



New police HQ reaches milestone

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DECISION DAY FOR HAMPSHIRE POLICE AUTHORITY

Members make crucial decisions on the future of force's Air Support Unit and new headquarters project

■ by Vicky O'Hare

Key decisions which will help Hampshire Constabulary to make significant savings in light of government budget cuts have been made in the past few weeks.

At the July meeting of Hampshire Police Authority (HPA), members were asked to consider a proposal about the future of the force's Air Support Unit (ASU) and also decided on the best way forward for the new headquarters project.

Members approved a proposal for a collaboration project to create an ASU which will cover the force areas of Hampshire Constabulary, Surrey Police and Sussex Police

The proposal was also approved by both Surrey Police Authority and Sussex Police Authority.

This collaboration work pre-dates the current budgetary savings reviews and follows two years of consultation work between senior officers and their respective police authorities.

Steve Dann, assistant chief constable of Hampshire Constabulary, said: "The project will see two helicopters – one based at Shoreham in West Sussex and one based at RAF Odiham in Hampshire – available for more hours each day, which will improve resilience and also make significant savings to all forces in terms of maintenance and running costs.

"The method of delivery of air support for Hampshire will change as a result of this decision, but we are fully satisfied that a more balanced and cost-effective service will be achieved for all three forces without impacting operational effectiveness."

Members of the authority also decided to put plans for the construction of a new headquarters at Alpha Park in Chandler's Ford on hold.

Since the authority chose the new-build option for police headquarters in February this year, the whole economic situation has changed.

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Ready for take-off - Farnborough Airshow 2010



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How I see it

Chief Constable Alex Marshall

Contact Frontline

Do you have a story?
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The new government is looking to make major changes in quick order.

As a member of ACPO, I have contributed to the limited consultation through meeting both the Home Secretary and the Police Minister, and via the submission of a joint document by chief officers.

While we await much of the detail the "deal" appears to be that government will reduce national targets and look to reduce bureaucracy.

In return, forces are expected to increase visible accessible policing, while making a 25 per cent budget cut.

A recent HMIC/Audit Commission report said that forces should be able to achieve up to 12 per cent savings without impacting on visible policing.

We have checked the maths for Hampshire and, with fairly severe cuts, we could get between 10 and 12 per cent without a significant impact on the frontline.

The leadership challenge is therefore clear. We need to reshape the way we operate to ensure we provide a visible presence, answer emergencies, protect the vulnerable, solve crime and cut crime

and anti-social behaviour. We need to do this at a much lower cost.

The absence of detail and the speed of change present an opportunity to redesign policing.

We will look at how we provide policing locally to ensure we are flexible enough to deliver the service needed.

We will examine all specialist departments and units to check they are necessary and cost effective.

We will look at what needs to be done at district level, what can be done across several districts and what should be done centrally.

Everyone will be affected and many parts of the organisation we value won't be affordable in the future.

Throughout this change, we still have a service to deliver as the calls won't stop and crime will still occur.

We will be designing the future while meeting the demands of the present. This is a tough situation, but I believe we have the strength of leadership and the skills in our workforce to succeed. We can all contribute to shaping the constabulary for 2012 and beyond.

As a rough guide, we will have similar

funding to 1997, when crime was higher but demand for specialists was lower. I have no doubt that we can meet the challenge we face and emerge as a strong, successful organisation.

I want to hear from everyone with ideas, however radical, and these suggestions can be sent to the Force Change Team mailbox.

Ideas that reduce cost and bureaucracy and are based on common sense and sound judgement will be most welcome. ■

UK policing news round-up

A selection of police-related stories from the past six weeks

■ Current police numbers are not "sustainable" in the face of budget cuts, a senior officer has warned. President of the Association of Chief Police Officers Sir Hugh Orde told a conference it was "misleading in the extreme" to claim otherwise. He urged ministers to make structural reforms and not "salami slice" forces.

■ Police officer numbers in Scotland have reached a record high after more

than 300 officers were hired in the past year, according to official figures. The increase, which brings the total number to 17,409, was welcomed by ministers, who have pledged to deliver 1,000 additional officers.

■ A man who applied to join the police but was rejected because he did not have enough hair for a drugs test has successfully appealed against the decision. It is understood he was at an advanced stage of the Police Service of Northern Ireland's recruitment process when problems arose over the testing. Because of his baldness, he could not give them hairs of up to 3cm in length. He was also unable to provide about 200 body hairs as an alternative. PSNI lawyers told the High Court in Belfast he would be reinstated in the recruitment process.

■ A proposal to use armed civilian guards to protect potential terrorist targets has been vetoed by the Northern

Ireland Policing Board. Chief Constable Matt Baggott had told the Policing Board he could save £5million per year by using civilians.

■ A plastic arm brought "chaos" to the M62 after drivers mistakenly reported it, thinking it was a human limb. Officers closed the westbound side and the slip road by junction 6 at Tarbock Island, Merseyside, while they hunted for the "severed arm". They opened the road a few hours later after receiving a call from two council workers who had spotted the forearm and removed it.

■ A rapper is tying up police emergency lines by bombarding a force with nuisance calls. He dials 999 before rapping, chanting and preaching to operators at Greater Manchester Police - who are not allowed to cut him off. Despite officers blocking more than 60 SIM cards, the man has plagued them since January 2009. ■

New police HQ reaches milestone

The end of construction work on the outside of Southampton Operational Command Unit's new state-of-the-art £30million police HQ was marked with a topping out ceremony in July.

The ceremony signalled the completion of the external structure of the building, which will dramatically change the face of policing in the city by allowing 5 OCU to centralise many of its operations under one roof for the first time.

The new building will replace the existing, outdated station in the civic centre with a modern, fully-equipped, purpose-built facility that draws together different departments from across the city in one central location.

Standing eight storeys high, the 8,500sq m building is a striking landmark at the gateway to the city, providing office accommodation for 500 police staff and officers, including Targeted Patrol teams, Safer Neighbourhoods teams, the crime scene investigation unit and criminal justice units.

An upper ground level - built adjacent to the office tower - will house a 36-cell custody suite, including a security system with CCTV in every cell and a charge area.

The topping out ceremony was attended by Chief Constable Alex Marshall, chair of Hampshire Police Authority Jacqui Rayment and Shane Mason, director of developers Kier Southern. The occasion was marked with the placing of the final stone panel in the entrance area.



Chief Constable Alex Marshall, Cllr Jacqui Rayment and Kier's Shane Mason insert the final stone panel

Members of the police authority, other guests and the media were taken on a tour of some of the lower floors and custody area.

Councillor Rayment said: "Although the project started before the global economic downturn, good planning has meant that the new building will increase efficient policing

in Hampshire while reducing costs by centralising many policing services in one building.

"By replacing an old, out-of-date facility with a modern, purpose-built centre and making a major investment in policing in the city, we are providing the police with the facilities they need for the 21st century." ■

New deputy chief constable appointed

Hampshire Constabulary has appointed a new deputy chief constable.

Andy Marsh will join the force on September 13. Mr Marsh is currently an assistant chief constable with Avon and Somerset Constabulary, having previously been an ACC with Wiltshire Police. He was appointed following a selection process by Hampshire Police Authority in July.

Born in Liverpool, Mr Marsh started his career with Avon and Somerset before transferring to Wiltshire as ACC in 2007, and returning to his home force in 2009.

Chief Constable Alex Marshall said: "This is great news for the constabulary. Andy Marsh brings to Hampshire experience as a chief officer in two forces.

"He is clearly committed to giving an

excellent service to the people of Hampshire and the Isle of Wight and to the officers and staff of the constabulary. We are greatly looking forward to welcoming him."

Councillor Jacqui Rayment, chair of Hampshire Police Authority, said: "We are very pleased to be able to appoint someone of Andy Marsh's calibre as the new DCC.

"At a time of significant budget reductions, Andy's experience and knowledge will be used to the full to help ensure we continue to deliver the best possible policing service for Hampshire and the Isle of Wight.

In accepting his new post, Mr Marsh said: "I am delighted to be joining such a progressive and successful force, and I'm extremely pleased to be working



Andy Marsh

with the team and our partners to face the challenges that lie ahead of us."

Mr Marsh's appointment follows the departure of Simon Cole, who is now chief constable of Leicestershire. ■

Team to tackle a time of change for the force

A Force Change Team is being created to look at how we provide our services across Hampshire Constabulary as a result of the financial challenges that the force is facing.

Two-thirds of the constabulary's current budget is made up of grants from central government and from other agencies.

Policing was not protected in the recent national Budget announcement, and government departments are facing an average 25 per cent cut in their allocation over a four-year period.

At this time, the amount of money the budget will be reduced by is not known, but initial estimates indicate that the constabulary will face a funding gap of between £20million and £25m for 2011/12, followed by further gaps of between £10m and £15m in each of the following three years.

These figures are based on a number of assumptions, but the situation is expected to become clearer following the Comprehensive Spending Review in October, with the exact details of the force's central grant confirmed in December.

The four-year 25 per cent budget reduction requires a radical refocus for the constabulary, with a force-wide review required in order to ensure that an effective and efficient service can be provided to the public of Hampshire and

the Isle of Wight.

As a result, Superintendent Dave Hardcastle has been tasked with leading a Force Change Team, which will co-ordinate the review and the work that is already going on within the organisation.

All reviews will take place within the context of the force's Policing Priorities of protecting our communities, catching criminals and ensuring that we have an active presence in every neighbourhood.

Supt Hardcastle said: "The need to refocus our efforts presents us with a sizeable challenge, but we will aim to be open and transparent about the challenges that lie ahead.

"By planning for the next four years today, it puts us in a better position to create an organisation that is well placed to provide the best possible service to the public."

The force redesign will influence how the constabulary is structured over the coming years. To facilitate this, the team is drawing on the strengths and skills of existing staff by seconding individuals with experience in a variety of roles, including operational policing, finance, estates, HR, communications, etc.

How are you tackling ASB?

The force-wide anti-social behaviour (ASB) campaign is now into its third month and nearly 300 members of police staff have signed up to take time out from their usual job to help tackle ASB.

The level of ASB in Hampshire and the Isle of Wight is continuing to decrease compared with last year, but now that the summer holidays are here we need a bigger push to ensure the number of incidents keeps dropping.

If you haven't yet signed up all you need to do is visit the ASB intranet pages and see what activities are planned for your OCU which need extra support. This is a great opportunity to get involved in frontline policing for a day. ■

Supt Hardcastle said: "The main benefit to having this team in place is that it will provide a 'joined-up' approach, with all reviews taking place in the context of a force-wide redesign. We will look at how we can best involve and support our staff during this difficult time."

Questions, concerns, observations and suggestions can be discussed with Supt Hardcastle or sent to the Force Change Team Mailbox, which has already received lots of good ideas from staff suggesting how the force can continue to deliver in the years ahead. ■

Portsmouth double murder two jailed for life

Two men convicted of a double murder have been jailed for life. In July, Samuel Johnson, 20, and Andre Sampson, 22, were convicted of the murders of Matthew Stacey and Richard Bateman in Alma Street, Gosport, on July 3, 2009.

Both men were sentenced to life imprisonment and will serve a minimum of 24 years and 28 years respectively for their crimes.

