



# Frontline

## Force introduces drug and alcohol testing

by Liz Walsh

HAMPSHIRE Constabulary is introducing a new force policy which will mean random testing for drug and alcohol misuse by police officers working in key posts.

Initially the policy, to be introduced in October, will only affect officers in safety-critical posts and vulnerable roles.

The safety-critical posts comprise:

- firearms officers and their supervisors;
- drivers who are trained and authorised to make use of legal exemptions under the Road Traffic Act;
- air crew;
- police search advisers (POLSA) and supervisors.

The vulnerable roles comprise:

- test-purchase staff;
- surveillance and undercover staff;
- officers working in the Serious Organised Crime Unit (SOCU) and other roles where a significant component of their work is drugs-based;
- source unit staff and intelligence officers.

Testing can also be conducted where there is evidence to suggest that officers in any role are taking drugs or misusing alcohol.

Detective Superintendent Colin Smith, deputy head of the Professional Standards Department, said: "The government has recently changed the law and all forces are now required to implement a substance misuse screening policy.

"This new policy does not imply lack of trust in anyone working for Hampshire Constabulary.

"It is an acceptance that drug and alcohol misuse is a social problem which can impact on our organisation.

"This policy is as a result of working with staff associations to deal with this issue in a positive way.

"The policy aims to ensure that Hampshire Constabulary is as free from risk as possible and that it is a safe place to work and promote public confidence in policing.

"It aims to deter people from taking illegal drugs or abusing alcohol because there is a real possibility of being caught."

The policy aims to provide advice, assistance and guidance to any staff (and their supervisors or managers) affected by substance misuse and the associated problems.

Members of staff can come forward voluntarily for assistance with a drug or alcohol issue.

The matter will then be dealt with exclusively as a welfare issue and support will be given together with access to suitable treatment regimes.

However, a positive result without any early

notification from the staff member will result in disciplinary procedures.

Deputy Chief Constable Ian Readhead said: "In order to evidence the high professional standards that I know exist throughout Hampshire Constabulary it is important for us to clearly demonstrate that all of our staff are not indulging in activities that are either illegal or threaten the integrity of the force.

"This screening policy seeks to do this while at the same time encouraging any staff who may have an issue with drugs or alcohol to seek assistance and support from the force."

The testing will be carried out by Medscreen, an independent external company which provides the same service to other forces in the country using suitably qualified and experienced staff.

The use of Medscreen helps to maintain the anonymity of those providing samples.

Individuals will be required to sign a consent form and provide a sample of urine.

The controlled drugs covered by testing include amphetamines (ecstasy), cannabis, cocaine, opiates and benzodiazepines.

In relation to alcohol, the force is applying the Home Office approved rules that a person is unfit to work in a safety-critical post if they have more than 29mg of alcohol per 100ml of blood.

This is significantly below the limit for drink driving which is 80mg per 100ml.

Guidance on safe drinking limits can be found on both the Professional Standards Department and the Occupational Health, Safety and Welfare Department intranet pages.

Members of Hampshire Police Federation will be available during the screening process to assist officers with advice and guidance.

The Occupational Health, Safety and Welfare department will be the primary point of referral and contact in all cases so that no-one is left without support and follow up.

Steve Price, joint branch board chairman of Hampshire Police Federation, said: "The federation has been fully consulted and involved throughout the formulation of this policy.

"While this is a new procedure for our members, I am sure that after a short while it will become a normal aspect of maintaining the standards of the force and be as commonplace as it is for many other employees, from armed service personnel to railway employees.

"I know from experience that officers involved in critical roles take their responsibilities very seriously and will understand the reasoning behind this new policy."

Full details of the screening process can be found under Force Policies and Procedures on the intranet. If you have any queries please contact PSD or Occupational Health, Safety and Welfare.



**REMEMBER THE SUMMER? – IOW PCs Mark O'Sullivan and Neil McDonald patrol the promenade along Cowes seafront. Cowes Week saw a massive influx of people to the little coastal town. The event went well and was enjoyed by all, despite a few days of little or no wind - but lots of sunshine.**



by Steve Price,  
JBB Chairman

## FEDERATION NEWS

doubt contact your local representative.

### Police pay

SO, once again, no pay rise on September 1. The issue is now with the Police Appeals Tribunal and we wait to see how long it will be before common sense prevails and we get a backdated payment. Thank you to those who have made the effort of contacting their MPs. I have received correspondence from most MPs in Hampshire and the IOW, who are generally supportive of our predicament. Until parliament reconvenes we will not know how effective our lobbying has been. I hope that you are all up-to-date with events as the federation office disseminates information through various methods, but if in

### Drug and alcohol testing

This overdue policy, with which we have been involved in early consultation, is now almost complete. Various sites have been identified within the Operational Command Units for officers to attend for testing when directed. Altogether the force aims to test some 300 officers per year. The method and process has almost been finalised, together with the policy regarding failure to attend or provide a sample. All critical roles, including area cars, RPU, TFSU and test purchasing, are liable, as well as new recruits. Testing can also be conducted

where there is evidence to suggest that officers in any role are taking drugs or misusing alcohol.

### INCA (in-car data system) dip-sampling

Despite many warnings, and contrary to information given by the federation to shifts and departments, some officers are still ignoring the Driving Policy guidelines and are falling foul of dip-sampling of vehicle movements and speeds. A computer programme will show where your police vehicle was, what speed it was travelling and whether any emergency warning equipment was activated. Many instances can be justified but some cannot. Suspension from driving could

result. You have been warned again.

### Log books

Please ensure that when you drive a police vehicle that the log book is completed as per policy. A minor complaint regarding police driving can escalate to an integrity issue when no one owns up to driving a specific vehicle and the log book is blank. What could have been dealt with by giving operational advice now turns into a more serious investigation.

### Special Priority Payments

For those officers who are eligible to claim, the forms for 2007 will be published by Personnel very soon, together with guidance. As expected, although the absence 'trigger-point' has recently been reduced to 10 days, it has proved impossible to work out pro rata for the year, so as regards

SPP (and Competence-Related Threshold Payments) the original 12 days absence will apply for this year's claims. Deadline for submission is October 12.

### Federation elections

The term of office for a federation rep is three years, so this October will see all positions advertised on the force's Standing Orders. I too face a challenge of an election this month, so this could be one of my last articles in Frontline. If any of you are considering standing as a fed rep or want to find out more about our work then please contact the fed office on (79) 3418.

### National Police Memorial Day

This will be held on September 30 in Edinburgh to commemorate all those officers who have been killed on duty. Please make a donation and wear your badge with pride. Available at Netley Reception or the fed office.

### Hampshire JBB open meeting

This will be held at the Rose Bowl, Hedge End, on Tuesday, October 10. Doors will open at 6pm, meeting to start at 7.15pm. 'Question Time' will again form the main part of the evening. The chief constable, the chair of Hampshire Police Authority, representatives from the Association of Chief Police Officers and other portfolio heads will be there to give answers, so if you can't make it, please pass your questions to us to ask on your behalf. A hot meal and refreshments will be available together with this year's amazing free gift. We will also have a wide variety of stands covering insurance, health, property purchase, mortgages, the force pension providers and more. Hope to see you there.

### Thought for the month

You can't control the length of your life, but you can control its width and depth. Be safe.



by Kathy Symonds

### Pay

AT the time of writing there has been no meeting, no offer from the employers, no progress - therefore no update.

### Airwave research

Members who are users of Airwave are invited to take part in research into the possible short term side effects of the system. We have been approached by Kings College, London, looking for volunteers to take part in the study. Volunteers need to be over 18, be existing users of Airwave and be prepared to travel to London on three occasions to assist with the tests.

The Home Office is funding this as part of the Mobile Telecommunications and Health

Research programme (www.mthr.org.uk), and volunteers will have all travel and accommodation costs met, along with £100 to cover additional expenses.

We have more information in the office, but if you would like to take part you should contact the lead researcher, Dr James Rubin at g.rubin@iop.kcl.ac.uk in the first instance.

### UNISON autumn campaign

Starting on September 24, UNISON will be promoting its services on TV and in the press. To coincide with this we hope to be visiting as many stations as possible to meet with members and to encourage others to join our fast-growing branch. We will

also be looking for members to become workplace representatives so that our work can be carried out locally. If this can be arranged we will email members with dates, locations and news of any promotion incentives we have organised for you.

### Branch name change

We have recently 'rebranded' ourselves and have changed the branch name to reflect the fact that we represent police staff in two counties, not one. We are now called the Hampshire & IOW Police Branch, and the diaries and stress toys mentioned in the last edition of Frontline carry this new name.

### Misuse of IT

I had hoped we would not have to refer to this again, but in recent weeks UNISON has accompanied members to disciplinary meetings where members have carried out checks on the force systems when they should not have.

It may be that staff have not fully understood what they can and cannot access. On several

occasions we have informed senior managers that we feel the policies and procedures are too detailed and that staff need something easier to digest that sets out in a clear way what their responsibilities are in this respect. Nor are we convinced that the methods relied upon to teach this rather dry topic are effective.

Unless and until we can produce something that is easily understood the thing to remember is that if you have no legitimate business need to access a system, don't do it - and if in doubt ask your line manager. It's better to do that than to risk being disciplined.

### Disciplinary

While I'm on the subject of disciplinary action, UNISON has noted the manner in which investigations into possible misconduct by police staff are investigated. We feel that poor handling of investigations by line managers can lead to staff reporting sick, often with stress.

We are dealing with fairly major cases at the moment, and when these are finalised will be speaking with the head of

Personnel to discuss our observations, and see what needs to be put in place to improve in this area.

### Forthcoming events

October may be a busy month for us all. As many of you will know, October is Breast Cancer Awareness month. UNISON Women have campaigned around and supported this for many years, but this year for this branch it has special significance as two of our members have recently been diagnosed with breast cancer.

We wish them both well, and hope that their treatment is effective and without too many nasty side effects.

We have contacted the chief to suggest that the force has a Think Pink day during the month where we can raise funds for this cause. If he agrees I hope that you'll all support it.

The European Week for Safety and Health runs from October 22-26 and this year the focus is on musculoskeletal disorders (MSDs). We have contacted the Occupational Health manager in the hope that we can do some joint promotional and education-

al work on this. Look out for the posters in the workplace - details of any initiatives UNISON is involved in will be emailed to members.

