



As divisions get to grips with their Crime and Disorder strategies the need for regular evaluation is reinforced

reduce crime but also revitalise our communities." Although the legislation's deadline for implementing Youth Offending Teams is April 2000, Essex has already made strides in its youth programme and hopes to be up and running ahead of schedule. Said Supt Rice: "There are young police officers

who are today arresting juveniles, and in 20 years time could be arresting their children or even their grandchildren. The Crime and Disorder Act provides motivation to tackle the causes of crime and disorder, thereby improving the quality of life for our communities by breaking the cycle of offending."

Harlow

TREATING the causes not the symptoms is a significant part of the Crime and Disorder Act and Harlow plans to achieve this through supporting young people, improving family and community life, developing a safer town centre and building a safer business environment.

It is a pledge which has been made through a three year strategy drawn up by the local police and council.

While most young people don't commit crime, a high number of offences are committed by young men and the strategy identifies a need to work with young people to tackle car crime, violent crime, bullying, anti-social behaviour and vandalism.

Breaking the cycle of crime can often be achieved by improving the lives of families and their communities, but this second priority also aims to reduce incidences of other concern, such as domestic violence, drug and alcohol abuse and repeat victimisation.

A particular concern of residents was using the town centre, especially after dark. It is strongly believed the town centre should be a safe and vibrant focus so plans to both improve facilities and reduce crime are underway.

The fourth and final aim of the strategy is to increase prosperity and opportunities for the town by making it a safer place to set up business.

Epping Forest

Quality communication has been the key to providing Epping Forest District with a strategy to combat crime and disorder. As Essex Police prepares to take responsibility for areas currently in the care of the Metropolitan force, sharing data and ideas has been an essential foundation to the three year plan.

Establishing levels of repeat victimisation is a starting point aimed at reducing violent crime, coupled with a study to identify any links between substance abuse and crime and disorder.

And with violence not only a factor on the streets, there will be a concerted effort to reduce levels of domestic abuse, both physical and psychological.

Although property crime is not a major problem within the district, certain areas do experience the inconvenience and disruption associated with burglary, particularly commercial premises, and plans are underway to reduce levels of this crime by at least six per cent.

The highest crime and disorder incidents in the district revolve around vehicles, while areas such as Waltham Abbey, Debden Green and Broadway, currently under the Met, have also been highlighted for priority attention. Detailed action plans are being prepared for all of these crime concerns.

Brentwood

MAKING a relatively safe area of Essex even safer is the aim of the Brentwood Crime and Disorder strategy.

With the majority of Brentwood crime occurring in the centre of the town, the High Street is one of the main priorities.

People's perception of crime is influenced by a number of factors but can be inaccurate and lead to unnecessary insecurity. Increasing awareness of the level of local crime can be used to guard against becoming a victim whilst improving quality of life.

Helping people living in fear of domestic violence is

Southend

SOUTHEND is a vibrant resort attracting thousands of visitors every year. It is also the most densely populated urban area in Essex so it's not surprising that crime levels are the highest in the force area.

However, total crime fell by nearly six per cent in the year ending July 1998. Criminal damage and house burglary fell by more, and commercial burglary by a very significant 29 per cent.

Violent crime rose slightly and about a quarter of crime is committed in the town centre. Two priorities of the Crime and Disorder strategy address these issues.

In Southend, 25 per cent of violent crime happens in the home and the strategy urges continued positive action against domestic violence.

Underlying all the priorities is action on drug and alcohol abuse because of the significant contribution this makes to crime and disorder.

The strategy also targets anti-social behaviour and nuisance, and vulnerable young people, who are more at risk of being drawn into crime.

Rochford

THE population in Rochford District is an affluent and ageing one, but there are areas of deprivation which have led to concern in terms of crime and disorder issues.

With a high percentage of two car families and homeowners, a major concern is fear of burglary and theft from motor vehicles.

Awareness campaigns for elderly residents, improved security measures in council housing, an increase in the number of Neighbourhood Watch Schemes, crime analysis and offender targeting are some of the ways in which the district plans to combat these problems.

Reducing the number of incidents of criminal damage is also seen as a primary objective. Areas are to be identified where damage and disorder is directly relevant to licensed premises.

A full support programme is planned for young people with substance misuse problems as well as a positive action policy in respect of problem residents with plans to identify those in need of parenting skills and family support.

Coordinated activities during school holidays will also be established with a review of problem play areas.

Castle Point

CASTLE POINT may have seen a reduction in crime but research suggests that fear of crime is disproportionately high, particularly in respect of burglary.

An important part of the local Crime and Disorder strategy is to place that fear in context.

Neighbourhood Watch and the media are to be used in a balanced manner to highlight specific crime waves and provide an opportunity for members of the community to take positive action to prevent crime.

Another area of concern that has been highlighted by the audit is vandalism and general street nuisance and offenders are to be targeted.

A proof of age scheme is to be established in the borough and peer education programmes aim to divert young people from substance abuse.

Schools, police and shopkeepers are to set up a Truancy Watch and a coordinated programme of activities for young people during holiday periods is to be introduced.

Reducing the number of road casualties is the final commitment within the strategy with speeding being highlighted. Essex County Council will continue to implement its speed reduction policy and Essex Police will continue its crackdown on motorists.

Making people feel safer and reducing crime will improve the quality of life for the community.

another priority with the aim of reducing repeat victimisation.

Reducing repeat offending by young people, and preventing the downward spiral of offending, is also being targeted. Although the majority of young people do not commit crime, research shows that a minority of young people commit a disproportionate amount of crime. Youth nuisance and under-age drinking are a cause for concern in some areas of the borough.