Cousins Sampson and Johnson, both from London, had spent the evening at Mr Bateman's home when they armed themselves with knives from the kitchen and stabbed Mr Bateman and Mr Stacey repeatedly.

The drug-related murders shocked the Gosport community, however the

two men were arrested quickly thanks to the good work of local officers. A lengthy and comprehensive investigation followed, resulting in charges being brought against the two suspects.

Detective Sergeant Keith Huelin, from the constabulary's Major Crime Department, said: "We are pleased to have secured two convictions for these horrific murders and hope that this verdict will go some way to consoling the families of the victims.

"This result has come about due to the hard work and dedication of all police officers and staff that worked to secure a guilty verdict in this case. The successful convictions bring to an end a lengthy police investigation and subsequent three-week court trial.

"Our thoughts are now with the families, who we have been able to secure justice for, but who will always bear the deep grief for the loss of their loved ones." ■



Samuel Johnson



Andre Sampson

Arrests after hundreds of officers carry out New Forest drugs raids

■ by Stephanie Millar

More than 250 Hampshire police officers took part in an operation in June to target those involved in the supply or use of heroin and crack cocaine in the New Forest.

Nineteen properties, mostly in the New Milton and Lymington areas, were searched during a series of early morning raids.

Detectives later charged 14 men and five women with drugs supply offences and money laundering. A quantity of substances, thought to be class A and class B drugs, were recovered in the raids.

Detective Inspector Paul Gelman, who co-ordinated the raids, said: "The operation, codenamed Operation Mercury, was part of our ongoing work to disrupt the illegal drugs supply chain and to reduce associated crime linked to drug taking.

"It also enabled us to provide some reassurance to members of the public that the impact drugs users have on their community will not be tolerated. We are

extremely pleased with the results we have achieved."

Also as a result of the intelligence-led operation, two tenancies have been terminated and a caravan has been removed to prevent the offenders returning to the area. Anti-social behaviour orders have been sought against six of the individuals involved.

Within hours of the search warrants being executed, Safer Neighbourhoods officers were out and about in the community, reassuring local residents and urging anyone with information about drug dealing to come forward and speak to police. Officers and the local authority have also been working closely with drugs support agencies to ensure those arrested in the raids that are dependent on illegal drugs can access services and help. ■



Officers spring a surprise dawn visit



Some of the drug paraphernalia found

Officer's bravery recognised at top awards ceremony



PC Nick Whitehouse

Alton officer PC Nick Whitehouse recently attended the 15th Police Federation Bravery Awards – and No 10 Downing Street – following his nomination for an award after helping to save a family in the sea while off duty.

In 2007 PC Whitehouse was enjoying a family day out at Lepe beach, Hampshire, when he spotted a group of people who appeared to be in trouble about 50 metres out to sea.

He dashed into the water in an attempt to help despite the fact that he was not a strong swimmer. When he reached the struggling family, he found that 43-year-old Eddy Moore was desperately trying to rescue his two-year-old granddaughter Keely after she had got into serious trouble against the strong tides.

Regrettably, while Keely was being held above her grandfather's head to keep her clear of the water, Mr Moore

started to disappear under the waves. By the time PC Whitehouse reached him Mr Moore was lying face down in the sea.

Despite the best efforts of PC Whitehouse, who brought Mr Moore back to shore with other rescuers, he could not be resuscitated. His family will remember Mr Moore as a hero for his efforts in saving the life of his granddaughter.

Following the incident, PC Whitehouse and another off-duty police officer from the Met - who also helped to save the family - were nominated for the National Police Bravery Awards, which are backed by *The Sun* newspaper and this year were held at London's Dorchester Hotel.

PC Whitehouse said: "I acted instinctively when I realised somebody needed help. I'm not the most confident of swimmers but I couldn't stand by and do nothing.

Despite not winning the award, PC Whitehouse said: "I felt incredibly honoured to represent Hampshire Constabulary at the ceremony. To be invited inside 10 Downing Street is a once-in-a-lifetime experience and I have the photos to prove it!



Left to right: PC Nick Whitehouse, PM David Cameron, Helen Whitehouse and Inspector Robert Matthews from the Metropolitan Police

"I would like to thank John Apter, the federation chairman, who looked after my wife and me brilliantly. The evening ceremony was a real celebration of some heroic police work from around the country and it was humbling to hear colleagues' stories. The icing on the cake was having an opportunity to have a photograph taken with the prime minister."

Chief Constable Alex Marshall also paid tribute to his officer's actions. He said: "PC Whitehouse put himself at risk to try to save others. His nomination is strongly supported by me and Hampshire Constabulary." ■

Commander's commendations for North & East OCU



L-R: SC Stephen Lyons, Ch Supt Mark Chatterton and SC James Hall

Officers and staff from across north and east Hampshire were rewarded for their bravery and good work at the recent Commander's Commendation Ceremony.

Chief Superintendent Mark Chatterton presented commendations to officers, staff and members of the public at the ceremony held at the Alton Maltings Centre.

Ch Supt Chatterton said: "These ceremonies are a fantastic opportunity to thank and reward our staff for their hard work and commitment. The events also allow us to recognise members of the public who have gone above and beyond what would be expected of them. They should be rightly proud of themselves.

"In our Operational Command Unit, nominations for these awards are decided by a peer panel made up of police officers and staff. This means that all of the nominations must be approved by colleagues before the commendation is awarded.

"The system works very well and allows all of our officers and staff, no matter what rank, to have their say."

In the Hart district, **PC Jon Richards** was presented with a commendation for achieving a 70 per cent detection rate during the last year. He was praised for his excellent investigation skills, drive and professionalism.

In east Hampshire, **Special Constable Stephen Lyons** and **Special Constable James Hall** were commended for their dedication to duty during extreme

weather. SC Hall and SC Lyons were praised for working through the night during the extremely difficult conditions presented by the snow in January. They worked tirelessly to help as many people as they could who were stuck on the roads throughout the night without food.

Chief Inspector Phil Kedge also received a commendation for his outstanding contribution to the development of the civilian street patrol scheme, Street Watch.

PC Steve Harvey was nominated for a commendation by **Det Ch Insp Dave Annets** for his outstanding service and dedication to duty. **PC Harvey** was also praised for his expert advice to colleagues within the Intelligence Unit at Aldershot and the senior management team.

Property officer Phil Toates received a certificate for his dedication and

commitment during the firearms amnesty that took place in North & East OCU earlier this year. Phil's efforts helped to contribute to the overall success of the amnesty, which resulted in 119 firearms and more than 1,000 rounds of ammunition being surrendered.

Members of the public also received awards at the ceremony for some outstanding achievements.

Alicia Crosby was the youngest person to receive an award. Aged just 10, Alicia was commended for spotting a man who had passed out in Basingstoke after choking on a piece of food. The man was concealed by some bushes but Alicia saw him and told her parents who then called for an ambulance. If it had not been for her quick thinking there was a strong possibility the man would have died.

Carl Dadson was awarded a commendation for his swift action that prevented the theft of a charity box. While ordering food at McDonalds in Aldershot, Carl saw a man pick up a charity box and run out of the restaurant with it. He ran after the man before tackling him to the floor and retrieving the charity box.

Simon Bates received an award for his bravery after he was confronted by an armed robber. Mr Bates was at Pinewood Stores in Farnborough when a man armed with a firearm attempted to rob the store. Mr Bates' friend detained the robber while Mr Bates chased a second man away before returning to the shop to help his friend.

Julie Cottrell was presented with a commendation to recognise her courage, bravery and public-spirited actions after one of her neighbours was assaulted. Julie witnessed a dispute between two of her neighbours which resulted in a man dragging a woman down the road by her hair. Julie immediately ran to help the victim and release her from the man's grasp. The woman was freed and the man was subsequently convicted for the offence. ■

Continued from front page

Speaking after the HPA meeting, Chief Constable Alex Marshall reiterated his commitment to protecting frontline policing by looking to make savings elsewhere.

He said: "This decision is a sensible step. Our priority has to be in protecting the communities of the two counties, catching criminals, and ensuring we have a visible and active presence in every neighbourhood.

"We are reviewing our systems and structure across the force to find

efficiencies, while maintaining our strength in these vital areas. Reviewing our estates strategy, including the move to Alpha Park, has to be part of that."

A final decision about the future of the new headquarters project will be made by the authority after the full details of the government's Comprehensive Spending Review are known in October.

Do you have a view on these topics? If so, email your comments to the Frontline mailbox and make your voice heard. ■

Top-class HR team to take your calls

A new Human Resources Service Centre for the force is set to go live on October 1 with the launch of a dedicated internal number – 79-2222.

This new team will be based at Police Headquarters in Winchester and will be the single point of contact for any queries you may have surrounding HR admin, procedure, guidance and police staff recruitment, in a 'one-stop shop' approach.

Anneke McCarthy, the HR manager for 1 OCU, has been appointed as the new service centre manager and here she gives Frontline her thoughts on a transitional period for force HR.

■ How will the new HR Service Centre benefit the force?

We all aim to provide the best service we can with the resources that we have available, while also looking for continuous improvement - HR is no exception.



Anneke McCarthy

In this financial climate, the new service centre gives us benefits we cannot get with smaller local units and will achieve greater consistency and efficiency, provide greater access to immediate HR advice and empower and support managers.

We'll be bringing together all the local HR teams and working practices into the service centre and our priority will be to provide quality customer service and to try to resolve queries at the first point of contact.

■ What is the main change that employees will notice?

Calling the HR Service Centre number direct, rather than face-to-face contact with OCU HR teams. HR officers and

managers will provide a local service to support long-term casework, but staff will always need to contact the service centre in the first instance.

■ Why has the decision been taken to create this new way of working?

Locating staff in a service centre will enable us to provide a more effective and consistent service. We acknowledge that relocating staff may have an impact on their lives, but the decision was based on business need and the strategic aims of providing an excellent service and making the most of our resources. The resilience offered by a larger team will ultimately create more flexible working options and career opportunities for staff.

■ Is this an exciting time for you and your department?

Yes. For HR as a department, this is a fantastic opportunity to completely review our processes with a great team who have a lot to offer.

This role is a new challenge for me and I'm really looking forward to it.

I will perform my new role to the best of my ability to support the needs of the force and to create a fair and supportive place to work for my team. I'm committed to my work and my approach is to be objective, informed, open and transparent in all that I do. ■

Judge's praise for police investigation into multi-million-pound fraud

A crown court judge has praised an Isle of Wight CID officer for a persistent and painstaking investigation into an attempted multi-million-pound fraud. Detective Constable Iain Robertson's work was commended at Portsmouth Crown Court at the end of a five-week trial.

Conman Moustafa Sallam, 64, formerly of Spring Gardens, Ventnor, Isle of Wight, received three-and-a-half years in prison in June for trying to steal £2.5 million from insurance companies.

A jury convicted Mr Sallam after hearing how he used a false identity to open bank accounts, obtain credit cards and take out mortgages. He

attempted to claim life insurance payouts for the death of a man, who did not exist, in a bus crash in Egypt in 2005.

Judge Roger Hetherington said: "I publicly thank the police and, in particular, Det Con Robertson, for what, in my judgement, was a very careful and sensitive investigation, which was well handled.