In November we will be drawing your attention to White Ribbon Day. Wearing a white ribbon is a personal pledge never to commit, condone or remain silent about violence against women. This movement was started in 1991 in Canada, and the UK campaign began in 2004. We hope that Hampshire Constabulary will follow the example of Gwent Police and get behind the event this year.

### Emails

Although there may have been little to report this month, it does not mean that the workload in the branch has evaporated! If you email us and don't receive a reply within a few days, don't take it personally. Send us a reminder because there are occasions when we can't get back to you as quickly as we'd like to. That is why our plea for additional local reps needs you to respond!



by Cllr Adrian Collett,  
Vice-Chair of  
Hampshire Police  
Authority

MANY of you will already know about the work of the police authority and the areas we, as members, cover. But to those who are not as familiar with what we do, I'd like to introduce myself.

I first joined Hampshire Police Authority in 1985 when it



was still part of Hampshire County Council. I served on the authority for the next 10 years, before all police authorities were made independent in 1995. At this time, the number of members of these new authorities was reduced, so I decided to step down - a decision I later regretted and I was pleased to get back on board in 2000.

This is now the fourth year I have been chair of the finance committee and my first as vice-chair of Hampshire Police Authority. Each year, the finance committee aims to put

together a budget to ensure that Hampshire and the Isle of Wight continue to receive excellent policing.

However, every year police budgets become more and more challenging. Basically money for policing comes from two places - government grant and council tax. The government decides how much it gives each authority for policing and, in recent years, this amount has not matched the growing demands put on police. A way of solving this is by putting up council tax, but the government caps any

increase at five per cent. Even if we could put our share of the council tax up more than this, we would need to think very carefully about how this would affect people. Polling evidence has shown that while people are generally against rises in council tax, policing

is the one area they would be prepared to pay more for. People do want to see police officers and PCSOs in sufficient numbers to do the job as well as they can, and they understand that this needs to be paid for. Sadly, however, the reality is that belt-tightening is inevitable.

The roll out of Safer Neighbourhoods in recent months has been an area where we have invested heavily. It is proving extremely successful and popular. The police authority is determined to ensure that funding for this is sustainable in

the long run. Government funding for PCSO salaries was initially for two years, but I am becoming increasingly confident that the bulk of this funding will become permanent in some form or other. Now we've got this resource, we are determined to keep it. We want to make sure all those excellent people working in Hampshire and the Isle of Wight - police officers, PCSOs and police staff - are with us for the long term.

Apart from being a member of the police authority, I have been a Hampshire county councillor since 1983. From 1993 to 1997 I was chair of the Roads and Development Committee there, and since 1997 I have been leader of the Liberal Democrats - in opposition, for the time being!

I live in Darby Green, part of the parish of Yateley and close to Blackwater. I am married to Pam and have two step-children and two grand-daughters.

I meet regularly with Chief

Superintendent Paul Netherton and Superintendent Mark Chatterton at my 'link' Operational Command Unit (OCU), North & East. I think officers here face particular pressures which are similar to those in London and there is an amount of cross-boundary crime to be tackled. Co-operation with our neighbouring police forces and the armed police at Aldershot is essential, and lots of good work goes on in this field.

One of the biggest challenges for this OCU is keeping enough people in post because of house prices, and because officers can earn more if they're prepared to travel every day to the Met. But there are many loyal officers there, and north-east Hampshire is a great place to live and bring up a family.

To find out more about the work of Hampshire Police Authority, go to: [www.hampshirepoliceauthority.org](http://www.hampshirepoliceauthority.org)

# Kraken to police Solent waters



by Lucy Dibdin

BOAT users and members of the marine community are being urged to help defeat terrorism by joining Project Kraken - a new counter-terrorist network protecting the waters of the Solent.

Project Kraken was launched during Southampton Boat Show by Assistant Chief Constable Steve Watts, whose Specialist Operations portfolio is responsible for the force's counter-terrorist strategy.

A dedicated mini-site on the force website has been set up to encourage members of the marine community to join the scheme.

Project Kraken delivers an enhanced counter-terrorist vigilance capability within the Solent portal.

It engages key stakeholders, such as marina owners, partner agencies, commercial bodies and local communities, to provide a hostile environment to terrorists and criminals looking to disrupt the everyday lives of those who work, live or travel through the Solent portal.

Project Kraken provides a

way of reporting unusual activity through a central telephone number and website link.

Membership is free, and, in return, members receive a Kraken Pack containing information and membership merchandise, regular updates by email and a quarterly newsletter providing a summary of national and international incidents of interest.

In addition, members will be added to an email and mobile phone distribution list, and when appropriate, sent urgent information updates.

Members may also be contacted during times of heightened risk or threat level, or with a specific request regarding a particular individual, group or vessel.

The initiative has been project managed by Inspector Charlie Rimmer, and will be run by Sergeant Paul Campbell from the new Counter Terrorism and Domestic Extremism Unit.

ACC Watts said: "By joining Project Kraken and enhancing counter-terrorist

awareness, we will be able to achieve an exchange of information with the public which will make the portal area a safer place.

"We need members of the marine community to be our eyes and ears on the water and report back to us any suspicious activity or unusual occurrence.

"It is communities that defeat terrorism.

"This is an exciting enhancement to the protective services we provide to Hampshire and the Isle of Wight.

"It is the first such scheme in the country, and is already been looked at by other forces, which is a testament to the innovative work being carried out by the officers of Hampshire Constabulary."

Project Kraken is backed by the Solent Portal Maritime Security Group (SPMSG), of which members include HM Revenue & Customs, Queen's Harbour Master, Portsmouth, Associated British Ports, BP,



the Maritime and Coastguard Agency and Hampshire Constabulary.

The aim of the SPMSG is to prevent, deter and disrupt terrorist and criminal activities in the Solent portal through the development of collaborative strategies to enhance protective security, engage in proactive action and provide joined-up response - thereby providing reassurance to the public.

Anyone interested in finding out more or joining Project Kraken should visit the Kraken website at: [www.hampshire.police.uk/kraken](http://www.hampshire.police.uk/kraken)

## Police issue Rugby World Cup drink warning

by Carolyn Miles

AS the 2007 Rugby World Cup moves into the knockout stages, Hampshire Constabulary has issued a warning to revellers to drink safely and sensibly when out in pubs and clubs supporting their national team.

In an effort to reduce alcohol-related violence and disorder across Hampshire and the Isle of Wight, police are also advising drinkers of the consequences of alcohol-fuelled anti-social behaviour - an £80 fixed penalty notice or a night in the cells.

Inspector Alistair Nichols, Hampshire Constabulary's force alcohol harm reduction lead, said: "During the Rugby World Cup we expect many people to be visiting pubs and bars to support their national team.

"We want people to go out, have a good time and enjoy a drink but to be aware that drunken disorder and anti-social behaviour will not be tolerated."

Dr James Mapstone, consultant in public health for NHS South Central, said: "Rugby fans should remember that during the six weeks of the world cup they will be doing a significant amount of damage to their bodies if they do not drink sensibly.

"They will be placing themselves at an immediately increased risk of accidents, as well as contributing towards cancer and liver disease later in life.

"My message to fans is clear - enjoy yourselves, support your team but know your limits and drink sensibly."

This warning comes as part of the year-long collaborative campaign with Hampshire Constabulary, Thames Valley Police and NHS South Central aimed at highlighting the risks associated with alcohol consumption.

The campaign, which was launched in May, is running across the counties of Oxfordshire, Berkshire, Buckinghamshire, Hampshire and the Isle of Wight.

## Force Alcohol Strategy published

by Carolyn Miles

THE 2007-2009 Force Alcohol Strategy is now available on the Hampshire Constabulary website and the constabulary's intranet site.

This document sets out the strategy that Hampshire Constabulary will employ to deal with alcohol-related anti-social behaviour and violence during the next two years.

Chief Inspector Cliff Williams, Safer Streets lead, said: "I feel it is important that this strategy is available to all because alcohol is such an important issue in today's society.

"Hampshire Constabulary is working hard to

reduce the number of alcohol-related violent crime and anti-social behaviour incidents across the force.

"This strategy outlines the force's main priorities for the next two years and highlights the mechanisms we are using to tackle the issues."

The document also contains a useful checklist for both police and partners, and is of particular relevance to Crime and Disorder Reduction Partnerships.

You can find the strategy on the Hampshire Constabulary website under Publications & Reports.

The intranet version can be found by typing in Alcohol Harm Reduction in the search box.

## Trials of new uniform for frontline officers

by Julie Moule

NINETY frontline officers from across the force will soon be trialling a new style of shirt and polycotton trousers.

The shirts, which are black, have been specially designed to be worn while officers are carrying out frontline duties.

They are made from a breathable, lightweight fabric that makes them much more comfortable to wear under body armour.

The shirts have wicking properties which take sweat away from the body making them practical in all temperatures and conditions.

The black polycotton trousers have been designed to be a better fit than the trousers currently worn, and have been chosen because of their ease of wear and ability to keep smart.

The new shirts and trousers are being trialled in response to concerns of frontline officers that the current style of uniform is impractical.

Officers reported that the current shirts are restrictive and retain moisture when worn under body armour.

The trials will take place during the autumn in Portsmouth, Basingstoke and on the Isle of Wight, as well as within the Firearms Support Unit.

Chief Inspector Rick Burrows, who is in charge of the project, said: "We have decided to trial new items of clothing following feedback from frontline officers who have said that the traditional white shirt and clip-on-tie is not fit for purpose under body armour.

"We have looked at a number of garments which would be suitable contemporary 'fit for purpose' alternatives.

"The garments we are trialling are lightweight, made in a breathable fabric and easy to launder.

"A number of other forces have already replaced their uniform; we have researched these changes to help formulate our decision for the most suitable new uniform for Hampshire officers to trial.

"The new shirt will only be worn when an officer is wearing body armour.

"When officers are not involved with frontline duties they will continue to wear the traditional white shirt and tie.

"We are testing out two styles of operational trousers, bespoke for female and male officers, one



ALL CHANGE - PC Kate Day tries out the new shirt and trousers for size.

with pockets and one without."

Steve Price, chair of the Hampshire Police Federation, said: "We have been involved in discussions with the force, seeking more practical clothing ever since body armour was first introduced and are delighted that trials are now taking place.