A final primary objective is the reduction of road crashes and casualties caused by people drink driving and speeding.

taking a lead in making Essex safer

the need to stop

us but there is working together individual services to reinvest in the youth Offending youths at most families coping exclusion from local solutions . "No-one can visibility to assist us to focus on indicator but it bigger picture, possible to both

reduce crime but also revitalise our communities." Although the legislation's deadline for implementing Youth Offending Teams is April 2000, Essex has already made strides in its youth programme and hopes to be up and running ahead of schedule. Said Supt Rice: "There are young police officers

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Breaking the cycle of crime can often be achieved by improving the lives of families and their communities, but this second priority also aims to reduce incidences of other concern, such as domestic violence, drug and alcohol abuse and repeat victimisation.

A particular concern of residents was using the town centre, especially after dark. It is strongly believed the town centre should be a safe and vibrant focus so plans to both improve facilities and reduce crime are underway.

The fourth and final aim of the strategy is to increase prosperity and opportunities for the town by making it a safer place to set up business.

Thurrock

THE crime and disorder audit completed by Thurrock Council attracted an unusually high response for a public survey, with more than 3,000 replies.

It identified three key areas for crime reduction: Tilbury, Grays Central and South Ockendon. The Thurrock Crime and Disorder Reduction Strategy will now shape the way each participating agency tackles crime-related issues over the next three years.

A number of innovative schemes are in the pipeline and the strategy will also build on established programmes, such as The Essex Motor Project, in partnership with Essex Probation Service.

Thurrock Council will take a lead in providing extra CCTV cameras and improved lighting to help reduce car crime, burglary, criminal damage and anti-social behaviour. Extra security will be installed at council-owned flats and houses and the strategy also promises multi-agency approach to 'designing out' vandalism, to include landscaping and security fencing.

Thurrock Social Services will be appointing a team manager for the youth offenders' team, with a view to producing a youth offender plan by the autumn.

Emphasis will also be put on peer group education - especially in respect of drugs and alcohol misuse - and on involving young people in the purchase of play equipment, to help reduce vandalism by giving youngsters a sense of ownership.

Graffiti and dog fouling were two other concerns raised and there is a commitment in the strategy to tackling these anti-social activities.

Paving the way to a safer county

THE future direction of Essex Police is set out in a Long Term Strategy which outlines how the mission 'to take a lead in making Essex safer' will be achieved.

Demonstration of the strategy's success will be the reduction in crime and disorder, people feeling safer and the delivery of 'best value' services.

As well as describing the proposed route to achieving the Essex Police mission, the strategy also sets out our policing style and includes a statement of our purpose and values.

It also provides an ethical framework within which all staff operate. Our style of policing will be built around community policing teams, dedicated to a geographic area.

The main thrust of Essex Police activity is to reduce crime and disorder and in the long term strategy the force spells out how it will continue to build on the partnerships forged with local authorities, other agencies and the local community.

Priority will be given to detecting crimes and having the lowest levels of crime in a number of categories. These will be:

- violent crime (including sexual offences)
- domestic burglaries
- burglaries of other buildings
- theft of motor vehicles
- theft from motor vehicles.

To reduce crime and disorder we will be intelligence-led, rather than event driven. Specific crimes and criminals will be targeted, focusing attention on 'hotspots' of local concern.

We will also be targeting drug-related crime, working closely with others to detect and prevent youth crime and respond positively to disorder and nuisance.

Every effort will be made to recruit, train, develop, motivate and deploy staff to achieve these objectives and to deliver the quality of service expected of us.

The long term strategy also sets out ways in which Essex Police will make the community it serves feel safer.

Repeat victims

This will include directing available patrols to areas where they will have the most impact on policing priorities, identifying and protecting vulnerable sections of the community - including repeat victims, ethnic minority groups and victims of domestic violence - and being ready to respond to emergencies and other major events.

We will also work with other agencies to secure an environment where people can use the roads with confidence, free from death, injury, damage or fear.

All our efforts will be geared to achieving best value and recognise the Government's commitment to year on year improvements in quality and efficiency within the police service.



Emergency Services working together to achieve the best service.

Focus on performance

A CHALLENGING range of objectives has been set for Essex Police during the next 12 months. Improved performance features prominently among the initiatives contained in the Essex Policing Plan for 1999/2000.

The plan sets out the following priorities:

- Deal speedily and effectively with young offenders and work with other agencies to reduce offending and re-offending.
- Identify and reduce local crime and disorder problems in partnership with local authorities, other agencies and the public.
- Target and reduce drug-related crime in partnership with other agencies, via local Drug Action Teams, in line with the Government's strategy 'Tackling Drugs to Build a Better Britain'.
- Increase primary detection rates for burglaries, thefts of and from vehicles and violent crime.
- Reduce the number of road deaths and serious casualties.
- Achieve target times more frequently when handling 999 and other telephone calls from the public, and arriving at the scene of incidents requiring an immediate response.
- Identify and implement

improvements to the way vulnerable victims are dealt with.

Broad objectives covering young offenders, local crime and disorder and drug-related crime are Government-led. The remainder are local priorities.

The young offenders initiative embraces targeted improvements in the quality of case files and the time taken to prepare them for courts.

A fast-track scheme for dealing with persistent young offenders will be established, in consultation with other youth justice agencies.

Monitoring

And, consistent with Home Office guidance, arrangements will be made for administering and monitoring the reprimand and warning scheme and delivering intervention programmes.

Strategies drawn up in each police division under the Crime and Disorder Act are important facets of the plan to combat local problems (see pages 8 and 9).