"It involved a great deal of work and met with considerable opposition at times from various people."

Det Con Robertson said: "There were hundreds of hours spent obtaining information from the Egyptian authorities, banks and credit card companies, and going through documents. To say it was not an easy investigation would be an understatement." Another court hearing is due later this year to determine how much of Sallam's assets will be seized under the Proceeds of Crime Act. ■

World Cup violence down

The number of substance-related violent crimes across Hampshire and the Isle of Wight during this year's World Cup decreased by 23 per cent compared with the 2006 tournament. June 2006 saw a total of 1,099 substance-related violent crimes. During the 2010 World Cup this figure dropped to 847. ■

Policing Plan 2010 - 2013

The latest policing plan has just been updated. The plan is produced jointly by the constabulary and Hampshire Police Authority and spells out what we aim to achieve in the coming year.

We have also produced a policing plan summary document and a Policing Priorities poster. These are being distributed across the force and all three documents can be accessed via the Chief Constable's homepage on the intranet. ■

Gang jailed thanks to SOCU

by Vicky O'Hare

Three men who carried out a string of violent robberies and burglaries across the south of England are now behind bars as a result of a large-scale investigation by the force's Serious Organised Crime Unit (SOCU).

The investigation began following some good work by Lyndhurst CID officers who were following up three of the particularly violent offences in the New Forest.

The gang of men, operating out of London, targeted homes and businesses across the Home Counties and as far afield as Devon. They carried out vamoose-style burglaries, stealing high-powered BMWs and Audis before cloning their registration plates in preparation for use in future burglaries and robberies.

Detective Inspector Dave Storey led the investigation, working with his team from the northern SOCU.

Det Insp Storey explained how the offenders would use stolen vehicles to travel to remote rural commercial premises that had houses attached – pubs, post offices and restaurants, for example.

"They would then put on boiler suits, gloves and balaclavas before entering the premises, usually at around 2am, and threaten the residents with knives and hammers to find out where the takings and other valuables were kept," he said.

Following the robberies, the offenders would often use rope or electrical leads from the premises to tie up their victims before returning to London.

In one case, they smothered a victim under a mattress and, as a result, he suffered a heart attack.

The main offenders were soon identified as Tony Marshall, Mursel Haziri and Farhad Hajilou. The three also had various other criminal associates.

Following this identification, a 10-day surveillance operation was mounted.

The rest of the SOCU team, led by

Detective Sergeant Simon Casey, went about collecting the evidence and paperwork relating to some 10 offences already committed by the gang.

The arrest phase of the operation was then planned with the support of the Metropolitan Police's tactical support group (TCG) and officers from all the forces covering the areas in which the team had committed robberies.

Det Insp Storey explained how this soon became a very complicated process - having to brief officers from other forces, time the execution of the warrants so as not to alert others to their imminent arrest, and then make sure all those arrested were transported back to Hampshire for interview.

The arrest warrants were carried out successfully. However, Haziri put up a fight and tried to attack officers from the Met's TCG with a meat cleaver.

All officers on the team had to work quickly and adapt their usual working practices during which Detective Constable Joe Colton managed the TCG and prisoner transport to good effect.

Mobile phone evidence was to prove absolutely crucial to this investigation – with about 35 different handsets and many SIM cards seized, all of which had to be examined thoroughly. Automatic number plate recognition (ANPR) also greatly assisted the enquiry.

The final piece of the puzzle came when another offender – James Barre – was identified following his arrest by the Met for an unrelated offence in London. He was soon linked to this criminal gang and was arrested. His evidence would prove crucial as he became a prosecution

witness and disclosed detailed information about his co-defendants.

The SOCU team worked tirelessly to get the evidence required by the Crown Prosecution Service to charge the offenders.

Haziri, Marshall and Hajilou were subsequently charged – and the slow-time evidence gathering began in earnest in preparation for the forthcoming court appearances.

Det Insp Storey was especially impressed with the dedication of PC Amy Haworth, Det Con Darren Hooper and analyst Julie Sargent, who all worked extremely hard to secure the best evidence possible.

The initial gang of three went to trial at Winchester Crown Court, and after a difficult five-week trial, were found guilty of conspiracy to commit robbery and dwelling burglary.

Judge Tom Longbotham commented on the professionalism and dedication displayed by the investigation team before describing the defendants as "dangerous and callous criminals" who had executed and planned very violent robberies. He imposed the following sentences:

- Marshall – 20 years but with the addition that this was an indeterminate sentence for public protection with a minimum of 10 years
- Haziri – 18 years but with the addition that this was an indeterminate sentence for public protection with a minimum of nine years
- Hajilou – nine years.
- Barre was sentenced separately to four-and-a-half years.■



Farhad Hajilou



Mursel Haziri



Tony Marshall



James Barre



The meat cleaver that Haziri attacked police with on his arrest.

'Coming out helped my career flourish'

■ by Stephanie Millar

Steph Morgan reflects on working for the constabulary

Former chief superintendent, Steph Morgan, left Hampshire Constabulary in July this year as the force's most senior 'out' gay police officer.

She came out at work seven years ago to inspire the trust of the team she led.

But when she joined the force in 1983, life was much more different for lesbian, gay, bisexual and transgender people.

As a constable patrolling Cosham and Cowplain, Steph could not be open about her sexuality.

"My partner was in the Navy at a time, when same-sex partnerships were illegal. This remained the case until a change of legislation in 2001."

"I never thought about coming out of the closet because I thought there would be ramifications."

Living with the fear of those consequences made it difficult for Steph to feel part of the team.

"If you are not being honest about who you are, then you have conversations with people and an awful lot is left out because you're frightened they'll ask questions back.

"It is very debilitating. I was always personable and approachable, but was

very careful regarding friends I made in the service."

Steph's career before she came out was not without success. It saw her, for example, undertake a scoping exercise of policing in Gambia on behalf of the Foreign Office.

But in 2003, as a detective chief inspector in charge of Professional Standards, she realised she could no longer get the best out of her team unless she was open with them.

"I couldn't have told you who had kids or who had grandchildren," she recalled, "and I think if you are going to get the best out of people you have to show interest in their lives.

"That's my leadership style, but how could I motivate them when I was not showing a personal interest in them?" Steph was supported in her decision to come out by then Deputy Chief Constable Ian Readhead, and her career subsequently flourished.

She later became OCU commander for the Isle of Wight, acted up as temporary assistant chief constable for Territorial Operations, and ended by heading up the force's Fairness and



Equality portfolio.

In July this year, she was promoted to assistant chief constable with Leicestershire Constabulary but said she still feels a strong link to the force that helped her become the person she is today: "I am happy that since being part of an organisation that allows me to be myself, my career has prospered as well.

"We want employees who are happy in their own skin and happy being themselves. If we are to achieve outcomes, you've got to take people with you."

■ The constabulary is aiming high for next year's Stonewall Workplace Equality Index, which ranks organisations across the UK on their commitment to lesbian, gay and bisexual people. Having come second last year for the second year running, the force has the top spot in sight. ■

Force accredited by Chartered Management Institute

Nationally recognised Chartered Management Institute (CMI) leadership and management qualifications can now be achieved in force and awarded by the constabulary.

Staff embarking on CMI qualifications will now have access to mentors, assessors and full support from start to finish.

The formal accreditation means that the process by which constabulary personnel can obtain a qualification with the CMI is now more efficient.

This provides officers and staff with a huge number of benefits including the recognition of managerial achievements, access to management advice, networks and information, online and offline careers advice and access to resources designed to help them in their day-to-day work.

Det Ch Insp Adrian Kingswell, a fellow of the CMI and criminal justice sector ambassador, said: "This is about raising the profile of leadership and management

that we have within Hampshire Constabulary. Awarding centre status means we can fully support the professional development of our staff."

Leadership trainer Roy Swales was recognised for his work in achieving awarding centre status for the force at the Learning and Development open forum in June.

Head of Learning and Development, Superintendent Rich John, said: "It is our department's core priority to equip our staff and develop the wide range of skills that already exist within the force. We continually look to develop future leaders and help all staff realise their potential." ■

Want to know *more*?

For more information visit the Learning and Development intranet pages under ACC HR & Operations.



This article appears in the August edition of *Hampshire: the county magazine*. *Frontline* would like to thank the magazine, which in November will have been serving the county for 50 years, for allowing us to reproduce it.

Getting to know you

An interview with the chief constable



Alex Marshall never once imagined he would equal the rank his grandfather achieved in the police, but he did rather better than that. Ron Toft enjoyed an arresting chat with Hampshire's top cop.

From the tender age of seven, Alex Marshall was determined to become a policeman like his grandfather. "I kind of knew that it was what I was going to do with my life. There was nothing else I really wanted to be when I grew up," he told me. As he became older, so Alex's determination to become a 'bobby' grew stronger. He was so keen to join the Metropolitan Police that he did not even wait for his A-level results before beginning his studies at the police training school. Hertfordshire-born and raised Alex joined the Metropolitan Police when he was 18.

"I was very, very young," said Alex. "As I recall, you weren't even allowed out on the streets until you were 19. I hadn't quite reached 19 by the time I'd finished my training, so I think I had to be 'looked after' for a couple of weeks in order to comply with regulations."

Alex never imagined that he would ever equal, let alone exceed, the rank his grandfather achieved – that of acting chief inspector. "To rise higher was unthinkable, as far as I was concerned."

But Alex did go further than his grandfather – much, much further. Today, 30 years after first becoming a policeman, Alex Marshall is the chief constable of Hampshire Constabulary, which also covers the Isle of Wight – and, as such, is responsible for running an organisation with a workforce of 7,000 people (3,700 of whom are police officers) and an annual budget of £330 million.

A breadth of experience

Over the years, Alex has been involved in the policing of some of the country's highest profile events. In some ways, he had a baptism of fire, for he was only 19 when he volunteered to help control the infamous Brixton riots.

"I wasn't even sure at the time where Brixton was," Alex said. "The fires and rioting went on for two days. I think 12 of us went from my police station in Fulham. As I recall, seven of us were in the hospital at the end of the first day." Needless to say, experiences of this kind made Alex "grow up very quickly". Also in his south London patch were Chelsea and Fulham football clubs. "In those days, particularly at Chelsea, it wasn't unusual to have lots of crowd trouble and to make dozens of arrests."

Alex left the Met after 20 years' service, by which time he had risen to the rank of detective chief inspector. "I was involved in investigating things like police shootings, deaths in custody and police corruption, although I wasn't a mainstream detective and have never been."

He then moved to Cambridgeshire Constabulary, serving as a superintendent for one year in charge of all operational matters (everything from helicopters to police dogs) and as commander for two years of central Cambridgeshire.

The infamous Soham murders took place while Alex was working in Cambridgeshire, although he was not directly involved in the investigation. "It was a massive incident that consumed the whole organisation."

Alex also spent time on secondment to the Home Office as national bureaucracy advisor.

The ascent to the top

For most of his career, Alex rose through the ranks fairly slowly, serving five years as a constable, seven years as a sergeant and seven years as an inspector.

But after moving to Thames Valley Police, his progress was nothing short of meteoric. From being appointed assistant chief constable of Thames Valley Police in August 2004, he became acting deputy chief constable of that force in January 2006 and deputy chief constable in May 2007. By October 2008 Alex had risen to the top at Hampshire Constabulary.