"The feedback from officers from other forces who have trialled new uniforms is very positive.

"The polycotton trousers are already being worn by many officers and their introduction will hopefully also address the long-term problem of poorly tailored trousers for female colleagues."

## Skateboarding PCSO makes the headlines



by Nicola Collins

HAMPSHIRE Constabulary received global recognition recently when pictures of skateboarding Gosport PCSO Stephen Dean were splashed across the world's press.

The images appeared online and in newspapers on August 16 to accompany a story about the success of the constabulary's Safer Neighbourhoods campaign and how neighbourhood policing, among other aims, is helping to create closer relations between the police and young people as well as bring crime levels down.

PCSO Dean was pictured attending a skateboarding workshop with a group of local young

people in Lee-on-Solent.

Arranged in partnership with Gosport Borough Council, other activities included football, street dancing and DJing.

Last year work by the Bridgemary Safer Neighbourhoods Team contributed to a 28 per cent drop in crime in Gosport.

Recalling his moment of worldwide fame, PCSO Dean said: "It was my day off and I didn't get up till late that morning.

"When I looked at my mobile phone I had loads of text messages and I knew something had happened.

"I was surprised to see myself in the papers as I didn't expect it.

"However, since that day more and more people on my beat have recognised me and spoken to me, which is great as my role of PCSO is to communicate with residents in the neighbourhood."

Sergeant David Knowles, responsible for the Safer Neighbourhoods Team in the Bridgemary area, said: "The ethos of the Bridge Team can be described in three words: engagement, education, enforcement.

"This is a deprived area where the concentration of under 16s is the highest in south-east England.

"Infrastructure for youth activity is sadly lacking, so it is no surprise that much of the police work revolves around youth offenders.

"It makes sense that police and local authorities do all they can to engage and educate young people.

"For these reasons, my team joined forces with Gosport Borough Council to organise tuition and competition in football, street dance and skateboarding."

Members of Rubicon Skateboard School offered PCSO Dean and the youngsters expert guidance on flip tricks, grinds and half pipes. Portsmouth Football Club also backed the event, with its Pompey in the Community team leading the football matches for the 12 to 16-year-olds.

Sergeants Gavin Steel and David Knowles were in competition against the youngsters to score the fastest goal.

The officers also brought along a speed gun to register the speed of all the goals scored.

Sgt Knowles said: "What pleased me most was when I was approached by the mother of three children who had all participated in the events over the summer.

"She told me how much her children had grown in confidence through the regular interaction with police officers and PCSOs.

"She said that her and her children's impression of the police had improved hugely thanks to the summer events, and she felt that their lives had been changed for good as a consequence.

"These were strong words, but they came from her heart, and that is the effect that youth engagement projects can have - crime reduction and improving people's lives."

## Portsmouth Safer Neighbourhoods Team in drugs den closure

by Liz Harding

FOLLOWING continued complaints from residents of Cheeryble House in Wingfield Street, Portsmouth, local Safer Neighbourhoods officers helped get a crack house closed down and its tenant evicted.

Neighbours were disturbed throughout the day and night by people coming and going to either buy or drop off drugs.

Banging on doors and fighting in the street were commonplace.

Numerous reports came in to the Safer Neighbourhoods Team from housing representatives and from local residents, prompting an evidence-gathering operation to obtain a warrant and search the address.

Once inside, officers found an array of drug-taking paraphernalia which clearly confirmed suspicions of the anti-social activity taking place and proved the need for a closure order.

PC Alan Hunter, who led the initiative, spent

time speaking to people in the area, discovering the full extent of the problem.

Some residents were scared to leave their own houses at certain times.

They were also worried about children in the area finding drug-related items in the streets.

The case was put to Portsmouth Magistrates' Court, which granted a closure order.

Within an hour officers were at the address and closing it down.

The resident was evicted and the address will remain empty and closed for three months, during which time it will be cleaned and reallocated through the housing association.

Sergeant Mal Lynch said: "Once residents saw us executing the warrant they realised we were serious about doing something here, and they started talking to us more.

"Without their help we would not have been able to do this. It proves the importance of community intelligence."

## Brainwaves payout

BRAINWAVES, Hampshire Constabulary's long-running staff suggestion scheme, recently presented seven employees with financial awards. They were rewarded for suggesting ideas and initiatives that will improve both the working environment and the efficiency of the force.

Four of the seven winners attended Police Headquarters where they received certificates of recognition from Chief Constable Paul Kernaghan.

Photos of the presentation can be found on the Brainwaves website on the intranet.

Those who received awards were:

● PC 2604 David Knowles.

PS Knowles felt that, given the force is always striving to improve its detections, it would make good sense to remind officers to question their suspects in regard to offences taken into consideration (TIC). Therefore a reminder has now been added to the interview guides in all interview rooms.

● Nicholas Cave.

Nick is part of our Safety Camera Unit and uses the Records Management System (RMS) on a daily basis.

He recognised a few areas where the system use could be improved and therefore with the help of RMS Support a new 'It's no secret' section was added to their bulletins to highlight these and other user tips.

● Beaumont Fisk.

Beau is our partnership development manager.

He suggested that we should offer staff health advice by way of posters in toilets.

Occupational Health were consulted and took on the task of circulating the relative information as suggested.

● PC 2506 David Woods and PC 1265 Andrew Bowman.

David, an ASBO co-ordinator, and Andrew, a dog handler, suggested we encourage staff to avoid dehydration by displaying appropriate information in staff toilets.

Occupational Health were consulted and the information is now being circulated.

● Tim Teal.

Tim is one of our caretakers.

He suggested that we should look to recycle office furniture and equipment within the constabulary rather than leave them in storage on Operation Command Units.

This idea was looked at by Procurement who have since arranged for an 'Internal Recyclable Items' category to be added to Small Ads.

● PC 3633 Keith Haywood.

Keith is part of the Professional Development Unit in Ryde. He suggested that we move away from the traditional Maglite that we issue to officers towards a new LED 'clip-on' style torch. Brainwaves researched the types available and ultimately recommended one which has been now ratified by the Uniform Review Group and Uniform Sub Committee. These will be purchased shortly at a reduced cost to the force.

## Portsmouth pupils benefit from cannabis raid

by Claire Vranich

SCHOOLCHILDREN in Portsmouth are benefiting from a police raid on a cannabis factory.

Police have donated valuable growing equipment that was recovered during a raid at an address in Cuthbert Road to The City of Portsmouth Girls' School and the The Spinnaker Education Centre.

Pupils will use the equipment in school greenhouses and in science lessons.

Officers from the Kingston Safer Neighbourhoods Team joined police from Portsmouth's Drug Unit to carry out the warrant on Friday, July 6.

Nobody was found on the premises, but more than 160 cannabis plants were removed from the house and destroyed.

Sergeant Jim Stewart, in charge of the Kingston Safer Neighbourhoods Team, said: "Normally the equipment would just be destroyed, but two of my police community support officers, Phil Farrell

and Carl Boxall, came up with the idea of donating the GroLux lamp equipment to local schools.

"This is great news for the schools because it would have cost them around £5,000 to buy the equipment themselves.

"It's also good news for the wider community because raiding cannabis factories has a significant impact on disrupting the illegal drugs market in the city."

Sheena Wright, the head of science at The City of Portsmouth Girls' School, said: "We are extremely grateful for the equipment, and are very glad to be able to help the community by legitimately using proceeds of crime for educational purposes.

"The benefits for the school are two fold, because the pupils can use the lamps for science lessons and learn about them as part of their drug education.

"It is very pleasing for us to take items that were used for practices detrimental to society and put them to good use instead."



IN THE LIMELIGHT – Jessica Baker, PCSO Carl Boxall, Maxine Batt and Tiffany Hudsmith put the lamp equipment to better use.

# Hampshire takes Pride in Brighton festival

I'm GAY



**OUT IN FORCE** – Officers from Hampshire Constabulary march along Brighton's seafront during the Pride festival.

by Sarah Julian

Pictures by Andy Bennett

THE annual summer Pride festival took place in Brighton in August, and Hampshire Constabulary officers and staff took part in the march which marked the end of a week of celebrations and events.

On a scorching Saturday afternoon the sound of whistles and musicals filled the air, and, in what must have been a first for many of those concerned, the police received the biggest cheer.

The summer Pride festival celebrates the diversity of Lesbian, Gay, Bisexual and Transgender (LGBT) communities.

The Brighton and Hove event is week-long family festival, culminating in a colourful parade through two miles of Brighton's streets and seafront on the final Saturday.

Leading the musicals-themed parade with more than 100 officers from around the country were Sussex Police's Deputy

Chief Constable Geoff Williams and Hampshire Constabulary's Chief Superintendent Stephanie Morgan.

Breaking all previous records, 150,000 people are estimated to have attended the parade day.

Volunteer stewards worked alongside police and security staff, aiming to make 2007 the safest Pride to date.

Despite the huge attendance, Sussex Police reported very few incidents and only 15 arrests.

This year was the first time that Hampshire Constabulary staff have been allowed to march in uniform.

Following changes in the organisation of the parade, and confidence in the policing arrangements provided by Sussex Police, Hampshire's Chief Constable Paul Kernaghan agreed to let marchers take part in full uniform.

They had previously been allowed to march, but not in uniform.

Mr Kernaghan said: "The force's Lesbian, Gay, Bisexual and Transgender resource group

was instrumental in this decision.

"They persuaded me that participation in the contemporary Brighton Pride event is compatible with my total commitment to police impartiality."

Chief Inspector Clifford Williams, who took part in the parade, said: "The reception we received from the thousands of people lining the streets of Brighton was very positive.

"Participation in the parade demonstrated our commitment to both the community at large and our own staff, regardless of their sexual orientation.

"I was pleased to be able to take part, something I would have never imagined possible a few years ago when policing of the gay community was very different from today."

Earlier this year, Hampshire Constabulary climbed from 15th place to 11th in the Stonewall Equality Index, which showcases the UK's top 100 employers for gay people.

Reflecting on this achievement, Mr Kernaghan said: "Our message is clear: we want to

attract and retain the best employees we can and, as the Stonewall index demonstrates, we respect and welcome diversity."