Annual targets are to reduce household burglaries in Essex from 6,767 to 6,682, thefts from vehicles from 14,117 to 13,534 and thefts of vehicles from 7,552 to 7,253.

The offensive against drug-

related crime includes an objective to increase the number of arrests of suppliers.

On the educative front, the force will establish systems for the referral of drugs offenders to treatment programmes.

The local priorities include increasing primary detection rates as follows: to 20.5 per cent for household burglaries, 13.2 per cent for other burglaries, 8.5 per cent for thefts from vehicles, 14.8 per cent for thefts of vehicles and 76.9 per cent for violent crime.

On the roads, it is planned to reduce the number of deaths and serious injuries from 1,353 to 1,217.

The plan also refers to other major features of the year, including organising the absorption of Metropolitan Police territory into Essex, additional operational and technological work linked to the millennium, tight control over expenditure, the introduction of new rural community policing units and the creation of teams to prevent offending by young people.

The challenging set of objectives has been set amid a tight financial environment. The Government granted Essex Police a budget increase of 1.7 per cent for 1999/2000, compared with a national average rise of 2.7

Rural decision is imminent

A DECISION will be made this month on the future policing of the county's rural areas. Proposals put forward by the Rural Policing Review Team have been presented to the public at a series of 24 open meetings held across Essex.

Over 900 members of the public have attended the meetings over the last three months and many written and telephoned responses have been received by the team.

The proposals are to replace the existing

structure of residential detached beats with dedicated teams working from operational bases within their policing areas. The Chief Constable welcomes the proposals as a return to the village bobby with each officer on the team having an identifiable community to serve.

The consultation process finished at the end of March and the final proposals will be presented at a Police Authority meeting on April 16.

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taking a lead in making Essex safer

Squad celebrates year of success

THE National Crime Squad celebrates its first anniversary this month having made over 350 arrests in the Eastern area in the last 12 months.

The squad was formed from the former regional crime squads and started work in April last year to combat national and transnational serious and organised crime.

Eighteen officers from Essex Police are currently on secondment to the squad in the Eastern region that covers an area from Norfolk to London.

Detectives in this region took on 208 operations in the first ten months resulting in the seizure of £32.8 million of drugs and £3.1 million of stolen property. Criminal assets to the value of £6 million were traced and crime squad officers in the area assisted other agencies, principally HM Customs, in the seizure of a further £37.8 million of drugs.

Seizure

In Essex, crime squad officers arrested a man last November following the recovery of 63 kilos of Class B Skunk Cannabis in the Birmingham area. The man was charged with being concerned in the supply of Class B Controlled drugs.

A second operation in February this year led to the largest single cocaine seizure by the squad of drugs with a street value of £11.5 million. The drugs were seized in Belgium, but six people were arrested following searches in the UK, including operations in the Wickford area.

New procedures will still protect the rights of officers

Managing misconduct

NEW procedures which have come into force to address unsatisfactory performance and misconduct by police officers, should be seen in a positive light, Chief Constable David Stevens has said.

The new system, which owes much to the provisions of the Police Act 1996, aims to strike the right balance between protecting the rights of officers and having a modern and effective personnel procedure.

Until now, if an officer failed to meet the expected high standards of behaviour, no formal system was in place for managing this, other than disciplinary action, which focused on offences, charges and guilt.

This was out of step with other

By Norman Hicks

changes which have taken place in police service management processes, and has prompted the Government to introduce new procedures for dealing with unsatisfactory performance.

An Essex Police Working Group, chaired by Deputy Chief Constable Charles Clark, has studied the draft Government proposals and has prepared the way for the introduction of the new procedures, which came into effect on April 1.

For both unsatisfactory performance and the misconduct procedures, burden of proof will be based on the balance of probabilities. However, the principles of natural justice and fairness will always prevail.

A full training programme for supervisors has been completed and an in-house guide to the new procedures has been

produced, for distribution to every constable. The full Home Office guidelines are available on each division.

In addition, an 'In Touch' newsletter is being prepared for circulation in-force later this month, which includes an aide memoire to the new procedures.

Mr Stevens said: "These new procedures may seem threatening at first sight, but officers can rest assured that they will be applied fairly within Essex Police and that no officer carrying out his or her duties diligently and to the best of their ability need have anything to fear."

"The emphasis for the unsatisfactory performance procedures will be to help officers to improve their performance and not on taking them before a hearing.

"However, if officers consistently fail to meet the standards required we now have the means to test their performance in a properly constituted hearing," he said.

Give townships a sporting chance

LAST year a team of under 15s rugby players representing the best of the Eastern region toured South Africa.

They played for the Newmarket Rugby club under the name Newmarket International 15 against township sides in the Pretoria area.

Many of their opponents played not only without proper kit but with no boots.

A team of under 15s and under 16s are going to South Africa again this year to play against township sides and developing squads.

It is hoped that a container load of used rugby kit, tops, shorts, socks and boots can be exported to South Africa by the end of May for use by children in the townships.

If anyone has used kit in a clean and serviceable condition please contact PC Brian Jones at Rayleigh traffic on 01268 775533.

Cash for crime reduction welcomed

THE announcement in this year's Budget that some £170 million is to be made available for crime reduction schemes has been welcomed by the Association of Chief Police Officers.

Nottinghamshire Chief Constable, Colin Bailey, who is chairman of the ACPO Crime Prevention sub-committee, said: 'We will work in partnership with other agencies to see that these funds are put to positive use.'

"The effectiveness of CCTV, when used properly, has been demonstrated by many existing schemes. ACPO has already seen considerable success in reducing crime in car parks through the Secured Car Parks Scheme.