While serving with Thames Valley Police, Alex was in charge of policing the animal rights protests in Oxford and the wedding of Prince Charles and Camilla Parker-Bowles in Windsor.

Being chief constable of Hampshire

and the Isle of Wight "is the best policing job" in England, Alex maintained. Why? "Because the area has pretty much everything: proximity to London; two major cities-cum-ports; the Isle of Wight; and the biggest military presence in the country.

"Furthermore, you have the unusual policing challenge of the population of the New Forest and Isle of Wight doubling in summer and 40 per cent of our work being in two big cities, Portsmouth and Southampton.

"I had not previously applied for a chief constable post, so I was delighted when I was offered the job."

Making his mark

Probably the main policing concern in Hampshire and the Isle of Wight is alcohol-related violence. "Crime has been going down during the past couple of years, which is great, but the one thing that hangs around, of which people are fearful, is alcohol-driven crime and anti-social behaviour. It causes problems on our streets and is very often associated with domestic violence. I will be absolutely relentless in tackling alcohol-related violence."

I am just grateful to have this fantastic job and am committed to doing everything I can to making a difference.

Alex said when he first became a policeman, "most officers were uniformed and patrolling the streets with truncheon and whistle. During the past 30 years, we have produced people who are experts at dealing with rape, people who run domestic violence units, people who are really professional at investigating murders, people who work on counter-terrorism, people who undertake surveillance work and so on.

"We no longer put so many officers out in uniform, but there is a huge hidden side of policing that the public very often doesn't see."

When Alex arrived in Hampshire, "we received many complaints that we didn't see all victims of crime. Now we visit every victim of crime who asks for somebody to visit them. The tide is turning, but we've a long way to go."

Although being chief constable is on a par in some ways with being chief executive of a large company, "giving direction to the organisation," Alex strongly believes in keeping his feet firmly on the ground. "Often I am out



At the Metropolitan Police Training School, Hendon, 1980

at midnight on a Friday night with my frontline officers, watching them dealing with a noisy party, making an arrest for domestic violence and sorting out a pub fight. They are making dynamic decisions in incredibly difficult circumstances and doing that day in, day out."

Serving to succeed

Media-wise Alex, 48, who obtained a masters degree in criminology from the University of Cambridge, lives with his partner, Katherine, in north Hampshire.

"I tend not to talk about my private life," he said politely, but firmly. "All I will say is that I come from a large family, all of whom are based in southern England.

I have four sisters, who are very supportive, and I try to get to the gym by seven o'clock every morning on the way to work. I used to do a lot of running, but I've got a bit of a dodgy foot, so now I exercise at the gym."

Alex does not have time for hobbies. "I am out three or four evenings a week in an official capacity and sometimes also work at weekends. When I do have a little spare time, I try to visit nice places in Hampshire, get some fresh air and take some exercise."

He regards being chief constable of Hampshire as "the pinnacle" of his career. Alex has a five-year, fixed-term contract, which he can extend for up to a further three years.

"I have no ambition to go to any other police force or to any other part of the country," he added. "I have over-achieved as far as my ambitions are concerned. I am just grateful to have this fantastic job and am committed to doing everything I can to making a difference." ■



The force's number of blameworthy incidents relating to our vehicles is dropping

Force driving standards improving

The standards of police driving in Hampshire and the Isle of Wight are on the increase according to the force's latest findings.

In the three-month period from January to March, 2010, there was an average of 42,618 Miles per Blameworthy Incident covered by Response and Section Vehicles.

This compares favourably with the 37,885-mile average for the previous three quarters (April to December 2009) and is an actual increase of 4,733 miles between incidents.

In real terms, the encouraging results mean that:

- more cars are on the street as vehicle downtime is reduced
- the safety of police officers and the

public is increased

- less money is spent on vehicle repairs
- insurance premiums are reduced
- the force's overall reputation is enhanced.

A blameworthy Police Vehicle Incident (PVI) is where there has been a situation where the driver of a Hampshire Constabulary vehicle is at fault for any damage caused.

Currently, the force has to budget £310,000 each year for panel damage to vehicles across Hampshire and the Isle of Wight, even though the vast majority of incidents are seen as being avoidable.

The positive increase in statistics has been attributed to a number of factors, including the quality and level

of training carried out by the Driving Standards Unit and that staff are driving in line with force policy.

There is also improved awareness of driving standards across the force thanks to fleet manager John Bradley working alongside OCU commanders.

The introduction of Incident Data Recorders (IDRs), similar to the black boxes fitted in aircraft, and INCA Automated Vehicle Location Systems (AVLS) has supplied data that can be analysed by the Roads Policing Unit, helping to speed up the process of any resulting investigations.

The use of new technology has increased awareness as to how the force's fleet can be managed and monitored, which has had a positive effect on driving standards.

Mr Bradley said: "I think the 'one-team' approach in terms of the Transport department working with Driving Standards, CIU Collision Investigation, OCU commanders and frontline officers and police staff, as well as the support from the Hampshire Police Federation, has had a major influence

"However, we must give credit to our officers who, due to their skills and professionalism, have made a significant difference." ■

Want to know more?

To view the PVI league table, and for more information, visit the Driver Training homepage on the intranet.

Cooking up a storm

OCS has been appointed as the new caterer at the Victoria Restaurant, Netley.

The company is passionate about serving fresh food and providing excellent service.

Watch out for their special days and promotions running throughout August, which include World Flavours special days, a BBQ summer special as well as a variety of discounts and promotions.

To get things started, cut out this article and take it along to the Victoria Restaurant where you can exchange it for a cup of VISTA Fairtrade coffee, compliments of OCS.

Offer valid until October 1, 2010. No photocopies.

Call Management welcomes Airwave team

On June 1, 2010, the Airwaves and Communications department moved under the Call Management umbrella after previously being part of the IT department.

The team is led by newly-appointed Airwave manager Andy Day.

Andy explained: "At the heart of frontline policing is the need to communicate with one another, and we ensure that our officers are given the correct technology and information to ensure that we can communicate to our full potential."

The Airwave team is currently working on a number of projects including:

- the full roll-out of the new baseline software for all Motorola portable devices, to be completed by January 2011

- a refresh of all force mobile phones, due November 2010
- ensuring the force complies with the NPIA-led Multi-Agency Interoperability initiative by the March 2011 deadline
- a full review of the Airwave Assisted Implementation Project.

As well as ensuring that all officers are supplied with working radios, the radio technicians within the department are also fully trained in climbing techniques and working at high altitudes. ■

Want to know more?

Visit the Airwave homepage on the intranet.



Ch Insp Paul Bartolomeo (second from left) and fellow delegates

Blood pressure: Know your Numbers!

Know your Numbers! is the Blood Pressure Association's flagship awareness campaign. It encourages adults across the UK to know their blood pressure numbers and take the necessary action to reach and maintain a healthy blood pressure.

This year Know your Numbers! Week takes place from 13 to 19 September.

The nation's largest annual blood pressure testing and awareness event provides free checks for around 250,000 adults across the UK. It involves hundreds of nationwide organisations signing up to provide free blood pressure tests and information at venues known as Pressure Stations.

Occupational Health staff will be running Pressure Stations at various locations throughout the constabulary during the week, and sessions will run on a drop-in basis.

No notes or records will be kept by Occupational Health, but you will be given a card to take away with your results on it. If your blood pressure is raised, you will be given a letter to show to your GP. Occupational Health will not follow up on this – it is your responsibility. For more information visit www.bpassoc.org.uk.



Blood pressure – the facts

- 1 in 3 adults in the UK has high blood pressure. Only a third are aware they have the condition.
- High blood pressure rarely has any symptoms – that's why it's called the silent killer.
- The only way to find out if you have high blood pressure is to get tested.
- High blood pressure causes 60 per cent of strokes and 40 per cent of heart attacks.
- High blood pressure is a major risk factor for kidney disease and dementia. ■

Collaboration the key to mental health care provision

Embedding mental health professionals within police stations and pooling budgets between organisations were just two of the proposals made following a recent conference attended by Hampshire Constabulary's Chief Inspector Paul Bartolomeo.

The theme of the day was how best to look after people with learning disabilities or mental health problems when they come into contact with the criminal justice system.

Staying in a police or prison cell can be an unpleasant experience for most people. For someone experiencing mental illness or with a learning disability, this can often be frightening. Many agree that prison is not the best place for people suffering in this way and appropriate places of safety feature high on the list of objectives for mental health trusts.

Currently the detention, assessment and processing of people with suspected mental health problems or learning disabilities consumes an enormous amount of police time and resources. By sharing this work with other organisations, vulnerable people can be given more appropriate support.

The Hampshire & Isle of Wight Criminal Justice Liaison Group has already delivered specialised training for police officers in how to deal with suspects showing signs of mental illness. On top of this they have developed

guidelines to help provide the best care and support for people with mental health needs and learning disabilities who come into contact with criminal justice agencies.

Carol Bode, chair of Hampshire Partnership NHS Foundation Trust, said: "So many agencies have come together to work in partnership and discuss what is a hugely important issue in today's society. The trick now is to continue working together to actually make things happen."

Ch Insp Bartolomeo said: "Through the introduction of these new procedures and working closely with mental health professionals, we can ensure that those in need of specialist care receive it. This not only provides those individuals with the care they require, but also allows our officers to be used more effectively in policing the community."

Held in Winchester, the conference included representatives from Hampshire Partnership NHS Foundation Trust, the Crown Prosecution Service, Hampshire County Council, the Probation Service and South Central Ambulance Service. ■

Our survey said...

The results of the 2010 Staff Survey are in.

■ by Jonathan Lee

Employees from across Hampshire Constabulary have taken the chance to have their say on working for the force and the word from on high is “we’re listening”.

More than 4,400 people responded to the 2010 Staff Survey, which equates to 64 per cent of the workforce and is a 10 per cent increase on the number that took part in 2008.

Staff expressed strong views when asked what had made them feel more or less valued in the last three months, with the force tenure policy, job security, PDRs and positive recognition among the main areas addressed (see panel).

Compared with two years ago, morale is on the up, with 44 per cent of respondents rating their morale as high, compared with 39 per cent in 2008.

Increasing the trust of staff in ACPO and senior managers is set to be a priority following the survey, as only 39 per cent and 42 per cent respectively indicated that they had confidence in the leadership provided by these areas.

However, the number of people enjoying a healthy work-life balance is on the rise, with 52 per cent saying they have achieved that aim, a rise of 5 per cent on two years ago.



Assistant Chief Constable Steve Dann

“Following the recent budget announcement, and with the financial constraints that it will put upon us creating a degree of uncertainty, it is more important than ever that we are listening to our staff and doing all that we can to take them with us through the challenging times ahead.

“We are developing answers across the constabulary to issues that have been raised in the Staff Survey, and I will ensure we communicate the changes that we make throughout the year.” ■

Breakdowns of results for individual OCUs and departments have now been added to the intranet and can be accessed by all force employees. Departments with fewer than 10 responses will not be analysed separately to ensure that individual responses remain anonymous.

Since the survey results were collated, a total of 27 focus groups have been held at stations across the two counties to explore and discuss further the various issues that were raised in the online questionnaire.