Representatives from Recruiting worked alongside Lesbian and Gay Liaison Officers (LAGLOs) on Hampshire Constabulary's recruiting stand throughout the day.

The aim was to promote the force as a diverse and supportive employer, and staff were on hand to provide information about joining the force.

Scott Holland, a police staff member working in Corporate Services, said: "The reasons for me becoming a LAGLO were simple - to provide support and increase awareness.

"I have personally experienced homophobic bullying in the past, and although I didn't let it get to me, I know there are people out there who it can seriously affect, so I wanted to be a form of support for those people.

"With the police opening the march, it meant we were the first group the crowds saw.

"It showed that police forces are not only an employer of choice, but are leading the charge for all diversity issues."

Student Officer Jess Lawlor was one of those who helped on the stand.

She said: "The atmosphere on the day was fantastic.

"As a student officer it was nice to be able to take the time to talk to people and give them an insight into the job, what it is like and let them know that the recruitment process it is not as terrifying as some think."

For PC Taz Shearsby, attending Pride ranks among the highlights of seven years' service: "Since joining the police I have always felt a desire to represent and champion the under-represented - it seemed a natural step to want to help the LGBT community



both within the police force and externally.

"It has been very rewarding, not only to help, but also I have appreciated the recognition from colleagues with regard to the role.

"Officers have approached me for advice with regard to LGBT issues and investigations, and it has always been a great pleasure for me to be able to help.

"I enjoy being a face for the constabulary within the LGBT community and, vice versa, being a link to the LGBT community for the constabulary.

"Being at Pride was awesome - beautiful weather, thousands of happy, friendly people all enjoying the occasion. And without a

doubt, we had the best balloons!"

If you are a member of Hampshire Constabulary staff and interested in becoming a LAGLO, or need help or support in relation to LGBT issues, please contact Sergeant Paula Hennighan-Finlay or visit the Staff Services area on the force intranet.

If you would like to speak to a LAGLO, either visit the Hampshire Constabulary website and make contact through your local Safer Neighbourhoods Team, or call 0845 045 45 45. For more information about joining the force, see the force website to check for the latest vacancies.

**SKY'S THE LIMIT** – Hampshire's LAGLOs were confident that they had the best balloons!



## coffin mew clover advert

# Community intelligence brings success in Portsmouth

by Liz Harding

IT WAS a case of the police getting more than they bargained for after they arrested a 25-year-old man from Portsmouth for possession of class C drugs following a drugs warrant executed in the Buckland area on Wednesday, August 29.

After police made further discoveries at the address, the man was also arrested on suspicion of burglary.

Officers had previously been made aware of concerns about the property from residents during a multi-agency meeting.

The residents feared that drug activity was taking place, with suspicious people visiting the property at various hours of the day and night.

PC Dean Juster spoke further with residents and gathered

enough evidence to carry out a warrant in order to stamp out the anti-social behaviour.

During the search of the property officers discovered that the serial number on a 40-inch flat screen television matched that of one stolen during a burglary in Southsea on July 25.

As a result of the serial number being logged following the burglary, officers were able to reunite the television with its owner, Dennis Ingram.

Mr Ingram said: "I never thought I'd see the TV again, but suddenly the police turned up at my house with it.

"I was so surprised.

"I'd just like to say thank you."

Sergeant Mal Lynch said: "We are very glad to have had such a positive result from the warrant, and this series of events high-

lights two very important messages.

"The first is that it is imperative that people voice any concerns they have about their neighbourhoods to local officers.

"This kind of community intelligence will be acted upon, improving local areas for everyone.

"The second message is that this happy ending reinforces the importance of ensuring people keep a note of the serial numbers from all their valuable items.

"Without this, we cannot return items when they are recovered."

PC Juster also took the opportunity to give Mr Ingram a Drawbridge pack containing items such as a serial number log to record details of valuable possessions and a UV pen to mark his property.

## John's going strong 40 years on

AUGUST 21, 1967, remains a significant date for John Stares of the Contract Compliance department - it was the day he joined Hampshire Constabulary.

Since this date, John has undertaken numerous roles and activities that have contributed to the continual development of the force and its

support services.

It was therefore with great pleasure that the department celebrated John's 40 years of exemplary service on August 21, 2007.

Pictured are, left to right, Head of BAPS David Steele, John Stares and Director of Finance and Resources Michael Coombes.



## knight polson advert

## Lessons for all in the handling of domestic abuse incidents

by Liz Walsh

HAMPSHIRE Constabulary is at the forefront of an initiative which aims to improve its responses to cases of domestic abuse, and a new intranet page has been created to promote the message.

The introduction of Lessons Learned is a reaction to a number of murders across the UK in recent years which have shown inadequate and poor responses by the police and other agencies to incidents of domestic abuse.

Some of these cases have been investigated by the Independent Police Complaints Commission (IPCC).

The IPCC reports have highlighted failings in training, adherence to policy, poor risk management and generally inadequate levels of investigation.

Her Majesty's Inspectorate of Constabulary requires every force to demonstrate how they learn from other forces and agencies about domestic abuse incidents.

The force intranet now contains a page dedicated to Lessons Learned and provides background information to recent cases.

Inspector Steve Mote, the force domestic abuse co-ordinator, said: "Learning is vital for us to continue improving our response to domestic abuse.

"The aim of the intranet page is to give staff a better understanding of how they can ensure victims receive a better service.

"There are a number of reports from incidents in other forces.

"Each one has similar themes running through them, concerning levels of investigation, initial responses, risk assessment and control rooms.

"In other words, there's something in them for all staff to learn from.

"Publishing these details is just the first step. Ensuring the lessons are available for all to learn from is one step, but training is clearly a vital way forward and this is something we need to look at."

In the coming months a range of work will be undertaken to understand domestic abuse, improve the conduct of investigations and promote the role of domestic abuse co-ordinators.

The intranet page can be found under Territorial Operations in the Community Safety pages.

## Welfare of police dogs a priority

REGULAR checks on the welfare of police dogs have been introduced by Hampshire Police Authority.

The Independent Police Dog Welfare Scheme involves volunteers, working in pairs, observing and reporting on the conditions in which police dogs are housed, trained, transported and deployed.

This team of volunteers includes some of the existing independent custody visitors, who were selected for this additional role, and professionals working in animal care and welfare.

These volunteers will provide an independent check on the way handlers carry out their responsibilities to the dogs in their care. Police authorities are advised to run such schemes under the

Association of Chief Police Officers' dog strategy.

Head of Dog and Search Support Unit, Inspector Paul Western, said: "We are committed to having the highest standards of dog welfare in force and it is an important step forward to have this independent assessment."

The first visit took place at the end of July with two independent dog welfare visitors observing a training day at a farm near Southwick, Hampshire. Tim Lawrence of the Dog and Search Support Unit introduced the visitors to the officers and dogs, who were seven weeks into their initial training.

One of the visitors, vet Virginia Richardson, said: "They were very welcoming, interested in talking about their dogs and explaining what they do."

## Safer Neighbourhoods Team's Southampton FC visit for youngsters

by Natalie Treagust

A GROUP of young people from Andover ended their summer holidays with a tour of Southampton FC's St Mary's Stadium thanks to their local Safer Neighbourhoods Team (SNT).

The trip was arranged as part of a series of Sporting in the Community events organised throughout the summer by Safer Neighbourhoods officers and the local authority.

The activities were aimed at 11 to 14-year-olds, who were able to meet and interact with their local police community support officers (PCSOs).

Thirteen youngsters were accompanied by two local PCSOs and a Test Valley Borough Council neighbourhood warden on the tour of

the ground.

As well as a tour of the stadium, the youngsters each received a certificate to acknowledge their participation in the Sporting in the Community events.

Sergeant Dave Phillips of Andover police station said: "Sporting in the Community has been a brilliant success as far as our Safer Neighbourhoods officers are concerned.

"It has been a great opportunity to meet local youths, and I hope it has demonstrated to them that we are approachable and interested in their issues and concerns.

"The St Mary's visit has been organised to say thank you to those who have taken part in the events throughout the summer."

## Hampshire emergency services in new TV feature

REAL RESCUES, the Topical Television documentary series featuring the emergency services in Hampshire, begins transmissions in October.

The 45-minute programmes will be broadcast on BBC1 at 9.15am each weekday from Monday, October 15, through Friday, November 9.

Series editor Peter Hayton said: "The series shows the amazing breadth of the work carried

out by our emergency services, from major incidents to minor mishaps.

"It's done with skill, kindness and determination by the people concerned, and often in extreme or dangerous circumstances.

"One can't help but be impressed, and it makes you realise why our blue light services are the envy of the world."

# PCSO of the Year nominee revealed

by Scott Turski

ON November 22, Hampshire's Darren Ruston could become the UK's first Police Community Support Officer of the Year as Jane's Police Review magazine holds its inaugural awards evening at The Brewery in London.

The award recognises the important and evolving contribution of PCSOs in neighbourhood policing, and the reassurance they provide to local communities.

Each force in the UK was allowed to nominate just one PCSO, who will be assessed on the value he or she adds to policing through listening to, recording and solving community issues.

Nominees must demonstrate excellent working relationships within their communities and illustrate how the force benefits from their high-quality community intelligence.

PCSO Ruston, know by his colleagues as Willie, works as a Safer Neighbourhoods officer in the Portsea and Gunwharf area of Portsmouth.

This is an area of significant anti-social behaviour and car crime where the

perpetrators are often protected by a wall of silence created by an 'honour among thieves' mentality.

Darren was initially nominated for the prestigious title by his supervisor, Sergeant Ross Freemantle, for breaking down many of the barriers that have gradually developed between Hampshire Constabulary and the local community in the Portsea area.

His positive attitude has kick-started an increase in the trust that is essential for the force to work effectively with the local community.

Sgt Freemantle explained: "Darren draws from his extensive local knowledge, family-oriented background and life experience, including that gained through service in the Royal Navy to engage with the local youths and remain non-judgemental throughout.

"Because of their background and lifestyle this sort of engagement with any adult, especially a figure of authority, means a great deal to many of the youngsters living in the area."

Darren's knowledge of vehicle crime offenders has assisted local officers by

identifying criminals so that more focused observations can be maintained.

His keen eye for detail has also helped secure several difficult arrests including a male wanted for return to prison to serve the remainder of his life sentence for murder.