"This shows what can be achieved, and the key issue is to make sure that the resources are used to bring lasting benefits to the communities we serve."

Views sought on pension payslips

FOLLOWING a suggestion by a police pensioner with regard to only sending payslips where there is more than a change of a pound we are keen to see how other pensioners feel about this idea.

Pension figures only change once a year - annual uplift - unless there is any change in circumstances and a P60 will be sent at

year end.

There will be a saving for the force in printing and postage.

Please send your views on this suggestion to Mr Philip Onions, Director of Finance and Administration, Essex Police Headquarters, PO Box 2, Springfield, Chelmsford, CM2 6DA.



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Police on puppy patrol

NIGHT shift officers at Chelmsford were in for a surprise this Easter when a stray dog brought into the station began to multiply.

Shocked officers who went to check on the welfare of the Alsation Cross found there had been an addition to her family with not one, not two, not three, not four, but five tiny puppies.

Making her comfortable with blankets they fed and watered her throughout the night into Good Friday, and even parted with one or two sausages from the early shift's breakfast.

After posing for a family portrait for journalists, mum and pups were collected by a local kennels which is now trying to find them new homes.

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Letters

continued from page 4

Body in lake mystery

WITH reference to the article by Mrs H E Coleman, I would like to inform her that I was the Pc 671 Head who was involved in the alleged body in the lake incident.

Pc Billett was showing me around and, as he went on one of his many forages, he told me to go up Main Road, Gidea Park and wait by the phone box at the park. I leaned over the bridge and saw what I thought was a body. A punt was conveniently at the water's edge so I boarded it, pushed off - and it duly sunk! (An ex-submariner had once again gone to diving stations).

The body turned out to be a baby's cot mattress.

Sgt Haylock arrived and told me to take my 45 minute break and get changed, so I squelched off home. There was good comradeship in those days; pre-counselling, do-gooding and compensation days. That would be around March 1948 and other names that come to mind are Pc Crossingham, Pc Evans and later Pc Groves and Pc Jewell.

Ex Ds Derek Head,
Devon

Roy adopts 11 children in Indian township

AS a matter of interest, and I do not suppose that the Chelmsford Branch of NARPO is unique, there are three members living abroad. One is on Gozo, an island north of Malta, one in Alicante and a third, Roy Wicks, in India. Roy recently wrote to me about his life abroad and the following extract might be of interest to readers of *The Law*.

As an aside can members note that the force museum will be open for a visit after the AGM.

Tony Cooper

THE township to which my community belongs is called Auroville. It is meant to accommodate 50,000 people one day but at the moment that are about 3,000 people from all over the world living here.

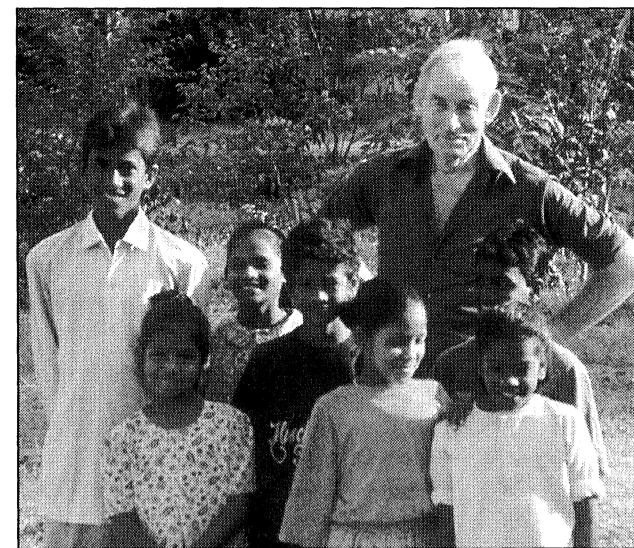
We live in small communities scattered over an area of several hundred acres. This community, New Creation, is also home to the New Creation Primary

School of which I am the principle, not because I am the best person for the job but simply because I am the best person available and free.

In addition to the school I have built a large house for myself and have taken in 11 Tamil children from the nearby villages. In England they would all be in care because of their dreadful domestic situations, brought about by a combination of factors, not the least of these being abject poverty or alcohol.

Out here they cater for orphans but abuse and things of that nature seldom, if ever, get attention, certainly not from the police. The last girl I took in was Rama about two years ago, then I had to stop. It is just not possible for me to take in any more because I have no help, all the caring is done by me.

Now as a couple of girls are getting older they are giving me some help. It gives you some idea of the



● Roy Wicks with some of the Tamil children he has adopted.

exchange rate when I say that the 12 of us manage to exist on my pension and some occasional help from friends when I come home.

In the house we have one large common room and in the evenings we are mostly altogether there. Here it is a case of early to bed and

early to rise, about 5.45am to 9pm.

I feel very isolated and although I have no regrets at all about the life I have adopted, I miss my friends and colleagues at home.

Please convey my good wishes to all those I served with.

Not quite PC Mr Boateng

IN these days of political correctness I was surprised to see the photograph on the front page of February's edition of *The Law* showing Home Office Minister Paul Boateng with his arm around Special Constable Anna Layzell.

Surely in the current climate this must be seen as a sexist act. If Mr Boateng intended this act to be a friendly gesture then why did he not put his other arm around constable Mick Stratton so as to avoid any accusation of discrimination.

If, instead of Mr Boateng being caught in this situation it had been a senior police officer, I wonder what the politicians would have made of it. It just shows how careful everybody has to be, including politicians, if they are not to be accused of unwitting sexism.