Subsequently, an action plan has been drawn up by the Staff Survey Team following analysis of the collated results and feedback from focus groups. The plan was due to go before ACPO for approval on August 3.

We asked for your views and now we intend to act on them, while also keeping you informed as the process unfolds.

More focus groups are set to be organised at both a force-wide and local level over the coming months to obtain a greater understanding of what can be done to make Hampshire Constabulary a more effective and inspiring place to work.

If any employees would like to get involved in a focus group to effect positive change within the force, they should contact their management at a local level. Alternatively, email the Staff Survey Mailbox, which is being left open to allow the workforce to interact with the Staff Survey Team on an ongoing basis.

If you wish to communicate with the team anonymously, you can send your message via the UNISON or Federation mailboxes, which will then be forwarded on without being attributed to the original author.

Clare Simkin, who is a member of the Staff Survey Team, said: “Following the collation of results for this year’s survey, the team would like to thank all staff for their invaluable contribution. This survey really does belong to the staff and, as promised, all contributions



Clare Simkin and Alex Reading

have been completely anonymous.”

In addition to the time devoted by the team, the Staff Survey has cost the force less than £200 for the survey software package, which can subsequently be used again and again for relevant projects for up to 12 months.

Over the coming months, staff will be notified of any changes that have come into effect as a result of the survey and the subsequent action plan.

The Staff Survey Team’s Sergeant Alex Reading said: “We are very clear that there have to be visible outcomes as a result of the 2010 survey and that these outcomes need to be communicated across the force.

“We asked for your views and now we intend to act on them, while also keeping you informed as the process unfolds.”

A force-wide update to let all staff know what has changed will take place in November to summarise exactly what has changed since the survey was launched in May.

■ See the next edition of *Frontline* – issue 157 – to read about the Staff Survey action plan. ■

Want to know more?

To keep up-to-date on the outcomes of the Staff Survey 2010, visit the Staff Survey intranet pages.

Key themes emerging from open-ended questions

In the last three months, what, if anything, has made you feel less valued by Hampshire Constabulary?

- Tenure policy – both the way in which this was communicated to those in specialist posts and the actual policy itself
- Uncertainty around job security and the absence of clear, open communication about the possible changes being proposed
- Poor line management and senior management
- Volume of work and staff shortages – inability to take leave
- Current shift patterns and training days on rest days

- Lack of recognition
- Poor PDRs.

In the last three months, what, if anything, has made you feel more valued by Hampshire Constabulary?

- Being valued by line and senior management
- Having clear, direct lines of communication and being kept informed of changes
- PDRs recognising work undertaken outside any objectives set
- Recognition in the form of a "thank you".



Chief Constable Alex Marshall

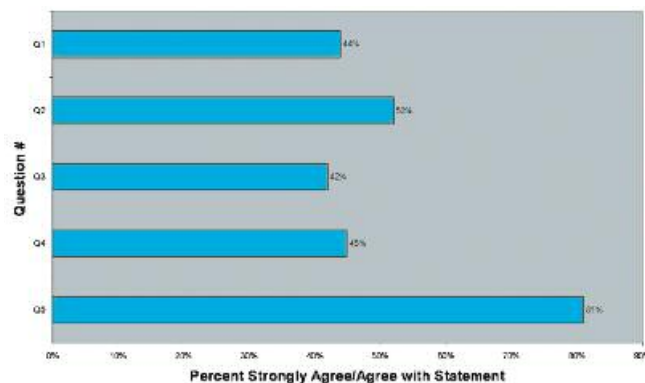
"Thank you to everyone who took part in the Staff Survey. I value your views and it is clear that there are areas where improvements can and will be made.

"We are in a period of change and pressure has increased, it is therefore inevitable that some people feel undervalued because of tenure policy, shift patterns and job security, all of which has caused a lot of concern for staff.

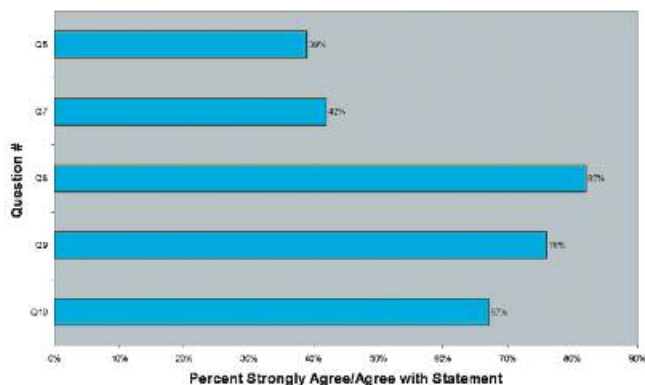
"We must be realistic about the challenges we face and I take responsibility for the way my staff feel." ■

2010 Staff Survey

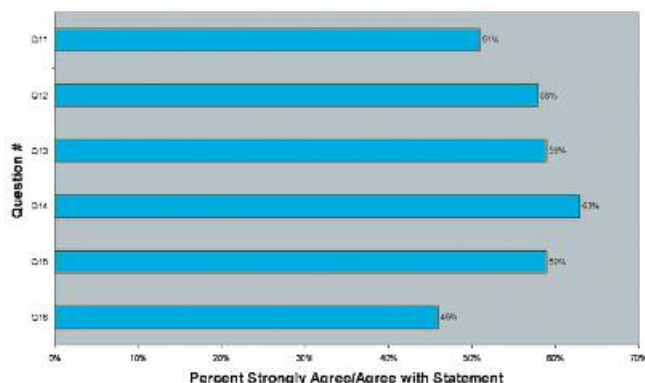
- Q1: In general I would rate my morale as high.
 Q2: I have achieved a healthy work-life balance.
 Q3: I am given appropriate recognition when I do a good job.
 Q4: I would feel confident reporting unfair treatment because I believe it would be dealt with appropriately.
 Q5: I am clear about the policing priorities of Hampshire Constabulary.



- Q6: In general I have confidence in the leadership provided by ACPO.
 Q7: In general I have confidence in the leadership provided by senior managers.
 Q8: My line manager treats me fairly.
 Q9: My line manager takes my views and opinion seriously.
 Q10: My line manager encourages my development.



- Q11: I am given the opportunities to improve my skills.
 Q12: I get enough information on the issues that affect me from my line manager.
 Q13: Taking everything into consideration I am satisfied with my job.
 Q14: I think that Hampshire Constabulary is a professional organisation to be a part of.
 Q15: I speak highly of Hampshire Constabulary.
 Q16: I would say that Hampshire Constabulary currently lives the CARE values.



Postbag

Send your letters to Frontline, Corporate Communications, Hampshire Constabulary HQ, Romsey Road, Winchester, Hants, SO22 5DB. Email: frontline@hampshire.pnn.police.uk. Please keep submissions to no more than 200 words.



A political football

As a Mutual Aid Standard Training (MAST) officer I volunteer to do extra training and duties. This helps the force if there are any large-scale public disorder incidents, football duties or protests such as the Wickham Labs demo. These duties can be volatile and myself and other MAST officers put ourselves at greater risk of harm.

I have been speaking to other MAST officers and there is an increasing sense of unfairness and frustration being felt. This is particularly the case with football duties and the new policy of reallocating rest days.

It seems unfair that officers are forced to work a Saturday in the middle of a set of rest days that can impact on time with their families; it appears that the force will try to reallocate that rest day to something silly like a Monday night shift and not tell you. It seems worse that the force gets paid handsomely by the football clubs specifically to have officers inside the clubs and then the force takes that money out of the pockets of volunteer MAST officers and uses it for something else - I wonder if these clubs would still be willing to pay if they knew their money was not going directly to the policing of their event.

I have been a MAST officer for five years and while I have not made a great deal of overtime from it, I have been happy to have the training and the occasional bit of overtime. If the force is just going to reallocate rest days and mess up the few weekends that officers have off without enhancement, then I can see a lot of MAST officers quitting. ■

Name and address withheld

Chair, Public Order Cadre, Supt Rick Burrows, replies:

The current economic climate demands we seek the most efficient way to deliver all our operational deployments and with that challenge the traditional methods of resourcing them. With dates and categories set in June, there is no reason that football should not be pre-planned for and what are significant demands on constabulary resources be most efficiently applied. This has been the practice in some other forces for many years across all categories of fixtures.

The decision to pre-plan against only Category B + C fixtures, which are the most staff-intensive matches, reflected the desire to balance the drive to reduce cost with an understanding around MAST officers' commitment to training and deployment.

The number of such fixtures for this coming season is small and with fair and equitable use of MAST resources from across the force, it is assessed this will not cause undue inconvenience to any one individual. Category CS+, A and Cup fixtures will continue to be staffed under the previous arrangements.

The constabulary complies with the national charging regime and the "Wigan ruling". Deployments outside of the stadium footprint cannot be charged for, and with most football-related disorder now displaced away from the ground, the constabulary must seek to provide that full operational cover through more efficient planning and resourcing.

Having been involved in public order for over 25 years, I know that MAST officers are motivated by an enjoyment and desire to do the role and not by overtime. That said, we will continue to monitor the impact on MAST officers to ensure they are not disadvantaged through their role and that a balance between operational efficiency and appropriate reward is achieved.

diversity staff support association which was founded firstly to support pagan police officers and staff, and secondly to improve the relationship between the pagan community and the police. I feel that it is our responsibility to point out that the article was inaccurate, and to offer PPA support in the future.

To clarify the content of the article, the policy that allows for police officers and staff to arrange leave for their various religious holidays has been in place since 2003, when the Advisory, Conciliation and Arbitration Service produced its guide entitled *Religion or belief and the workplace*. The press ignored this fact and misrepresented the entitlements allowed under this policy to denigrate paganism generally, and pagan police officers in particular, who do not want, or expect, any more consideration with annual leave requests than their colleagues.

By describing pagans as 'Sun worshippers' and referring to their deities as 'heathen gods', the *Frontline* article has perpetuated a sense of misunderstanding and misrepresentation of paganism which is endemic in the media and large sections of the population. This only serves to widen the gap between the pagan community and the police. This is particularly relevant to Hampshire, as it has a thriving pagan community and is viewed by many as the 'home' of modern paganism.

The PPA would prefer to be viewed as an association

Setting the record straight

I write in response to the short article about paganism which you ran on page 2 of issue 155 of *Frontline*.

The article pertains to pagan police officers and the erroneously named Pagan Police Association; it is the Police Pagan Association (PPA). The PPA is a national

Should UK police officers be routinely armed?

**Inspector Matt Reeves,
Rushmoor District Inspector**

"I believe we should have a strong firearms capability but I don't believe in routine arming as it would fundamentally change the nature of policing."