Darren is extremely proud of his nomination and told Frontline: "Becoming a PCSO was a massive career change for me and one that I have enjoyed immensely.

"I feel honoured to have been nominated for this award and grateful for the support of police officers, fellow PCSOs and members of the local community, without which my nomination would not have been possible."

The winner of the PCSO of the Year award will receive a bursary of £1,000 from the National Neighbourhood Policing Programme to fund travel to other forces in England and Wales where he or she will share best practice on relevant local issues.

The winner's findings will be published as an article in Police Review magazine.



## Spotlight

Melanie Williams

What do you currently do?

I am the force performance review manager, based in Corporate Services.

How long have you been with the constabulary?

I joined on October 3, 2005.

Tell us a little about yourself and your job history:

I used to work in the private sector for a number of financial organisations. My last job was with Skandia in Southampton where I worked in the Customer Relations department managing the customer helpdesk, as well as a number of corporate projects. I have recently married so people still remember me as Melanie Burden. I have always lived in the Southampton area. I studied English and History at university as I could not decide whether to go into teaching or law - neither of which I do now!

What attracted you to working for a police service?

I saw an advert in the local paper for the post of criminal justice performance manager, which sounded like a really interesting post, so I went for it. I didn't really know very much about the public sector or the police service so have been on a steep learning curve ever since.

What are you most likely to be heard saying?

"What's the sanction detection rate today?" or "It's Friday, so that must mean cream cakes."

What annoys you?

Happiness hoovers! Those people who always seem to be unhappy and somehow manage to make you feel unhappy too. I am generally a really upbeat sort of person and think it is sad that some people can never see the silver lining.

What makes you happy?

My friends and

family, they are really important to me. I also love going to the theatre but my favourite thing is ice skating. I love the sense of freedom and the adrenaline from skating fast, jumping and spinning.

Favourite smell:

Warm coffee from a percolator - particularly on a Sunday morning as it means my husband is getting me breakfast in bed.

Who would play you in a film?

Can it be me? As long as I get to act alongside George Clooney.

Back to the past, or forward to the future? Where would you go and why?

Back to the past, so I can meet my ancestors. The future is too much like the unknown for me.

Top three dream dinner party guests:

John Lennon (he shared the same birthday with me), my colleague Louise Tumilty (she also has the same birthday)



Melanie Williams

and Sharon Osbourne (because it's her birthday too) - can you imagine our birthday party?

Chocolate or vanilla?

Vanilla.

What did you want to be when you grew up?

A millionaire!

What would your dream job be now?

I very much enjoy my current job - so short of winning the lottery or becoming a minister I'm already there.

If you could do one thing to improve the force, what would it be?

There are two main things I would like to

resolve: too much red tape and not enough communication.

Tell us one thing about yourself that no-one reading this will know:

Every year I make a promise to try a new experience, which has so far included a parachute jump, a camel ride, swimming with dolphins, ghost hunting (like Most Haunted!), having my tarot cards read - the list goes on.

Who would you like to see in the Spotlight next?

Inspector Chris Robinson, force custody and identification inspector.

## Southampton patrol recredited

by Ian Sainsbury

SOUTHAMPTON'S City Patrol team has been recredited by Hampshire Constabulary for a further three years.

The accredited community support officers (ACSOs) who make up the team have similar powers to PCSOs but are employed by the council.

Southampton was the first city in Hampshire and one of the first in the country to run such a scheme.

The service provided by the officers has to meet certain standards and is accredited by the police at regular intervals.

A certificate recrediting the

officers was handed over to City Patrol Manager Beverley Smith by Southampton's police commander, Chief Superintendent Paul Stickler, who praised the council for its excellent working relationship with the police.

Mayor of Southampton, Councillor Stephen Barnes-Andrews, also attended the event.

Southampton's City Patrol has scored another first in becoming the first ACSO service with its own cycle team to help with public reassurance.

It is hoped it will help the officers access some of the more difficult areas to get to, such as the city centre parks.



TEAMWORK - ACSOs and dignitaries pictured at the accreditation held in Southampton's guildhall.

□ This is where you are given the opportunity to have your say. Please send your letters to Frontline, Media and Corporate Communications, Hampshire Constabulary Headquarters, Winchester, SO22 5DB. Alternatively, email them to the Frontline mailbox. Non-constabulary correspondents are also welcome to send letters that would be of interest to its employees. Alternatively, you can email [corporate.comms@hampshire.pnn.police.uk](mailto:corporate.comms@hampshire.pnn.police.uk).

Try to restrict your letters to no more than 300 words and be sure to include your name. Names must be supplied, but may be withheld on request. Please also include your day-time telephone number. The editor reserves the right to edit or omit letters.

Please note that while Frontline is an independent publication, it is often in the interest of the readership to provide an immediate response to some letters. Where it is felt that this would enhance an argument or provide a more balanced view a reply is printed in the same issue where possible.

## Role models

WITH regard to Katie Wilson's article about James Street (PCSO is Streets ahead as PC position beckons, Frontline 131), it was very interesting and I would think that with his experience and enthusiasm he should become a useful member of the force. I had wondered whether he was related to my old friend, retired detective chief inspector Norman Street?

What did concern me was the opening paragraph stating that James had worked his way up from being a Special constable to becoming a PCSO. I thought this was not a good reflection on the Specials who are, although volunteers, qualified police officers, able and expected to deal with any breach of the law as opposed to PCSOs who have limited powers and are, in my opinion, of little support to the force.

For some time now I have considered that in these very difficult times all the money that is being used to equip and pay PCSOs would be better used to pay Specials at the hourly rate of their attendance. This would possibly encourage a few more young men like James to join the Specials and become sufficiently qualified to bring much needed support to the main force.

It would be interesting to know what the recruiting response to the Special Constabulary is like in these difficult days.

**AR 'Bob' Shergold**

*Community Safety Chief Inspector Cliff Williams replies: Special constables represent the communities we police and as part-time volunteers bring their experience as members of the community to the organisation. As such, they uniquely represent*

*community involvement in policing. Each element of the extended police family plays its role in making our communities safer, and policing is enhanced by the blend of full-time regular officers, PCSOs and volunteer Special constables. To pay Special constables would defeat the voluntary ethos of the Special Constabulary. However, we can reward Special constables in other ways: by ensuring that they have the full support of our paid employees, providing training and equipment so they can support us in our job, and recognising their invaluable contribution.*

*Many Special constables do become paid regular officers, while some become PCSOs. However, a large majority of our Special constables are beacons of the community who remain as Specials because they enjoy doing their bit for policing the community. The constabulary currently employs more than 400 Special constables, but we are keen to recruit more. Further details can be found on the Hampshire Constabulary website under Vacancies & Recruitment: [www.hampshire.police.uk](http://www.hampshire.police.uk)*

*PCSO co-ordinator, Inspector Julie Rawson, replies: The government introduced the role of PCSO to bridge a gap in policing by creating a post that is highly visible within communities and to tackle low-level crime and anti-social behaviour. The role is intentionally different to that of a police officer to ensure that PCSOs do not spend a large amount of time committed to writing reports and dealing with people detained in custody. This*

*allows them to spend at least 80 per cent of their duty time out on patrol.*

*The response to the introduction of PCSOs has been extremely positive from both the public and police officers. The public, in particular, welcome the increased uniform presence that PCSOs are able to provide within their communities.*

*James Street will be sadly missed as a PCSO but the experience he has gained both as a Special constable and a PCSO will be invaluable when he joins as a police constable.*

*The original article in Frontline 131 stated that Mr Street has worked his way up from being a Special constable to a PCSO and then a PCSO to a police constable. The move from PCSO to police constable is more of a change of role rather than working one's way up, as the role of a PCSO is unique and extremely challenging.*

*PCSOs work as part of Safer Neighbourhoods Teams. Many PCSOs, on realising the impact they are making within their communities, are finding their roles so rewarding that they have chosen not to apply to join as police constables even if this was their original intention.*

## Dismayed

I was dismayed to read the front page article in issue 131 of Frontline (Last orders for drunken

jobs in Pompey) by Claire Vranich. So Hampshire police are preparing for a massive 12-month crackdown on violent crime in the city. It begs the question, what has been happening with city centre policing in Portsmouth for the last five or six years for us to have reached a point where this has to be the remedy? I recently attended a show at the New Theatre Royal in Guildhall Walk on a Friday evening with my wife and two friends and was horrified at the scenes that greeted us as we left the theatre at 9.30pm. There was music blaring from licensed premises, scantily clad females on the pavement outside a 'strip club' and a general feeling of disorder and drunkenness about the whole area. The police response: a couple of units parked up in Guildhall Square watching the proceedings and doing nothing. What an indictment on Hampshire Constabulary that it has to draft in police horses from a neighbouring force to control public order issues in its own force area. Presumably the fact that Thames Valley Police is able to lend us officers from its mounted branch means the streets of Reading haven't been surrendered to yob culture.

**Colin Keir, retired officer**

*Inspector Jon Snook, Portsmouth Central, replies: In recent years the city of Portsmouth has seen a number*

*of campaigns to tackle drink-related violent crime. The latest campaign, Operation Drink Safe, differs from previous campaigns because it will last an entire year and has full backing from the Crime and Disorder Partnership and the Portsmouth Business Crime Reduction Partnership. Recent changes in licensing hours under the Licensing Act 2003 increase the need for the police and partners to take firm and positive action to reduce violence and disorder.*

*The three priorities identified at the start of the campaign were the effective use of banning notices, enabling licensed premises to refuse entry to known violent offenders; the implementation of a scoring system for licensed premises to enable the police to take robust action against those which cause the most problems; and enhancing deployment of allocated patrol officers on Friday and Saturday evenings. The police and partners are using various tactics to reduce violent crime and make Portsmouth city centre a safer place to visit. Early indications are that Operation Drink Safe is a successful campaign, with a 37 per cent reduction in violent crime achieved over the August bank holiday weekend and a significant number of people already subject to exclusions from licensed premises.*

# phil williams advert

# Major boost for band

by Liz Walsh

THE Band of the Hampshire Constabulary welcomed its new director of music at a well attended concert in aid of the Friends of St Mary's Church, Hound, held at the Royal Victoria Country Park Chapel on September 11.