**Trevor Naylor
Malaga, Spain**

How to learn the meaning of tact

WHILST I can't speak of Ron Bearman's 1935 experiences of fixed night-duty points, I can remember 1954 on night-duty at Canvey Island. Having made points at phone kiosks at Canvey Point, Small Gains and the village at 3am, I cycled on to a 4am point at South Benfleet Railway Station in cape and leggings.

Still dwelling on the disturbance I had dealt with on the seafront earlier, a voice from Brentwood DHQ said: "You're on your own - the area car is tied up at Rochford!" That's when you learned the meaning of tact and diplomacy!

Derek Morbey, Sawbridgeworth, Herts

● MAY I express my sincere thanks for all the kind cards and floral tributes we received following the loss of my dearest husband Richard (ex Pc 247) of Southend Borough and Essex Police. Also for the guard of honour - he would have been so proud - and the very large number who attended his funeral. Your care and kindness to myself and our daughters has been a great comfort at this sad time. Richard (Dickie) was a wonderful husband, father and grandad and is so very much missed.

Anne Donovan and family, Southend on Sea

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Facts about toxic shock

Health check

There are several things that can be done. Women should use the lowest absorbency tampon for their menstrual flow.

The risk of tampon-related TSS may also be reduced by using pads as an alternative from time to time during a period.

The Symptoms

Some of the symptoms are much the same as severe flu, but they can become serious very quickly.

The symptoms usually include some or all of the following: sudden high temperature, vomiting, diarrhoea, sunburn-like rash, muscle aches, dizziness, fainting or feeling faint when standing up and confusion.

If you have any of these symptoms and are wearing a tampon you should remove the tampon immediately and contact your doctor for immediate treatment. Tell the doctor that you have been using tampons and suspect TSS.

Be aware that it is also possible to get TSS more than once? If a woman has had TSS in the past, she should seek medical advice before using tampons again.

The treatment

With early diagnosis, TSS can generally be effectively treated with antibiotics and other medicines to counteract the symptoms.

For women it is important to choose the lowest absorbency tampon necessary for your menstrual flow. As a guide, if a tampon absorbs as much as it can and has to be changed before four hours, then you may want to try a higher absorbency. On the other hand, if you remove a tampon and after 4-8 hours white fibre is still showing, you should choose a lower absorbency. Also use a single tampon, not two, and a suitable pad is the best option at night.

If you have any queries please contact the Occupational Health Department on extension 58611.

Is TSS contagious?

No. TSS is not a contagious disease. It is also not clear what the link is TSS and tampon use?

However, tampon research shows that the risk of tampon-related TSS is associated with absorbency: the higher the absorbency the higher the risk; the lower the absorbency the lower the risk. That is why a woman should always use the lowest absorbency tampon for her menstrual flow.

The risk of tampon-related TSS be reduced, however.

Essex chosen for race project

EIGHT forces have been chosen to receive specialist support in community and race relations, and Essex is one of those chosen.

The move follows the award of a Home Office contract to Ionann to carry out research and provide consultancy and training to the selected forces.

Welcomed by Chief Constable David Stevens, the selection ties in well with the challenges set for the police service by the recent Lawrence Inquiry report.

At the time Mr Stevens said: "A different approach is needed for dealing with unconscious and unintentional racism,



● Chief Inspector Will Kennedy and Debenhams store manager Maria Waters at the launch of the Essex FM purse snatch initiative and Safe Haven.

LOCAL radio station Essex FM has produced a special recorded warning to help Essex Police crack down on purse snatchers. And at the launch of this initiative in Southend the town and seafront were also declared a Safe Haven.

Essex FM joined forces with officers from the Town Policing Unit and local retailers in an effort to curb the problem of pickpockets. Previous initiatives to combat the offence, including high profile media coverage and a poster campaign, have led to the arrest of some perpetrators.

However, it was felt that

there was a further need to heighten crime prevention awareness among shoppers.

Retailers are being asked to play the recorded message at least once every two hours. Featuring Essex FM's morning news presenter, Peter Stewart, it warns shoppers to be on the lookout for anything suspicious, and gives advice on how to avoid becoming a victim.

Already big name stores such as W.H. Smith and Virgin have agreed to join the campaign.

The second scheme, known as Safe Haven, is aimed at providing a relaxed and secure environment for

visitors and residents to shop. Posters and stickers in shops will indicate 'safe havens' where anyone who is a victim of crime or needs urgent assistance can go for help and advice.

Specially trained staff will be on hand in the shops with the facilities to tap into the police and get appropriate help quickly.

Sgt Tony Wright, of the Town Policing Unit, said: "We certainly don't want to create fear among visitors to the town, we simply want to heighten their awareness and ensure that Southend remains a safe and friendly place for families to shop."

Albania challenge for retired officers

RETired officers looking for a new challenge are being invited to join the Multinational Police Advisory Element (MAPE) of the Western European Union (WEU) in Albania. The Home Office is looking for 13 people with specific skills to join the contingent that already has five serving Essex Police officers working on it.

MAPE is working to assist the Albania Police who are attempting to create a community based police service. The group is looking for officers who retired within the last three years and have either a strong training background or general policing skills including community policing and relations.

which is unacceptable."

The work of Ionann will help achieve this goal through education, training and good management, and by reinforcing and developing the positive work already being carried out in Essex.

Working with National Police Training to integrate community race relation issues into the national training curriculum, Ionann will also take account of changing needs of diverse local communities and police services.

Analysis of requirements for Essex Police will follow consultation and research within the service, and local community groups and staff training in community race relations will be developed and tailored to local needs.