**Jean Gagen,
Witness Care Officer**

"Police officers should be routinely armed for their own protection as more criminals are carrying weapons and it would help with public confidence."



that provides guidance and information, rather than one that complains and criticises. We are run by police officers and staff, primarily for police officers and staff, and, as such, we are able to offer a pagan viewpoint from an internal and external perspective. ■

Michael Rowan, Chairman, Police Pagan Association

Frontline editor and acting head of Corporate Communications, Lucy Dibdin, replies:

We received several emails from serving constabulary pagan officers on this subject. The articles that appear in the UK policing news round-up section of *Frontline* are sourced from a variety of media outlets – our editorial team doesn't write them. The decision to run the piece about pagan police was based on what we considered to be an interesting development in this area. We accept that we misjudged the content of the paragraph, we didn't mean to offend anyone and we thank Mr Rowan for putting us straight. ■

Bra-vo

In the UK policing news round-up (*Frontline* issue 155)

you included an article about Laura Hall who bared her breasts at police and was subsequently dealt with at the magistrates' court. Would it be correct to say that she'd been busted? ■

Name and address withheld

No fans of Frontline

A straw poll within my office has revealed that none of us read *Frontline* magazine, never really have and are not interested in it (don't really have the time to). I see a big pile of them printed out in reception at Netley, all in glossy colour and looking professional, which is nice but what a waste of money (in our humble opinion). If it has to be produced then why not keep it purely online and bimonthly? ■

Det Sgt Ian Mears, Specialist Investigations Department

Frontline editor and acting head of Corporate Communications, Lucy Dibdin, replies:

We are currently reviewing our department to ensure we are relevant and efficient in line with the force-wide review and budget cuts, and the future shape and

publication of *Frontline* will very much be considered as part of that process. ■

Police offering

Forty years ago, at the end of July, 1970, I was seconded from Winchester CID to the force drug squad on duty at the Isle of Wight Festival. The squad included officers from Dorset and Sussex forces, and many of us were accommodated at the Waverley Hotel at Carisbrooke. For most of the time I was on duty at Yarmouth, searching people coming off the ferry, but late in the evenings I worked at the festival site.

At the conclusion of the festival, Tony Berry, then the sergeant in charge of the photographic department, assembled the squad so that he could take a photograph

to record for posterity our appearance. He used the type of camera in normal use at that time, a half-plate camera which was on a tripod and the photographer had to put his head under a cloth to see what he was photographing, except that the image was upside down. Apparently these cameras had the reputation of being the best there were. The downside was that on this occasion Tony didn't realise that we were all giving the hippy peace salute, and it wasn't until the photo was developed that he saw this. He was not amused because he only took one photo and it had been at the request of the chief constable. As it happened, the chief saw the funny side of it. ■

Allan Grimwood, Madeira, Portugal



Making a difference

Providing an excellent service is one of the force's stated priorities. Printed below are just some of the many messages of thanks from members of the public who wanted to put pen to paper to acknowledge this level of service. These letters illustrate the difference we can make to the people we serve.

I would like to commend the way in which Hampshire Constabulary organised a search and recovery for my elderly mother. She suffers from dementia and has recently had a stroke, lost her husband, her brother and her home. Once the police were aware she was missing they could not have done more to reassure both me and the care home where she is a resident. The search was co-ordinated brilliantly; thorough and meticulous care was taken to gather accurate and relevant information to assist the search teams.

As the situation became more serious as concerns about my mother's whereabouts grew, the level of search was intensified accordingly. With dogs and a spotter plane aiding the teams on the ground she was eventually found.

Please convey my gratitude for such a professional, well organised search, but also for the conduct of all the officers present; they were calm, supportive, sensitive to the situation and assisted us all with good humour. ■

Lyndhurst

I would like to record my appreciation for the way that PC Sarah Newman of Alton police station dealt with my case after my cash and bank cards were stolen from my house. PC Newman dealt with my wife and I not only in a professional manner, but with also a sympathetic and caring approach. Her efficient ways and the conduct throughout dealing with this case were exemplary and the representation of your force can only be described as excellent. Certainly she must be a great asset to you. ■

Petersfield



by Kathy Symonds
Branch Secretary

As we feared, the coalition government has wielded its axe on the public sector with devastating cuts to budgets proposed in all areas.

What will this mean to us? We will see the difference both at work and outside of work with cuts to a variety of services and amenities that we have all come to rely upon.

We knew that the force was proposing cuts to the workforce in some areas as a consequence of reorganisations, collaborative work with neighbouring

forces and the budget shortfall. We are already seeing the impact of reduced budgets with members being advised that their posts are being deleted because funding has been removed.

What is missing from the government rhetoric is any information about the costs associated with large-scale workforce reductions – surely the job losses will increase the demand for state benefits, and place additional pressure on the NHS? To satisfy the demand are those made redundant expected to volunteer to run the services they used to be employed in?

UNISON will do whatever it is able to protect the interests of its members during these very difficult times, while at the same time using our Million Voices campaign to promote quality public services that will deliver what is needed in order to have a fair and just society.

It is unfortunate that police staff have been openly attacked by some members of the Police Federation, and UNISON members will have read the letter issued by the national office in response to the recent *Jane's Police Review* article. The attacks paint an inaccurate and misleading picture of the roles we perform, the service we provide and the value we add to policing.

This branch has submitted a motion to the 2010 UNISON Police and Justice Conference entitled *Raising the Profile of Police Staff*. The motion will undoubtedly be carried and we look forward to contributing to the resulting work, which should raise media and public awareness of what we do both on the frontline and behind the scenes for policing, both in the UK and further afield, and make sure we can no longer be referred to as invisible and unaccountable. ■



by Cllr Jacqui Rayment
Chair

I am sure you are aware that because of government spending cuts we have agreed to put on hold plans to build the new Hampshire Constabulary headquarters in Chandler's Ford to replace the current HQ in Winchester.

When we made the decision to proceed with Alpha Park we were in a very different financial climate to the one we find ourselves in today. Given the scale of the cutbacks, we reviewed the decision we made in February. We have already considered a wide range of sites to

replace the inadequate accommodation at West Hill, and we will keep the site at Alpha Park, but have decided at this time not to proceed with the new building while we explore other, more cost-effective options.

We have been successfully collaborating with other forces for a number of years and now Hampshire, Surrey and Sussex police authorities have reached an agreement to create a shared police air support unit.

Currently each area operates its own individual air support unit. Under the new arrangements a consortium will be established using two helicopters to cover the three force areas. This will ensure all three forces can continue to have access to the highly effective air support, while saving approximately £8million for the three authorities over the next five years. Collaborations like this show how we are thinking locally and regionally to make savings and

protect frontline policing services.

The 'topping out' ceremony on July 20, marking the completion of the external structure of Southampton's cutting-edge police HQ, marked a major milestone in the construction of one of the city's most significant developments in recent years.

Although the project started before the global economic downturn, good planning has meant that the new building will increase efficient policing in Hampshire while reducing costs by centralising many policing services in one building.

I'd like to congratulate Andy Marsh on his appointment as deputy chief constable. At a time of significant budget reductions and pressure on frontline policing, Andy's experience and knowledge will be used to the full to help ensure we continue to deliver the best possible policing service for Hampshire and the Isle of Wight. ■



Police Federation

For updates on items relevant to you, including up-to-date offers and discounts, please visit the Hampshire Police Federation website at www.hampshirepolfed.org.uk.

You can sign up to our newsletter to ensure you receive updates. There is a vast amount of information which we feel sure you will find of great benefit. There are areas of the site which have

restricted access; for the username and password please contact your local rep. On the intranet homepage, under Quick Links, there is a link to our site. ■

Obituaries

PC Samantha Layton

■ by Nicki Layton

PC 3084 Samantha Layton died on June 22, 2010, at the age of 36. She joined Hampshire Constabulary on July 19, 1999 after leaving college and working her way up the career ladder from a lifeguard to a leisure centre supervisor.

The 1970s/80s American television drama series *CHiPs* was Sam's inspiration to become a police officer. She would watch it every week as a child and say that one day she would be a motorcycle cop! It was a dream which became reality due to her determination and hard work, which resulted in Sam becoming one of the first female motorcycle officers in Hampshire Constabulary.

Initially Sam was stationed at Portsmouth Central, Southsea and then Cosham before joining the RPU team, which took her to Totton, Fareham and back to Cosham. She was incredibly proud to be a police officer and of her achievements, and would always be offering 'traffic advice' whether you wanted it or not!

Sam was also a Lesbian and Gay Liaison Officer (LAGLO). The picture of her shown here is at a LAGLO event.

Sam had an incredible sense of humour, an infectious laugh and an endless supply of jokes guaranteed to brighten your day. She was an amazingly creative person and could turn her hand to anything, which resulted in her



revelling in secretly producing some unique gift or conquering that tricky piece of DIY. Whatever the job, Sam would always have the tool for it!

Her funeral at Portchester Crematorium was on July 12 and was attended by more than 270 people. Sam arrived accompanied by a six-bike police escort after driving past Fareham police station where colleagues who were unable to attend her service were waiting and stood to attention as Sam passed by.

Some of Sam's closest police officer friends and members of her shift were dressed in full uniform and acted as Sam's pallbearers. Family friends and colleagues then celebrated Sam's life during the service, which was also attended by ACC Dann and other senior officers.

Sam was caring, generous and fun loving, and those who met her were extremely lucky. She will be missed dearly. ■

We regret to announce the deaths of the following retired police officers:

Chief Inspector John Edward Dean died July 15, 2010. He served with Hampshire Constabulary for over 26 years before retiring on April 15, 1977. He served at Eastleigh, Chilworth, Headquarters, Winchester, Cosham, SE Support Training, Portsmouth Central, Havant, Southampton Central and Gosport.

Police Constable William Austin died on June 29, 2010. He served with Portsmouth City Police and Hampshire Constabulary for over 27 years before retiring on April 23, 1978. He served at Portsmouth Central, Southsea, Kingston and Fratton.

Sergeant Lester Howard Victor Phillips died on June 24, 2010. He served with Hampshire Constabulary for over 25 years before retiring on June 16, 1994. He served at Petersfield, Headquarters, Ryde, Gosport, Havant, Fratton, Portsmouth Central, Cosham and Cowplain.

Inspector Patricia Ann Morton died on June 23, 2010. She served with Hampshire Constabulary for over 25 years before retiring on December 20, 1990. She served at Portsmouth Central, Cosham and Fratton.

Police Constable Geoffrey Richard Spearpoint died on June 19, 2010. He served with Hampshire Constabulary for over 20 years before retiring on January 14, 1996. He served at Fareham, Havant, Newport, Fleet and Aldershot.

Sergeant Alan George Green died on June 17, 2010. He served with Hampshire Constabulary for over 30 years before retiring on March 11, 2001. He served at Alton, Havant, Fratton, Fleet, Shanklin, Newport, Ventnor and Ryde. He was also a member of police staff from March 12, 2001, to December 23, 2009, as a driver/caretaker at Newport.

Inspector John Alfred Kenna died on June 10, 2010. He served with Hampshire Constabulary for over 29 years before retiring on July 10, 2008. He served at Shirley, Southampton Central CID, Basingstoke CID, Winchester CID, Special Branch Shirley, Lyndhurst and Totton, Netley Training, Portwood, Headquarters, Ringwood and Hythe.



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The Extended Police Family

Specials contribute to policing at Farnborough Airshow

This year more than 30 Special constables were on hand to support regular police officers at the Farnborough Airshow.

The air show, which took place from 19 – 25 July, is one of the world's most iconic global aviation occasions. The previous event, which took place in 2008, attracted a staggering 153,000 visitors during the weekend when the show was opened to the public and over 300,000 visitors in total.

Throughout this year's event, Special constables carried out cycle patrols, foot patrols, provided static traffic control points and also assisted the welfare team.