Deputy Chief Constable Ian Readhead introduced Major Jason Burcham of the Royal Marines to the audience and emphasised the considerable community relations benefits to the constabulary that the band continues to bring to its audiences in Hampshire and the Isle of Wight.

Major Burcham, a pianist and cornet player himself, joined the Royal Marines Band Service in 1986 and during his career he has served in several bands and on the Royal Yacht Britannia.

He has also been an instructor at the Royal Marines School of Music.

Commissioned in 2001, his first appointment was as director of music to the Commando Training Centre Band.

Jason is currently serving as staff officer to the Royal

Marines Band Service based in Portsmouth.

Former director, Len Lewry, has moved on to other interests after more than 20 years leading the band.

Band Chairman David Basson, in welcoming the appointment, said: "We are grateful for Len's hard work with the band over a considerable period of time and we are looking forward to developing our musical craft and performance skills further and believe that

"Jason will do that successfully.

"We are delighted to have him as our director and hope he will be very happy in his new role."

Information about the band can be found on its website: [www.hampshirepoliceband.co.uk](http://www.hampshirepoliceband.co.uk)

## FORTHCOMING CONCERTS

The band's next concerts will be:

● October 20, 7.30pm at Ringwood parish church for the local branch of the Royal

HQ, Cosham, Kingston, Southsea, Central, Bitterne and Southampton.

**Police Constable John James Gosling**, who died on August 24, 2007. He served with the Metropolitan Police and Southampton City Police for 22 years before retiring on August 31, 1983. He served at Shirley, Bitterne and Southampton Central.

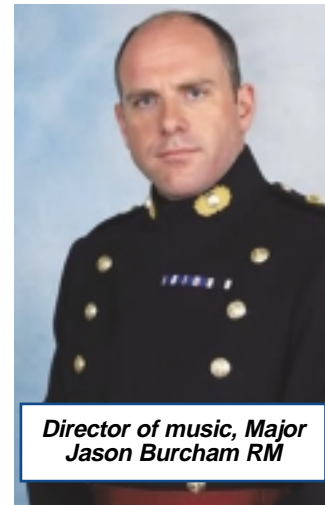
**Superintendent David John Lockwood**, who died on

British Legion;

● November 20, 7.30pm at Thornden concert hall, Chandler's Ford with the Thornden Community Wind Band;

● December 2, 7.30pm at St Andrew's Garrison Church, Queen's Avenue, Aldershot (organised by the local OCU);

● December 8, 7.30pm at Holyrood Church, Stubbington, in aid of the Mayor of Fareham's charities.



**Director of music, Major Jason Burcham RM**

August 31, 2007. He served with Hampshire Constabulary for 36 years, retiring on March 30, 2000. He served at Havant, Cosham, Gosport, Eastleigh and Headquarters.

**Detective Sergeant William Ellis Thomas**, who died on September 4, 2007. He served with Hampshire Constabulary for 25 years, retiring on March 31, 2004. He served at Andover, Fleet, Winchester, Alton and Basingstoke.

## Obituaries

**The chief constable deeply regrets to announce the death of the following retired police officers:**

**Chief Superintendent Harry John Kent**, who died on August 7, 2007. He served with Birmingham City Police and Hampshire Constabulary for 31 years, retiring on August 31, 1979. He served at Portsmouth

# SUDOKU PRIZE PUZZLE 132

**THIS month we have a special Sudoku Prize Puzzle.** We are offering the lucky winner a family ticket (four people) to the International Horse Show, Olympia, for the evening of Wednesday December 19. To enter just complete the grid at right by filling in every column, row and 3x3 square only using the numbers one to nine. Each number must only appear once in every row, column and square. Send completed entries to Sudoku Prize Puzzle, Media and Corporate Communications, Hampshire Constabulary HQ, Romsey Road, Winchester, Hampshire, SO22 5DB. Closing date October 26.

The solution to puzzle 132 will appear in edition 133 of Frontline along with a new puzzle for Sudoku fans. Puzzle 131 winner was Neil Glendingning, IOW, who received The Virgin Book of Killer Sudoku.

Winners of this month's prize will be attending Olympia to see the London International Horse Show, the UK's most popular equestrian Christmas event, this year taking place from December 17-22. It features top-class showjumping on each day, along with international dressage competition on the afternoon of Monday 17 and the evening of Tuesday 18 December.



Alongside the spectacular competition, each performance has a mix of fantastic equestrian displays. This year the Ukrainian Cossacks will be wowing visitors with a demonstration of their unique skills featuring some of the world's most talented display riders. They have not performed in England since Olympia last hosted them in 2001. The display line-up will also feature the grace and refinement of the popular

Musical Ride of the Household Cavalry Mounted Regiment, which this year, Olympia organisers have promised, will feature some surprises! So if you're looking for a Christmas day out to enjoy with all the family, then Olympia is definitely top of the list for entertainment, sporting action and fun.

Call the box office on 0870 143 2202 or go online to: [www.olympiahorseshow.com](http://www.olympiahorseshow.com)

	7			4	5		9	6
9		2	6					1
		1	8					
6								
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7	9		3	2			1	

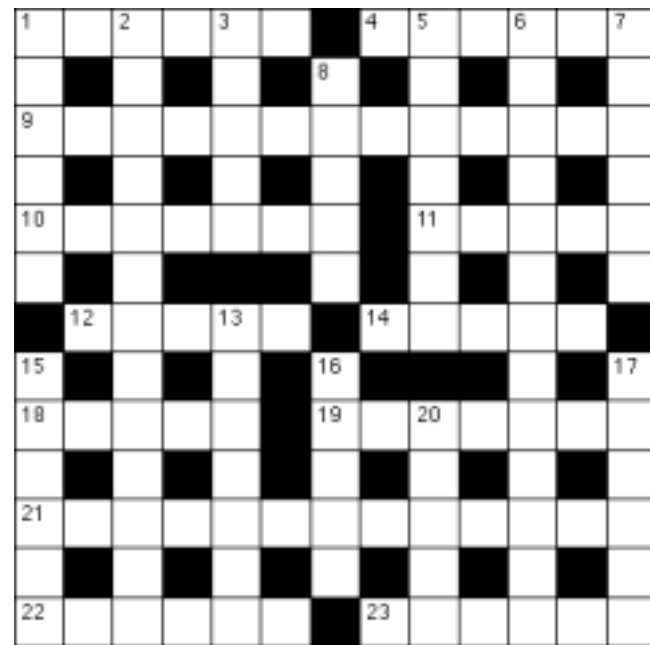
Shown below are the answers to our puzzle from edition 131.

5	9	3	7	4	1	6	2	8
6	2	1	8	3	5	9	7	4
8	7	4	2	6	9	5	1	3
2	6	8	4	1	7	3	9	5
3	5	7	6	9	2	4	8	1
4	1	9	5	8	3	7	6	2
7	3	2	1	5	6	8	4	9
1	4	5	9	7	8	2	3	6
9	8	6	3	2	4	1	5	7

## Prize Crossword no. 132



FANCY buying yourself something special for the coming autumn? Why not have your food shopping delivered to your door! Here's your chance to enjoy the coming season with a little help from Frontline. We will award the sender of the first all-correct crossword entry to be drawn from the hat a £25 gift voucher to spend at John Lewis or Waitrose stores throughout the UK courtesy of WestQuay shopping centre in Southampton. You can also spend the voucher online at [johnlewis.com](http://johnlewis.com) and [ocado.com](http://ocado.com). Last month's winner was SEO Ray Clark, Bitterne. Send completed entries to Prize Crossword, Frontline, Hampshire Constabulary HQ, Media and Corporate Communications, Romsey Road, Winchester, Hampshire, SO22 5DB. Closing date October 26.



### ACROSS

- Instrument used with a mortar (6)
- Native or inhabitant of ancient Troy (6)
- Character in Farquhar's *The Beaux' Stratagem* whose name has come to mean any woman dispensing charity (4,9)
- American actor whose Emmy-winning roles included *Lou Grant* (2,5)
- 1996 film by the Coen brothers (5)
- Biblical queen who travelled to the court of Solomon (5)
- Department store in New York City (5)
- River in France, scene of a major Allied offensive in 1918 (5)
- Analgesic drug (7)
- Best Actress award winner at the 1996 Cannes Film Festival (6,7)
- 22 and 1 Down. 1960 U.S. Open golf champion (6,6)
- Frank, writer and journalist whose autobiography *My Life and Loves* was banned (6)

### DOWN

- See 22 Across.
- Iraqi politician born in 1937 (6,7)
- Rudolf, Hungarian dancer who originated a system of dance notation (5)
- Cordial flavoured with fruit kernels and almonds (7)
- British author of *Shall We Tell the President?* (7,6)
- Byron, 1939 U.S. Open Golf champion (6)
- A number of sheets of paper, twentieth of a ream (5)
- Alfred, Czech-born pianist born in 1931 (7)
- West African republic whose capital is Banjul (6)
- Modern Latin American dance resembling the rumba (5)
- Another name for the pineapple (6)
- Sculpture or painting of the Dead Christ supported on His Mother's lap (5)

### SOLUTIONS TO 131

**Across:** 1 Augustus John; 7 Tench; 8 Largo; 9 Max; 10 Honeycomb; 11 Castle; 12 Liffey; 15 Stonefish; 17 Len; 18 Ariel; 19 Guano; 21 Frankenstein.  
**Down:** 1 Antimacassar; 2 Sun; 3 U Thant; 4 Jellyfish; 5 Harpo; 6 Dombey and Son; 7 Texas; 10 Hölderlin; 13 Faldo; 14 Jingle; 16 Osier; 20 Ass.

### Crossword scribble pad

## Past Times by Clifford Williams

● The Force History Society has its own website. Go online to: [www.hants.gov.uk/hchs](http://www.hants.gov.uk/hchs)



WE thank retired officer John Lee for sending us the photo featured in this edition of Past Times.

With much help from Ken Hampton, John has been able to identify most of the police recruits featured.

With the exception of the instructor, they all joined the Portsmouth City Police on June 21, 1938, and we think the site is outside an army drill hall in

Burnaby Road, Portsmouth.

**Back row:** 1-r, PC 77 Goronwy Wynne Evans, PC 251 Leonard Rooms, unidentified, PC Ted Toleman, PC 255 John Owen Evans, PC Reg Longhurst

**Front row:** 1-r, PC 247 Raymond John Jones, PC Watts, PC 189 Clifford John Coward, Inspector Nicholas, PC 116 Thomas Victor Moore, PC Charlie Daysh, PC 108

Sidney Herbert Woodriffe

As far as we know, Goronwy Evans GM is the only member still alive.