Research will assist in identifying key performance indicators and provide a

benchmark for measuring progress of the implementation of community race relation policies and strategies.

Ionann is already working closely with Assistant Chief Constable John Broughton, tasked by the Police Complaints Authority to oversee an investigation into the death Roger Sylvester in north London. Mr Broughton said: "Essex Police is delighted to be one of the eight forces chosen by the Home Office. This will allow us to demonstrate our commitment to tackling racism.

"Whilst we accept that the majority of women and men in Essex Police are not racist we must never be complacent. Anything we can do to improve our service to minority sections of the community is to be welcomed."

Radio jingle warns against purse thieves

A proud trip down the borough's memory lane

THE last Saturday in March proved to be a celebration for ex Southend Borough Police when a grand reunion took place in the clubhouse at Southend.

Thirty years ago on April 1, 1969, Southend Borough Police was amalgamated into Essex Constabulary to become Essex and Southend on Sea Joint Constabulary, a name which changed in 1974 to Essex Police.

Present at the reunion was Detective Superintendent David Bright, one of the remaining ex Borough men still serving with Essex Police.

Talking of the reunion David Bright said "It was, in simple terms a very pleasant trip down memory lane and non borough officers could be forgiven in thinking that the following names mentioned are the runners on a race card.

Chuckles Island, Pier Wet End, The Glen Lights, High Street Top End, 24 Box, Belts Bootlaces and Braces, Kursaal Special, It's Off At The Foresters, Collecting Bridie, and last but no means least, the infamous Uncle Bill."

Some characters spotted at the reunion were ex Supt

John Graves who went on to become ACC for Devon and Cornwall and Royal Commissioner for the Hong Kong Police.

Former Southend DCI Peter Blythe was also present, and Ds Chico Bates, 22 years into retirement and still looking like he could slip straight back into a murder investigation.

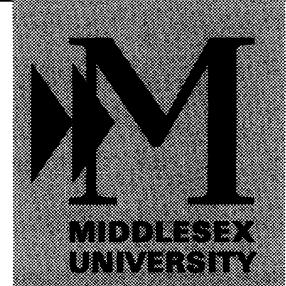
Now in their 70s ex Ds Phil Pewsey and Bill Cobbold were still living and breathing their special branch work.

Doug Anderson, ex traffic man, remembered for his excellent memory for villains faces and the index number of vehicles they used, and Sgt Hugh Conroy, still as ramrod straight as ever were also among those at the reunion.

Supt David Bright said "I felt sure that around midnight ex Ds Dave Ashworth would say that it was time to be off for a "ruby" and do the clubs. Those were the days.

In making this evening possible I wish to express my personal thanks to Fred Simpkins for arranging the function, a task that was not easy, but very much appreciated by all those present."

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Sport and Leisure

A force to be reckoned with

THE expectation was a good thrashing for Essex when its police hockey team took on the RUC in the semi-final qualifier of the PAA Cup.

As the current holders the Irish team were highly fancied. However, Essex, who only just lost the last game against the Met Police, were not overawed by the occasion or the opposition.

The RUC started strongly and immediately put the Essex team under pressure, but an excellent defensive formation soaked up the pressure.

Even when they got past the formidable back line they couldn't get past keeper Chris Routs, who was in outstanding form.

Encouraged by the strength of defending, the Essex half backs started to push the Irish back into their own half, and some darting runs down the right by winger Gary Franklin followed by some crashing crosses soon put the Irish goal under siege.

With no score at half time, the second half started with some more determined attacks by the RUC and some darting counter strikes by

Essex. Again neither side could break the deadlock.

The game was played at breakneck speed and just before full time both sides made changes to rest their players for the inevitable extra time.

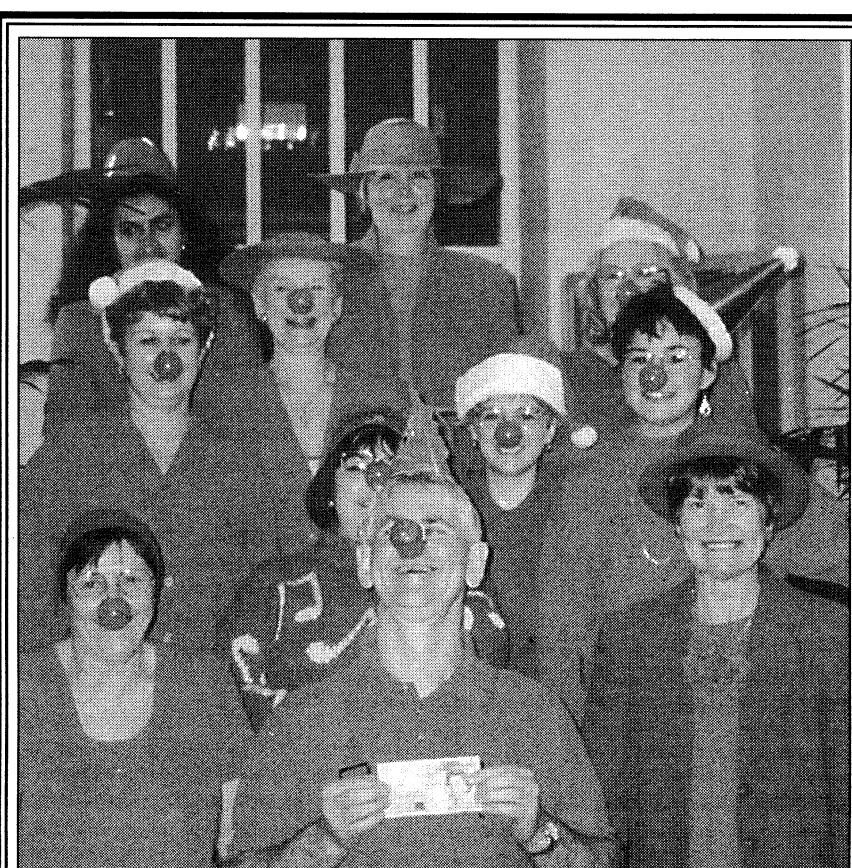
In the first period of extra time disaster struck for Essex. Routs made a brilliant save, but for once no defender cleared his pads and the resultant flick found the net.