Specials were also on hand in the week running up to the event and provided double-crewed ANPR

(automatic number plate recognition) patrols.

Special Constabulary Sector Officer Leigh Lush, who organised the Special Constabulary's involvement at this year's show, said: "Over the last few years the Special Constabulary has not been involved with the policing of this huge event, however this year it was great to see how we can work closely with the regular officers by providing them support."

Specials involved in this event were recruited from across the force, including the Isle of Wight. ■

Portsmouth police help young dancers realise their potential

Police in Portsmouth have been giving some of the city's young performers a lift by holding a disco.

In July, five pupils from Copnor Junior School kicked off the summer holidays with a dance performance at a SNAP (Say No and Phone) disco at the Portsmouth Pyramids Centre in Southsea.

The substance-free event, organised by PCSO Helen Jolley of the Copnor and North End Safer Neighbourhoods team, is a Crimestoppers initiative which is run by local policing teams in the area. The idea behind SNAP is to allow youngsters to have a good time and stay safe in a secure environment.

PCSO Jolley had been working with the five 11-year-old girls to put on a street dance performance to celebrate the start of the summer holidays. PCSO Jolley said: "After working closely with them I have seen how much maturity these youngsters



PCSO Helen Jolley with the young dancers

have, which was evident through their dedication and commitment to perfect the performance ready for the SNAP disco.

"Working with young people in projects such as this is so beneficial.

Junior PCSOs learn about rural issues in the New Forest

Junior PCSOs joined police officers in the New Forest on the evening of Wednesday, June 30 to gain an insight into rural policing issues.

The 12 young crime fighters, aged between eight and 10, joined Sergeant Louise Hubble from the Country Watch team, PCSO Richard Williams from Totton police station and head gamekeeper from the Beaulieu estate, Pete Staggs.

The Junior PCSOs were given an insight into a working estate including elements of game keeping, conservation and wildlife management.

During the visit the Junior PCSOs were shown pheasants and wild birds by the water, as well as enjoying a trip across the estate on a trailer.

Sgt Hubble said: "Many of the young PCSOs come from built-up areas and have few opportunities to visit a rural location such as this.

"The Junior PCSO scheme aims to break down barriers between children and the police and to give the youngsters a sense of pride and responsibility for the area in which they live. I hope that after this visit they will also have gained an understanding and respect for the rural areas Hampshire has to offer."

As well as giving the children something to do which is both rewarding and beneficial to the community, it is also hoped that raising their social awareness at an early age could help reduce anti-social behaviour in the long term, both within the areas they live and the countryside they may visit. ■

Not only does it build relationships between the younger generation and the police, it allows us to speak with them about many issues youngsters face as they grow older, such as avoiding anti-social behaviour." ■

Policing operation keeps airshow flying high

■ by Julie Jones

For most people, they look forward to seeing their plans for an event finally come to fruition, but when it involves co-ordinating the policing arrangements for the world's largest temporary exhibition event, not needing to call on the majority of that work is regarded as a success.

Planning for this year's Farnborough International Airshow, or FIAS10 as it is more commonly known, began six months before the event started – around the same time as the structures started to be built on the site.

The operation order involved all aspects of planning, from public protest policing through to major incident response and recovery.

Much has changed since the first Farnborough air show in 1948, with police involvement now very much an integral part of the planning process.

Although a private event, the scale of such an exhibition requires careful and proportionate involvement of the police and other emergency services to ensure the safety of all attendees, whether staff, delegates or members of the public.

This year's planning team consisted of Superintendent Barry Talbot, Acting Inspector Jason Holford, Sergeant Jon Turton, PC Mark Clarke and Project Support Officer John Earle.

A/Insp Holford said: "For this year's show, a full review of the constabulary's involvement in the airshow was

undertaken to assess whether the previous levels of resources were appropriate. This is in line with the Association of Chief Police Officers' policy on policing events and the police's statutory requirements.

"This resulted in a number of deployment changes, with staff providing major incident response cover while working from their duty stations, rather than being based on site.

"The staff that were deployed to

support the show had pre-determined roles for normality and major incident response, which were integrated with other agencies providing support to the event. This worked really well and has provided a blueprint for future planning."

FIAS10 ran from Monday, July 19, until Sunday, July 25. During the trade week, it attracted more than 120,000 attendees - with a further 110,000 visitors during the public days over the weekend - and traded \$47 billion. ■



Ch Supt Richard Rowland standing before an Airbus A400M

The HR forum

Every month ACC Dann and the heads of recruiting, training and the HR department hold an open forum answering questions sent in by staff relating to all aspects of the HR portfolio. *Frontline* picks out one question from each forum. The question this edition is from Western OCU.

My question relates to police staff and the change of priorities when considering applications from internal applications. I understand that re-deployees get first priority for vacancies, however I do not understand why TempForce staff, police staff volunteers and Specials have now been put third after contracted police staff. I am sure that I am not the only member of TempForce, volunteers or Specials who has taken the opportunity to become part of the organisation

and gain relevant experience before hoping to become a permanent member of staff or police officer. We are constantly receiving messages of the organisation being "one team" and I now feel separated and not as important as other employees.

The forum replies:

We are sympathetic to the situation this TempForce worker finds themselves in. However, we are facing staffing reductions across the force and need to ensure that we meet our legal

obligations in finding suitable alternative employment where we can for staff otherwise facing redundancy. We aim to achieve this by firstly giving such staff priority for vacancies that arise. By then giving existing contracted police staff second priority, the jobs they leave can also be made available for staff needing redeployment. This cycle of job rotation should eventually mean that there are opportunities available for TempForce and other workers. ■

SPOTLIGHT



Under the glare of the spotlight this issue is Sergeant Guy Farmer

How long have you been in the force?

I'm in my twentieth year of doing this. I'm currently a Safer Neighbourhoods sergeant covering two beats, Cosham and Drayton & Farlington. I've seen many changes in my time. When I joined we weren't even issued handcuffs and I would often go out without even carrying my wooden truncheon. My first station was Ringwood and there wasn't a computer there! I've been frontline for all of my service including the past eight years as a sergeant.

How did you get into the job?

My dad joined Portsmouth City Police in 1965 and was based at Cosham. As you can see from the photos, the station looked a bit different back then. I always wanted to follow in his footsteps but he actually tried to put me off and suggested I joined the fire service. I spent six years in the motor trade during which time I was going to apply for the Met. I decided to wait and then gave Hampshire a go despite it being a harder force to get into.

Describe a typical day for you.

I'd start by reviewing the occurrences for the sector in the past 24 hours and then brief with my team. After that it can be anything, RMS tasking, multi-agency work such as dealing with local anti-social issues with ASBOs and dispersal zones and hopefully some time to get out of the station and meet my community.

What has been your most memorable experience working for Hampshire Constabulary?

I'll never forget doing the cancan with the rest of my MAST section at the side of the road in Farnborough while (then) Chief Inspector Paul Forbes played the accordion. This was on one of the public days of the air show. I also had an inflatable Red Arrow tied to my custodian helmet.

What's been your worst or most embarrassing moment?

My worst moment will always be telling a mother that her son had committed suicide and witnessing her reaction. It was one of the saddest things I have ever seen, made worse by the fact that her daughter was a PC at the same station

as me at the time. I would share this with hearing about the death of my friend and colleague Hughie Moroney.

What are you most likely to be heard saying?

"Yes please. One sugar."

What is your best quality?

I think I'm easy to get on with and flexible in the workplace. I like to use common sense and try not to overcomplicate things.

What is your worst quality?

Probably my memory... what was the question again?

What annoys you most?

Unnecessary bureaucracy and lack of respect for people, property and ourselves.

What is your dream job?

Restoring classic scooters or presenting *Top Gear*.

If you could go back in time, where would you go?

London in the sixties.

I'll never forget doing the cancan with the rest of my MAST section at the side of the road in Farnborough...

In which actor's shoes and in which film would you like to have appeared?

Either Phil Daniels (Jimmy) in *Quadrophenia* or Steve McQueen in *The Great Escape*, but in my version I would make the jump!

What would you spend a lottery win on?

An Aston Martin DB9 to start with and then pay off my families' mortgages.

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

I'm scared of octopi. I did eat a bit of one once but didn't like it. ■

Past Times

Produced in partnership with Hampshire Constabulary History Society



The mystery of the missing war memorials



The unveiling of the war memorials, police HQ, Winchester, 1923

Hampshire Constabulary History Society needs a mystery solving, and who better to ask than serving and retired officers and staff.

The photo shows the unveiling ceremony by Major General the Right Honourable JEB Seely of the war memorials on the site of the original police headquarters at Winchester in 1923. The main memorial was on the

approach to the flight of steps leading to the headquarters building in Winchester and, thus placed, had to be passed by everyone visiting the premises. Placed on either side of the steps were two stone pillars inscribed with the names of the 21 officers of the force who had given their lives.

The pillars and wing walls are constructed of Hartham Park box

ground stone, with panels formed with flints. The steps are of Pateley Bridge Brown York stone, which is well known for its wearing properties.

The memorial had been designed by Captain AJ Roberts, the county architect, and the work skilfully carried out by Messrs Vokes and Beck, of Stockbridge Road, Winchester. The wreaths and county badges were carved by Mr PJ Lyness, of Southampton.

So what is the mystery? Quite simply, where are they now? It can be seen how remarkable the memorials were and how much pride had been placed in their construction. Yet when the existing police headquarters was constructed on this site in the 1960s, they appear to have gone missing. Can it be possible that they were destroyed despite them representing the officers who had fallen during the war? If anyone has any knowledge as to what happened to the memorials, they are asked to contact *Frontline* or the history society at the website address shown at the bottom of the page.

The names of police officers who sacrificed their lives in both world wars are on the plaque immediately inside the entrance of the current police headquarters at Winchester.

Are you on Facebook?

If so, are you a friend of HANTSPOL Retired? Retired Hampshire officer Steve Woodward explains all: "This Facebook group started after a chance meeting with a retired officer from Greater Manchester Police who had started a similar group a year ago and it proved to be very popular. I am a member of the Hampshire Constabulary History Society and at our last meeting we discussed ideas to raise awareness of our force's history among serving or recently retired officers and staff. I thought I might combine the two and see what happens. I was staggered at the response.

"Within the first week we had over 100 members and some 200 archive photos posted. Some of them are hilarious, as are the anecdotes that accompany them.

"The group is only open to those officers and staff who have worked or who still work for the Hampshire Constabulary or its pre-1967 amalgamation forces. Log onto Facebook and send a friend request in the normal manner to HANTSPOL Retired."

■ The HANTSPOL Retired Facebook page is independent of the force and we cannot be held responsible for its content.

Portsmouth Central Reunion

A Portsmouth Central Reunion is taking place on October 9, 2010, starting at 7pm at Portsmouth Guildhall. The reunion is for serving and retired police officers and police staff, as well as their spouses/partners. Tickets £5 (cheques payable to Central Reunion), refreshments available.

A generous donation from the Southampton Police Club Trust Fund has made this event possible. The event organiser is John Smith - email john.smith@volvoclub.org.uk, call 023 9238 1494 or write to 18 Macaulay Avenue, Portsmouth, PO6 4NZ.