Sidney Woodriffe retired with the rank of superintendent and was appointed deputy divisional commander of Portsea Island Division upon the amalgamation of Hampshire and the Isle of Wight with the Southampton City and Portsmouth City police forces

on April 1, 1967.

We think he was the only member to serve in the new Hampshire Constabulary; the others retired or resigned before that date.

Cliff Coward, whose nickname was The Ginger Cat, was detective sergeant when John Lee served as a detective constable at Cosham from November 1960 until June 1964.

He was a great character and a very good friend of John.

He was promoted to uniform inspector and served at Kingston Crescent until he retired in 1966.

John Owen Evans was John's patrol sergeant when he was still on the beat at Southsea in 1959.

Tom Moore, nicknamed The Maharajah, spent most of his service in the CID but retired as a uniform sergeant.

Goronwy Evans was awarded the George Medal for the rescue of a family from a bombed house during the Second World War.



**FENCING, BOXING AND FOOTBALL – There were no aerobic fitness machines for these recruits who joined the Portsmouth City Police in 1938.**

# Raiders of the Lost Archive

by Sarah Jane Cousins

THE Central Archive Facility (CAF) is a building an eighth of a mile long housing Hampshire Constabulary's paper records and some exhibits.

Imagine the setting in the final scene from the first Indiana Jones movie, but in metal and plastic, and it is easy to see why no one ever thought it could reach capacity, but last year that is exactly what happened.

Use of the CAF was first encouraged during the Freedom of Information audit in 2004.

It proved such a success that, when a recent project required business areas to create more office space within existing buildings, the overwhelming response was to clear out their storage areas and send even more records to the CAF.

Suddenly the number of submissions to the CAF doubled.

In June 2006, the CAF had reached capacity and had to close its doors.

Half of the problem was that records were not being weeded prior to submission, which resulted in a vast amount of paperwork being retained unnecessarily.

The other half of the problem was that indexes to the boxes were held locally, so the CAF team could not move holdings to make the best use of the available space.

It was decided that rather than spending money on renting a second archive, we needed to put tighter controls around the existing facility and so a large-scale weeding and cataloguing project was initiated.

Chief Superintendent Giles

Stogdon, Corporate Services, said: "One of the main challenges in developing the CAF is the required cultural shift from treating it as a file store where everything is 'out of sight is out of mind'."

"An archive is for maintaining valuable assets.

"It is only an asset if it is kept in a safe and secure environment and is readily accessible."

The national IMPACT (Information Management, Prioritisation, Analysis, Coordination and Tasking) Programme is overseeing the police service response to recommendations made by Sir Michael Bichard, following his inquiry into the Soham murders.

The Bichard Inquiry exposed serious failures in the management of police information and led to a statutory Code of Practice on the Management of Police Information (MoPI), which obliges all forces to be able to search their records by nominal, when traditionally our paper records have been filed by case number.

Superintendent Pat Ogden visited the CAF when she took over the role of Hampshire IMPACT Programme manager in April. She said: "It is essential that the force can identify and retrieve all information held, in accordance with MoPI timeframes and criteria for deciding whether to retain or dispose of it."

"The work of the team at the CAF therefore plays a significant part in meeting our obligations under MoPI."

So far the weeding exercise has cleared an estimated 30

tonnes of unnecessary paper and saved up to 50 per cent of the space used by the business areas, whose holdings have been tackled. Much of this has been achieved thanks to the tireless efforts of the team at the CAF.

Ch Supt Stogdon explained: "Over the past year a great effort has been made by Operational Command Units and departments to use the CAF as it should be and the highly professional staff of the CAF have weeded out vast quantities of material.

"In doing so, they came across such anomalies as the Operation Xmas box, containing Christmas decorations and a box full of reports that should have been destroyed in 1984, long before the CAF existed.

"I am grateful to all those who have played a part in moving away from this misuse and establishing the archive as a facility that you can rely on."

One officer who has been closely involved in the CAF clearout is DCI Colin Mathews. He said: "Major Crime has a unique requirement in the force for the storage of relevant documents and exhibits for the entire



**SHELF LIFE** – The constabulary's Central Archive Facility is home to many thousands of valuable paper records and exhibits.

period during which a convicted person remains in custody.

"I have enjoyed working with both the CAF and Corporate Services in order to come up with a mutually agreeable and practical solution to all of our needs."

The weeding exercise is ongoing, but the CAF is now beginning to take in new submissions. However, there are now much stronger controls around the quality of records accepted.

CAF manager, Ian McIlwraith, said: "This process, together with the disposal of material in accordance with MoPI, will continue into the foreseeable future. "I am confident that this will enable the CAF to function efficiently for at least five more years."

In the immediate future, IT Services are developing a cataloguing system, which will allow the force to maintain a centralised index of all its physical records.

It will also help the CAF team to enforce new processes that will ensure that CAF holdings comply with records management good practice and current legislative requirements.

The CAF has also reviewed its

business continuity plan.

Bill McNeill has been leading on this piece of work. He said: "The CAF, unlike other constabulary buildings, is unique in the fact that we are housed within a dockyard community.

"Any disaster occurring within the naval base will impact on our business in terms of access or relocation.

"A recent table-top exercise revealed a number of small discrepancies all of which have now been resolved.

"The inclusion of the Naval Base Commander's emergency team in no small measure contributed to the success of the exercise."

In the longer term, Corporate Services is developing a storage strategy to identify the physical storage requirements of the constabulary in the coming years.

The force is moving ever closer to having records which remain electronic throughout their life cycle, but the nature of police work means that there will always be physical holdings which require careful management and preservation.

## Students urged to stay safe

by Carolyn Miles

THOUSANDS of new students descended on Southampton, Portsmouth and Winchester throughout September as the new term began.

This year Hampshire Constabulary is supplying new students with panic alarms, timer switches and UV pens in an attempt to lower the number of students falling victim to crime.

Students are often susceptible to crime, particularly when moving into a new area, or away from home, for the first time.

One in three students is likely to become a victim of crime during their time at university.

Crime prevention officers will be on hand at each of the universities' freshers fairs, ready to offer advice and give and support to all students across Hampshire.

With five universities in the county - Southampton University, Solent University, Winchester University, Portsmouth University and Sparsholt College - it is important that new and returning students are offered advice to ensure they know how to stay safe.

Sarah Steege, crime prevention officer for Hampshire Constabulary, said: "We are providing students with reassurance as they become acclimatised to their new environment, and we are urging them to take a few precautions to ensure they do not become victims of crime."

"This is an exciting time for many young people.

"However, we need students to recognise the risks surrounding them.

"We are also urging students to take a few moments to become accustomed with the local emergency contact numbers for Hampshire."

## Contact Frontline

● This newspaper, produced for Hampshire Constabulary, is made available to serving officers and police staff, Specials and pensioners in Hampshire and the Isle of Wight. Frontline is published every six weeks and appears in its entirety on the Hampshire Constabulary website: [www.hampshire.police.uk](http://www.hampshire.police.uk)

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● If you have any news you would like to see included in the newspaper, or if you have an opinion that you would like to express about the police or policing in general, write to us at Frontline, Media and Corporate Communications, Hampshire Constabulary HQ, Romsey Road, Winchester, SO22 5DB. Alternatively, email the Frontline Newspaper In-box, or externally [corporate.comms@hampshire.pnn.police.uk](mailto:corporate.comms@hampshire.pnn.police.uk)

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# Volvo visit to Hampshire Constabulary

by Susan Rolling

A leader of the Volvo Car Corporation of Sweden visited the Hampshire Constabulary transport department on August 17 to gain a better understanding of how Volvo vehicles are used in a UK police fleet operation.

Lennart Stegland, president of Volvo's Special Vehicles Branch, and his party were in England for the annual National Association of Police Fleet Managers' (NAPFM) Conference and Exhibition at Wroughton, near Swindon.

The conference was hosted by Wiltshire Constabulary, where Volvo launched its new V70 patrol car.

Hampshire's close relationship with Volvo dates back to the mid 1960s, when the constabulary became the first UK force to operate 122 Volvo Amazon patrol cars.

Today, Mr Stegland and his Swedish and UK colleagues wanted to determine what direction police fleets will take to integrate specialist technology.

Mr Stegland and his party met Chief Constable Paul Kernaghan, Director of Finance Michael Coombes and Fleet Manager John Bradley.

They went on patrol with the Roads Policing Unit and visited the Force Control Room and Tactical Firearms department at Netley.

Mr Stegland said: "In our 14th consecutive visit to the NAPFM exhibition, Volvo was pleased to reveal the all new V70 police car with its increased payload of up to 720kg.

"We were also able to display the generic vehicle execution for

the Swedish police force, a car developed between Swedish police and Volvo for use in every Swedish police district.

"It was clear from very interesting discussions that the one generic specification could be a concept for the future in the United Kingdom.

"It was good to renew the 40-year relationship between Volvo and Hampshire Constabulary, a relationship that has been very fruitful because of feedback from the fleet manager and car users.

"We have been able to integrate a number of ideas from daily users of police cars.

"Such a dialogue is one of the most rewarding activities a car producer can have.

"Mr Bradley kindly invited us for a day with Hampshire Constabulary, and we were able to see for ourselves the way police drivers use their main working environment - the police car.

"We were also able to study the extremely professional fleet management follow-up and the key performance indicators which are adhered to by the force's transport department.

"The professional operation is in many ways very close to a non-police operation, with some specific key performance indicators relevant to police operations added to ensure frontline policing is delivered.

"We were also able to see the really heavy duty requirements for equipment in the armed response vehicle, where the implication of payload becomes very relevant.

"We send a big thank you to the roads policing officers, the firearms unit and the force



**OLD HANDS – PC Steve Woodhouse shows Lennart Stegland around his veteran Volvo Amazon police car during the visit to Netley.**

control room as well as Mr Kernaghan, Mr Bradley and Mr Coombes who all gave up their time.

"We would like to thank Hampshire for the kind support during our visit, and we especially want to thank Chief Constable Kernaghan and Deputy Chief Constable Ian

Readhead who gave us very comprehensive and valuable information about the future use of police cars."