It should have been all over at this point, but in the second half of extra time Essex threw caution to the wind.

Five consecutive short corners put the keeper to the test, but it was not to be and the home side sneaked through to the finals by 1-0.

The RUC were good enough to admit this was by far their toughest test for years and that Essex are now a side to be reckoned with in police competitions. The team were delighted and grateful to substitutes, Alex Wisbey and Paul Maleary, who did not get a game. Coach Geordie Tyson was ecstatic, describing it as one of the proudest moments of his life.

Bob Ward



Reddy steady cash

ANYONE visiting Personnel last month would have found them well and truly in the red - but it was all in aid of Comic Relief.

Head of Personnel John Rhymes, pledged £20 to the charity if staff

dressed up in red on the day.

Those who got dressed up also donated £1 each, and anyone who didn't had to give £2.

In total the department raised £115.

Two football finals

TWO cups are there for the taking after semi-final wins by the Essex Police football team.

Against Avon and Somerset they made their mark just five minutes into the game with a goal from Steve Crane. But an equaliser led to a full-time draw and the daunting task of extra time. This too was a stalemate with penalties the decider.

It was Nathan Munson who saved the day, and the first penalty, paving the way for Schneider, Beecher, Crane, Keaney and Wrigley to put the final nail in the West Country coffin.

The other match against Surrey Police was more clear cut resulting in a 5-1 victory. Goal scorers were Fallows (2), Schneider, Wrigley and Beecher.

The results take the team into the final of The Region 5 cup, to be held at Imber Court on April 20, and the Southern Counties Cup, to be held at Surrey Police on May 4. Opponents are to be confirmed.

Lottery results

THE result of the March Lottery draw is as follows: £1500 Pc Nicola Pearce, Colchester; £1000 DCI Robert Seals, Harlow; £500 Shirley Turner, HQ; £300 Supt Robert Good, HQ; £200 Pc Geoffrey Miller, HQ TSU; £100 Pc Victoria Denmark, EPTC.

The following will receive £50 consolation prizes: Patricia Brennan, HQ; Pc Donald Cahill, Saffron Walden; Pc David Clark, Rayleigh; Pc Gary Collard, Leigh; Pc David Rogers, Stansted Airport; Dc Peter Hyem, Southend; Helen Cook, HQ; William Pirie, Retired and Ken Miller, Braintree.

Charity concerts planned

THE 10th anniversary celebrations of the Essex Police Choir will see the first Essex union of the force choir with the Royal Ulster Constabulary Ladies Choir.

Raising money for various charities the two concerts will take place on May 7 and 8 (see advert).

The choir will also be performing on Saturday, April 17, at St Peter's Church in Hutton in aid of the Trueloves Charity.

Over Easter the choir joined with three other local church choirs to give two performances of Olivet to Calvary. The first

Essex Police Choir

was on Palm Sunday at St Nicholas Parish Church at Witham and then on Good Friday at Coggeshall Parish Church. Both performances were well supported by local parishioners.

Last month also saw the choir perform its first concert in Takeley where nearly £900 was raised by the Hart Cancer Charity. This concert bought the total money raised by the choir since November 1996 to over £9,600. Although the choir members enjoy the events it gives them even greater pleasure to know that their efforts help raise money for charity and improve police/public relations.

The singing detective

BY day a detective, but by night Richard Shakespeare treads the boards, and his latest venture is *Singin' in the Rain*.

Richard is a member of the Colchester Operatic Society, and the show made famous by Gene Kelly, is the group's annual production.

If you want to see the drugs and serious crime squad action in true thespian action as Rosco Dexter, you can catch him from Wednesday, June 2 to Saturday, June 12, at the Mercury Theatre in Colchester.

Tickets are priced £5.50 to £10.50 and are available on 01206 573948.

**Essex Police Choir
and
Royal Ulster Constabulary
Ladies Choir**

in two charity concerts

**St Luke's Church Tiptree,
Friday, May 7 at 7.30pm**

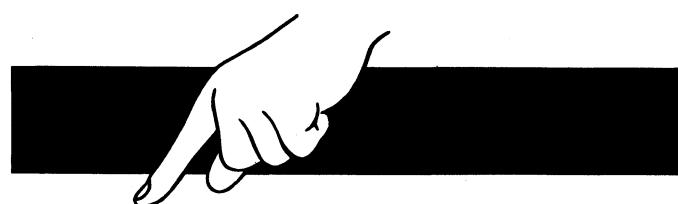
**in support of the St Helena's Hospice,
Colchester, and the St Luke's
Church Organ Fund**

**Christchurch, Chelmsford,
Saturday, May 8 at 7.30pm**

**in support of the Farleigh Hospice,
Chelmsford, and the Essex Air Ambulance**

**Tickets for either concert are priced £5
Available from Norman Eastbrook
on 01621 817697
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Three years to get final up and running

FOR the first time in more than 25 years Essex played host to a major PAA national championship and Basildon was the chosen town.

Over 400 police cross country runners from all over the UK gathered in Gloucester Park, which boasts a highly rated course of hills wooded areas and lakes.