Please can ex-Portsmouth Central Staff circulate notice of this event to those eligible to attend.

Don't forget to visit us at
www.hampshireconstabularyhistory.org.uk



Puzzles

Sudoku Prize Puzzle No 156

The winner of this issue's Sudoku prize puzzle will receive a copy of *Prisoners, Property and Prostitutes* – the brutally honest memoirs of a serving police officer called Tom Ratcliffe.



This book is an autobiography following Tom's progress from student to experienced policeman, but also a whole lot more. It is a deep and riveting look at society, the people who comprise it and the people who police it.

Tom isn't the author's real name; he is keeping his identity – and the identity of the force in question – secret to spare any blushes.

The book is written in a breezy, quick style, and the memories of policing gone by will fascinate anyone who works for the police and prompt nostalgia for those who were working at the time. Further details can be found at www.tomratcliffe.co.uk.

To solve the puzzle every digit from one to nine must appear in each of the nine vertical columns, in each of the nine horizontal rows, and in each of the nine boxes.

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

The winner of puzzle 155 is Vernon Moore, BAPS, CQ

SOLUTIONS TO 155

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

Prize Crossword No 156

Frontline is offering the sender of the first correct crossword entry to be drawn from the hat a copy of former Hampshire Constabulary officer Steve Woodward's new book *Sierra Kilo Five One: Policing Portsmouth in the 1980s*. See page 25 for more information about the book.



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|----|---|----|----|--|---|----|----|----|----|----|
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| 18 | | | | | | | | 19 | | |
| | | | | | | | 20 | | | |
| 21 | | | | | | | 22 | | | |

Across

- 6. Creature in *The Tempest* who is the sole inhabitant of the island on which Prospero ends up (7)
- 7. See 2 Down.
- 9 & 17 Down. 1971 Clint Eastwood film directed by Don Siegel (5,5)
- 10. Peter, Russian goldsmith known for his fanciful Easter eggs (7)
- 12. Actor whose screen roles include *Lawrence of Arabia* (5,6)
- 14. Tess's surname in Hardy's *Tess of the D'Urbervilles* (11)
- 18. Pale yellow Swiss cheese with holes (7)
- 19. "Woman of ---", 1964 film with Sean Connery and Gina Lollobrigida (5)
- 21. Jack, American comedian born Benjamin Kubelsky (5)
- 22. The Mediterranean coastal region between Cannes, France and La Spezia, Italy (7)

Down

- 1 & 15. 1988 world outdoor bowls men's singles champion (5,6)
- 2 & 7 Across. 1868 novel by Louisa M. Alcott (6,5)
- 3. Bird of the crow family such as *Garrulus glandarius* (3)
- 4. Spanish dance, often accompanied by the guitar and castanets (6)
- 5. "The ---", play by Chekhov featuring the character Trigorin (7)
- 8. Unit of heat equal to 4.1868 joules (7)
- 11. American state whose capital is Albany (3,4)
- 13. American coin worth 25 cents (7)
- 15. See 1.
- 16. Republic whose capital is Riga (6)
- 17. See 9 Across.
- 20. Nickname of Philip Pirrip in Dickens's *Great Expectations* (3)

SOLUTIONS TO 155

Across: 1 Capablanca; 7 Robin; 8 Cousins; 10 Antelope; 11 Baer; 13 Larynx; 15 Heroin; 17 Kobe; 18 Midnight; 21 Sardine; 22 Squid; 23 Coriolanus.
Down: 1 Cabot; 2 Pentland; 3 Biceps; 4 Aqua; 5 Chicago; 6 Great Lakes; 9 Spring tide; 12 Tennyson; 14 Roberto; 16 Pineal; 19 Gauss; 20 Fiji.

The winner of puzzle 155 is PC Robert Levey, Farnborough

Send entries to Prize Puzzles, Frontline, Corporate Communications, Hampshire Constabulary HQ, Romsey Road, Winchester, Hampshire, SO22 5DB. Closing date September 3, 2010

Janet's personnel pride

After nearly 10 years supporting officers and staff in the constabulary's HR department, Janet Ogburn has been accepted as a Chartered Fellow of the Chartered Institute of Personnel and Development (CIPD).

The HR manager, currently working in Employee Relations and with an advisory role within the Professional Standards Department, recently decided to apply for upgrading of her professional membership having gained her postgraduate diploma in 1987 and corporate membership status in 1991.

Janet initially started with the constabulary as HR manager to develop

a devolved HR service as part of the senior management team at Southampton OCU.

Janet says she has a strong personal commitment to developing people and enjoys using her experience and knowledge to support others to progress. She is currently supporting a number of managers as a mentor and assessor for NVQ Management accreditation. ■



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Memoir of a Pompey police officer



Former Hampshire Constabulary officer Steve Woodward has put pen to paper and published *Kilo Sierra Five One: Policing Portsmouth in the 1980s*.

The book is part autobiography, part history book on the policing of one of Britain's toughest cities. Steve served the constabulary from 1975 to 2008, a career in which he experienced at first hand a turbulent and violent decade policing on the south coast.

In his first years in the job, Steve very nearly got thrown out because he didn't measure up.

His account takes the reader from Steve's very first days at training school in 1978 right through to the late 1980s and includes national events like the year-long miners' strike, the Falklands conflict, New Age travellers, the Greenham Common Women's Peace Camp and the 1987 hurricane.

But it is perhaps the local incidents Steve attended that will interest constabulary readers the most as he recalls dealing with human beings and all their failings; from horrific car accidents to football hooligans, he gives readers a candid view of what it's like to be involved in such incidents.

The book is published by AuthorHouse and has a RRP of £11.30. Available in all good bookshops or order direct from www.authorhouse.co.uk. *Frontline* readers have the opportunity of winning a copy of *Kilo Sierra Five One* by completing the prize crossword on page 24. ■

Sell Out

Send your adverts to Frontline Admin, Service Delivery Department, 6th Floor, Hampshire Constabulary HQ, Romsey Road, Winchester, Hampshire, SO22 5DB. Alternatively email service.delivery@hampshire.pnn.police.uk. Adverts are restricted to 28 words maximum and are charged at £5 for three editions, £10 for six editions or £15 for nine editions. Cheques should be made payable to 'Hampshire Constabulary' and sent to the address above. Constabulary staff are reminded that Frontline is made available (in paper format and online) to the public, so a direct dial number should be provided with your contact details. Please do not include personal contact details you do not wish to be published.

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Leisure & Sport

All the news and action from Hampshire Police Leisure & Sport



Hampshire bowlers dominate region

Hampshire Police Bowls Club is celebrating a double success in the Police Sport UK South East Region Singles and Pairs Bowls Championships. These regional finals, which included competitors from Kent, Sussex, Thames Valley and Hampshire, were hosted by Hampshire at the Atherley Bowling Club in Southampton in July.

The Hampshire pair of Derrick Fulker and Adrian Dadd had a convincing quarter-final win over the Sussex pair and went on to meet a very strong team from Thames Valley in a semi-final which they went on to win by eight shots, with an end to spare.

In the final they met another pair from Thames Valley, who have previously won the championship on several occasions

and have also been national champions. Derrick and Adrian edged ahead early in the match and remained in the lead to eventually take the title by the same margin as their semi-final victory.

Despite two very long days of bowling in extremely warm conditions, Derrick went on to make it a double celebration, both for himself and Hampshire, by beating off a strong challenge from Steve Gilkes of Thames Valley to take the Singles title. Derrick reached the final after an epic semi-final victory over a Kent bowler, eventually winning 21 - 20. The final was close fought, with Derrick eventually pulling away to win 21 - 15.

Adrian and Derrick now go on to represent the region at the national finals in Oxford in September. ■



Derrick Fulker (right) is presented with his trophy for winning the Singles title by Derek Wilson, Hampshire Police Bowls Club president



Kat's BIG Diary

■ by Kat Grimmer, the force's great hope for the London 2012 Olympics



I have had a couple of months off from racing since May. This was to recover a little from the racing fitness peak I had reached and to then rebuild again, preparing me for another racing peak which will be in September for the Elite World Duathlon Championships, excitingly held on home soil in Edinburgh.

I had my first race back this weekend (July 18). I did the Great North 10k in Sunderland where I was privileged as an elite runner to be put up in a lovely hotel overlooking Newcastle. As a duathlete racing against top female distance runners in such races it is always challenging, so a fourth place result I can't be too disappointed with.

After September I will be focusing on preparing for a debut marathon for me, which will be at the end of November in Spain. My run training programme will increase and I will be working two days a week to enable me to cope with the

increase and to also balance my role as a part-time detective at Lyndhurst Priority Crime Unit. It is incredible to think that qualification times for the London Olympic Games will begin for me in April 2011 at the London Marathon, which will be here like a flash, I'm sure.

To help me prepare for this I am heading off to train in Kenya in January. I am so excited for the opportunity and experience. This will be to train at altitude and to run - or to try to run - with some of the local female athletes. The camp is based at a town called Itchen on the Kenya and Uganda border and was

initially set up to help Kenyan female athletes to progress in their running careers. The camp has a 25-metre pool and lots of tracks for mountain bikes, so will be perfect for me.

An exciting and challenging few months ahead then. I need to keep on working hard with focus, determination and dedication. Who knows where that may lead? ■

Kat.

Sub aqua section making waves

Wreck and drift dives were the order of the day for members of Hampshire Constabulary's Sub Aqua section as they set off for a day's diving from Langstone Harbour, Portsmouth, in July.



Wayne Jones (left) and Jim Chalk share a joke getting kitted up before taking the plunge

Zooming out to sea in a pair of RIBs, eight divers and four non-divers soon arrived at the wreck of the *Camswan* in Sandown Bay. This rusty vessel, now lying in 18 metres of water, was a 105m long, 3,400 tonne steel-built ship launched in 1917. She was lost on her maiden voyage from Blyth, Northumberland, to Naples with a cargo of coal. On October 19, 1917, she was in collision with another vessel, the *Polbrai*, eight miles south west of St Catherine's Point. She made it to Sandown Bay, sinking 1.5 miles south east of Culver Cliff.

After diving for around 30 to 45 minutes in slack water – when the ocean's at its calmest – the team of eight resurfaced before moving on with the four non-divers to do some drift diving – drifting with a moving tide. A location between Sandown Bay and Whitecliffe Bay proved perfect, with another 45-minute underwater adventure providing all sorts of tales to tell on the boat rides back to Langstone.

Anyone interested in joining the Sub Aqua section – where the emphasis is on having fun – should email Det Con Jed Keemar. ■

Can you kick it?

Hampshire Constabulary's men's football team is looking for players to join the squad. We compete every season in six cup competitions against other constabularies and Army and Navy teams, as well as in smaller competitions and friendlies in between.

If you are interested you need to be fit and capable of playing at a good standard (Wessex Leagues or similar). Players are selected from all stations and departments across the force, and both officers and staff are eligible.

The next fixture, on August 26, is the annual charity match at Bramshill against the National Policing Improvement Agency. Played every year since 2005 in aid of Naomi House Children's Hospice, this is a match Hampshire Constabulary has yet to lose.

If you'd like to play or find out more info please contact club secretary Det Con Andy Dunne via email or call 07795 665564. ■

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