# Jeans for Genes Day 2007

by Helen Davies

HAMPSHIRE Constabulary staff were recently encouraged to 'get denimised' - and pulled on their jeans to make a difference to the lives of children affected by genetic disorders.

Friday, October 5, was national Jeans for Genes Day, when all non-operational staff were able to wear their jeans to work for the day by donating £2 to charity.

Organised by seven national charities including Great Ormond Street Hospital, Jeans for Genes raises funds for pioneering research into serious and often life-threatening genetic disorders affecting thousands of children.

Funds also provide laboratory equipment and facilities, as well as valuable advice and support for families.

In the UK, one baby in every 33 is born with a genetic disorder or birth defect.

That's one born every 30 minutes whose life could be affected.

There are more than 4,000 recognised genetic disorders, some of which cannot currently be treated.

Over the past two years the constabulary has raised near-

ly £4,000 for the campaign.

Just as in 2006, this year officers and staff were able to donate their money to their local administration office which then forwarded the funds to Headquarters.

Business improvement inspector for Corporate Services, Helen Davies, who organised the event on behalf of Hampshire Constabulary, said: "This was an opportunity for staff to relax in comfortable clothes for the day while donating money to a worthwhile cause.

"My daughter Ruby was born last year with a genetic condition called PKU - it can happen to any parents when you least expect it.

"Thank you to everyone who put their hands in their pockets and helped yet more children, some suffering from terrible diseases."

Unfortunately frontline staff meeting with the public were unable to join in due to the nature of their duties, although donations from all members of staff were welcomed.

If you want to find out more about the campaign or read some stories about the children who benefit from the money the charity raises visit [www.jeansforgenes.com](http://www.jeansforgenes.com)

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# Brooke's drawing is a work of art

by Nicola Collins

CONGRATULATIONS to Brooke Summer Adams! Brooke, 7, entered a poster competition organised by Gosport Safer Neighbourhoods Team at a Crime Reduction Environment Week (CREW) event in May.

Four local schools took part and the pupils were asked to design a poster that showed who they could turn to if they wanted to ask for help within the community.

Competition judges from Gosport's St Vincent College said the standard of posters was excellent before deciding on Newtown Primary School as the overall winner thanks to Brooke's entry.

Brooke's illustration shows members of the emergency services, a binman, a lollipop man and a midwife at work in their everyday roles.

The accompanying wording reads 'All these people deserve a medal 4 our community.'



**FINE ARTIST – Newtown Primary School pupil Brooke Summer Adams proudly displays her winning poster to Gosport PCSO Dawn Ayres.**

## SNTs achieve their goals



**PLAYING TOGETHER** – The SNT, partners and some of the youngsters who played in the match.

by Nicola Collins

WINCHESTER'S Southgate Safer Neighbourhoods Team (SNT) recently took on a team of local young people in a football match aimed at breaking down barriers between police and youngsters.

The team of Safer Neighbourhoods officers was joined by members of local partner agencies in the game which was played at the Carroll Youth Centre in Stanmore, Winchester.

Several of the young players from the opposing team had

previously come into contact with the police before, but for the wrong reasons - as they had committed a variety of offences.

PC Joe Zubaidi said: "The game was played in high spirits and everyone seemed to enjoy it."

"It was a closely fought game which ended 16-15 with a victory for the police."

Winchester's Northgate SNT also recently played in a multi-agency football match.

Police officers, police community support officers, accredited community safety

officers and neighbourhood wardens played against a team from Highcliffe, Winchester, in a match arranged annually.

PC Dominic Doyle said: "The game finished 2-1 to us, which was a great improvement after last year's defeat."

"The atmosphere during the game was enjoyable but was also played with a lot of commitment from both sides."

Both SNTs, in alliance with local partner agencies, are always looking to use innovative ways to interact with local people together to ensure a better, safer community.

## Hampshire officers win trophy in mountain climbing challenge

by Katie Wilson

A TEAM of six officers from Hampshire Constabulary were worthy trophy winners after competing in the 25th Three Peaks Mountain Challenge.

The Three Peaks Challenge is a gruelling task to climb Ben Nevis, Scafell Pike and Mount Snowdon - the three highest mountains in Scotland, England and Wales respectively - in just 24 hours.

The constabulary team began their quest at the foot of Ben Nevis shortly before 5pm on June 21, completing the climb just before 8.30pm.

The officers then drove south through the night, arriving in Cumbria at 3am.

They began climbing Scafell Pike at 4am, finishing around

6.30am.

Finally, the team left Cumbria and headed for Snowdonia.

They began their ascent of Mount Snowdon at 11.30am, reaching the summit just after 1pm and marking an end to the event.

Including the mandatory 11 hours travelling time, the team's total event time was 18 hours 26 minutes.

The team won the trophy for being the fastest British police team, as well as receiving an award for best driver and navigator team.

Team leader and driver/navigator, PC Paul Davy, of Aldershot police station, said: "We entered the event as a team-building exercise as well as an opportunity to raise money for charity and have a bit of fun."

"This is the fourth time I've completed the challenge. Through the combined events we have raised around £3,500 for Marie Curie Cancer Care, The Rowans Hospice and other charities."

"This year's team consisted of myself, Sergeant Paul Morton (Southampton Central police station), PC Tom Percy (Havant police station), DC Mike Frend and PC Rob Jones (Hulse Road) and Mr James Picton-Jones (non-police)."

"The event is hugely enjoyable, though extremely tiring for all involved."

"Blisters and sore legs were the order of the day!"

"I am aiming for the platinum medal next year when we will take part to defend our title."

## Force tennis team in Essex championships

FOLLOWING the achievements of seven members of the force tennis team at the South East Championships, Hampshire Constabulary representatives turned out at the Police Sports UK Lawn Tennis Championships 2007 in numbers unmatched for many years.

The tournament, hosted by Essex Police at The Connaught Club, Chingford, saw a very high standard of play.

Hampshire's DCI Mark Ashthorpe and A/DS Pete Lavin made it to the quarter-finals of the veteran men's doubles, losing out on a damp court in dark conditions for any time of year, let alone August.

Lavin and Ashthorpe then teamed up with ACC Simon Cole and PC Giulio Pizzo, respectively, in the men's doubles.

Ashthorpe and Pizzo beat the other Hampshire pairing in the regional final.

Sadly, both pairs were beaten in their first round matches, struggling to adjust to the pace of the shale courts.

In the women's doubles, DS Emma Penson and DC Claire Vincent beat a strong Strathclyde pair 6-1, 6-1 before falling in the 'round of 16'.

In the women's singles, PC Claire Brown produced a fantastic fight back, again against a fancied Strathclyde opponent. Having lost the first set, Claire battled to win the second set on a tiebreak before taking the third set with a win in the championship tiebreak decider.

Understandably tired after such an epic battle, Claire lost out in the next round to a fellow member of the national training squad.

ACC Cole, national chair of the Police Sports tennis section, said: "It was great that Hampshire managed to do so well at the regional tournament."

"The nationals allow the team to test itself against the top players countywide, and both Giulio and Claire have now been invited to train with the national squad next year."

If you are interested in force tennis then please contact DCI Mark Ashthorpe, HQ Community Safety.

## Football round-up

HAMPSHIRE Constabulary FC has been in action in various friendlies, cup games and tournaments recently.

On August 9, the team played in the annual charity shield game against Bramshill. HCFC beat the Hook side 3-1 to retain the shield for the third year running.

On September 5, the constabulary entered a team in the Royal Navy 7-a-side tournament at HMS Sultan, Gosport.

After cruising through the group stages unbeaten the police side was knocked out in the quarter-finals, going down 2-0 to HMS Sultan's first team, who subsequently went on to win the tournament.

HCFC played HMS Excellent in a friendly at Whale Island, Portsmouth, on September 10.

After going a goal behind to the navy side, a fine move between Dave Rowe, Mike Ashcroft and Ross Toms ended with Toms scoring a nicely taken equaliser, final score 1-1.

HCFC are set to face HMS Excellent in both the Senior Cup (United Services Football League) and in the USFL Charity Cup in the coming season - dates to be confirmed.

Also still to be confirmed is the date of the South Mids Cup Final between HCFC and Kent Constabulary.

This match should have been played at the end of last season, but the lack of availability of a ground worthy of hosting the final was one of several problems which put the fixture on hold.



**HIGH CLIMBERS** – Sergeant Paul Morton and PC Rob Jones were a part of the team that undertook the gruelling Three Peaks Challenge.

## Western OCU officers' 10K charity run proves Vital

by Julie Moule

A TEAM of four officers from Western Operational Command Unit has raised money for disability charity Vitalise by running a 10K event in the Royal Victoria Country Park at Netley.

The team comprised of PC Jon Kennet, PC Joe Clarke, PCSO Scott Weston and PCSO Paul Weston.

The idea to run the race was the brainchild of PCSO Donna Kay, who noticed a poster while patrolling the area advertising the race and thought it would be a good idea to raise money for a local charity on her beat who she knew needed contributions.

Vitalise is a national charity providing short breaks and other essential services for disabled people, visually impaired people, and carers. Guests receive 24-hour personal support and care-on-call in a relaxed environment, and can also participate in a pre-arranged programme of trips and activities or book in for theme weeks.

The team raised £279 and handed over the cheque at a presentation evening at Vitalise's Waterside House, Netley.

Team member, PC Joe Clarke, said: "It was a really good course and a well organised event. It was a warm day which made it hard going towards the end but we all enjoyed the run and raised some cash for a worthy charity."

Centre manager at Waterside House, Craig Rees, said: "It is fantastic to receive such support from Hampshire Constabulary."

The links which have been built up through the initial concerted effort of PCSO Donna Kay's involvement in the centre and latterly the PCSOs who have supported Vitalise is exactly what the local community needs.

"All service users with a disability are delighted to receive this cheque and the money will be put to good use improving services for the 1,700 people with disabilities served by Vitalise."

"Thank you so much for all the officers' efforts, not only during the 10K run, but for the hard work which helped raise money and boost the profiles of Vitalise, Netley Waterside House and the excellent community policing strategies in Hampshire."

For more information on Vitalise call 0845 345 1970 or visit [www.vitalise.org.uk](http://www.vitalise.org.uk)