Coinciding with the 50th anniversary of the New Town, it has taken three years to turn the idea of a Basildon final into reality.

Organiser Laurie Rampling, who started the ball rolling with Roy Kebbell, said: "Three years in the making and three days to put to bed. Many, many heartaches and headaches along the way, but a wonderful experience none the less."

Ian's best yet

CANOEIST Ian Wilson achieved a personal best when he paddled the 125 mile Devizes to Westminster in just 20hrs and 35mins.

In a two man marathon boat with friend Peter Jacks, the Harlow constable reached the finish line 8th out of 125 international duos.

Training six days a week for the last six months paid off, as they tackled 79 locks and caught the crucial tide at Teddington which, if missed, can scupper any attempts to finish in good time.

Hot cross buns and a Mars bar, mashed up with orange juice and uninvited salt water, supplied the sustenance during the non-stop race. But the pair still have a taste for endurance and are already in training to beat their personal best in next year's competition.

Stock clearance

THE Force Sports and Leisure Shop at the Pavilion, HQ will be open on Saturday, April 17, as a one-off in a bid to sell the remaining stock.

Croker squash

THURROCK won the Croker Cup Squash Tournament at the final held at Lexden Squash Club.

The team had beaten Braintree, Basildon and Harlow to reach the final and, despite being one player short, finally won 3-2.

The ladies' race was the first event of the afternoon and there were 67 finishers after a gruelling five-mile course.

Amanda Purser, from Hampshire, retained her national title - for a fourth time - in 32 mins 25 secs, closely followed in second place by the wonderfully gifted Sally Lynch (Gwent), winner of the 91, 93 and 94 championships.

In third place was yet another stalwart of the ladies' cross country scene, Caroline Houghton of Kent.

All-conquering

First Essex lady home was Paula Bradley (42-26), with sister Lucy close behind (43-26).

The ladies' team event was predictably won by the all-conquering holders of the title, Hampshire and the first lady veteran (over 35) was Katrina Kemp (Leicestershire).

Then it was the turn of the men. Of the 300-plus pre-entered field there were 262 who

completed the gruelling eight-mile slog.

This year's winner was Richard Gardiner from South Wales, in a superb time of 44-25, closely followed by Steve Cairns, from Lothian and Borders (44-36) and in third place last year's winner Darren Daniels, from Cheshire (45-40).

First Essex man home was the team captain, Mick Bond in 27th place, in a time of 50-19. Mick also snatched third place in the men's vet 40 category from Harry Young of Strathclyde.

Robert Anning, of Avon and Somerset (45-57) won the vet 40, followed by Simon Morley, Sussex (48-39).

First veteran 45 was Michael Sanders of Leicestershire (49-52), first vet 50 Hugh Hazelhurst, from the Metropolitan Police (49-57).

First vet 55 (yes, they really do run at that

age!) was the still wonderfully talented Joe Clare from Hertfordshire in a superb time of 58-09.

The Mets won the men's team event, ahead of Strathclyde and Sussex.

The Men's veterans team award placings were a complete reverse of the above, Sussex winning, followed by Strathclyde and the Mets.

The final team award for the Minor Counties team event was won by Derbyshire.

The action then moved across the road to the Post House Hotel for the presentations, hosted by Divisional Commander Supt Denis Sheppard, who called on Chief Constable David Stevens, John Robb, chief executive of Basildon District Council and representatives of the other main sponsors to present the awards and round off Basildon 99.

Cover yourself against injury

A RECENT injury sustained during force sport has prompted a reminder of the existing situation regarding officer's insurance cover whilst competing.

General Policy Guidelines Para 24 states that injuries sustained during police sport are deemed as 'off-duty' for the purposes of Police Pensions Regulations.

However, Essex Police Sports Association is insured for members (police or support staff) injured during events, where they are representing the force and are ultimately cast from the service.

This also covers members during training which has been authorised by, or on behalf of, the Chief Constable.

Officers are nevertheless recommended to take out their own independent cover to supplement.

Southend set to take trophy

SOUTHEND are set to win this year's Croker Cup as they sit at the top of the table with just three events to go.

They won the tennis and darts rounds of the competition gaining 12 points for each. Tendring won the ladies five-a-side football and Harlow were the rugby 7s champions.

With just snooker, netball and football remaining, Southend are on 165 points followed by Rayleigh (116), Braintree (102), Colchester (84), Basildon (79), Harlow and Chelmsford (77), HQ (75), Thurrock (55) and Tendring (45).



● Constables Wayne Hallett, Jim Hayter, Paul Daly, Kevin Harmen and Nick Glister are on the way to Twickenham to make Essex history.

Scunthorpe are kicked into touch

A POLICE officer has captained an Essex rugby side into a final at Twickenham. And its a double success as the Billericay club becomes the first in Essex or the Eastern counties to ever reach a national final.

Pc Paul Daly is one of five officers who play for the side. The others are Dc Kevin Harmen, Dc Jim Hayter, Pc Wayne Hallett and

Pc Nock Glister (Thames Valley). Paul and Kevin are also team coaches.

Billericay clinched its place in the final during a home game against Scunthorpe. Playing for the Tetley Bitter Vase they proudly notched up a scoreline of 18-6.

Twickenham is now the destination for the final against Coventry's Sillhillians on April 17.

Although competition is tough, Kevin Harmen is confident the team have the will and the skill to win.

The match kicks off at 1pm and anyone interested in buying tickets or joining other fans on a coach to Twickenham should contact Billericay Rugby Club on Tuesday or Thursday evenings on 01277 841442.



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