

French toast to force's alpine triathlete duo

Two Fratton officers have recently given Olympic hopeful Kat Grimmett a swim, cycle and run for her money by completing the Alpe d'Huez Triathlon – one of the 10 toughest triathlons in the world.

In July, Det Con Lee Parker (Major Crime) and Insp Martin Goodall (Roads Policing Unit) travelled to France to take on the gruelling challenge of a 2.2km swim at Lake Verney followed by 115km of cycling through the French Alps before finishing with a 22km run at an altitude of 1,860m above sea level around the resort of Alpe d'Huez.

The event, in only its fifth year, has already gained a fearsome reputation in the world of triathlon with over 3,400m of ascent to be climbed during the bike leg, with the final climb of 14km 'boasting' an average gradient of 8.5 per cent.

Lee is the more experienced of the two competitors, having completed an Ironman event last year. Martin was competing in only his second ever triathlon following a long career as a track and field athlete.

Both had good swims among the field of 800 entrants, with Lee exiting the water in 42:59, around six minutes ahead of Martin, and both headed out on their bikes in good spirits.



Det Con Lee Parker (left) and Insp Martin Goodall

The first climb, at the Col du Alp Grand Serre, took a lot of effort as they rose over 1,000m higher than the valley below and both soon realised they were in for a long, tough day on their bikes.

The second climb, at Col d'Ornon, is slightly easier over the first section but for the last 5km the road rises at a 10 per cent gradient. As the heat of the day rose above 30 degrees, Martin began to suffer towards the top of the climb.

Lee had done well and was about an hour ahead of his club mate at this checkpoint. Both riders enjoyed the descent from the top of the Col into the village of Bourg d'Oisans, which is at the foot of the Alp d'Huez climb.

The biggest challenge of the triathlon is undoubtedly the final climb, famous on the Tour de France because stages of the



race will often finish in the resort and each of the 21 hairpin bends is marked with the names of the famous cyclists who have won at this stunning location.

The climb is relentless and ranges from 13 per cent gradients at the lower bends to 6 per cent through the middle before cruelly kicking steeper again towards the top.

Lee rode well and stubbornly persisted throughout the whole climb to reach the summit in 1:39:53 for a total bike time of 5:47:37 – an excellent effort on such a hot afternoon. Martin, however, continued to suffer in the heat and decided to rest at one of the feed/drink stations to recover some energy before continuing to the top to finish in 2:15:58, giving him a total bike time of 7:16:18.

The run course takes in three laps of the resort, and despite tired legs Lee pushed on and had completed the first two laps before Martin had even started. Lee later hit the finish line in 8:57:30, a very creditable time for 550th overall and 112th in his age group. Martin continued with the laps and despite having to walk for several sections he eventually made his way down the finish chute in a time of 11:16:15 for 783rd overall and 122nd in his age group. ■

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A force for the future

As police forces across the country face cuts, the chief sets out his 'strategic intent' for Hampshire Constabulary for 2012 and beyond

by Aaron Brown

Chief Constable Alex Marshall has outlined his vision for the policing model he sees the constabulary adopting over the next few years in light of cuts to public sector funding.

Mr Marshall prefaced the publication of the document, which he calls his strategic intent, by saying: "Many parts of the organisation are under review and it is important that these reviews fit the likely structure of policing in the future.

"I believe it is important to design policing from the ground up, based on the needs and expectations of the people we serve. However, many of the proposed changes will be subject to the approval of Hampshire Police Authority."

In the document, Mr Marshall explains how we must "build the best police force we can" with whatever budget the force is given from central government. The confirmed figure won't be known until after the government's Comprehensive Spending Review is completed in October, but it is estimated that the constabulary's budget could be reduced by up to 25 per cent over four years. While maintaining that our aim "remains to deliver excellent policing across Hampshire and the Isle of Wight", Mr Marshall concedes that cuts of 25 per cent will inevitably impact on employee numbers. If this figure is ultimately agreed, current staffing levels of 6,700 could be reduced to 5,300 in four years' time. In the long term the aim is to achieve any reductions in the number of police officers and police staff through natural turnover and by looking closely at how many people the force recruits, but redundancies cannot be ruled out.

Mr Marshall said: "We will have fewer police officers, PCSOs and police staff.

"I know all our staff join the constabulary to do the best job they can and that the changes ahead will be difficult for everyone.

"This uncertainty is unsettling and there is a human story and personal consequence every time someone leaves.

"To get to the position where uncertainty is removed we must work to resolve the funding issue."

What we do know already is that by April 2012 the geographical look of the organisation will be radically overhauled. The chief's current thinking is that the six Operational Command Units (OCUs) will be replaced by three regional areas. Within each of these will be a number of Local Policing Areas (LPAs).

Continued on page 7

What's the story?



The scene of a lucky escape has scooped the force's Brian Platt second place in the Police Photographer of the Year Awards. Turn to page 13 to find out what happened.



How I see it

Chief Constable Alex Marshall

I'm a strong advocate of using common sense and sound judgement when working out how to resolve a policing issue.

Sometimes policy, procedure or bureaucracy stand in the way.

With the budgetary restraints we're facing over the next few years, we're all going to have to deliver more for less by applying organisational common sense.

In this column in issue 153 of *Frontline* I spoke about how we should protect the vulnerable in society from anti-social behaviour (ASB). One of our best 'powers', I explained, is discretion and the use of common sense. I outlined that our officers are allowed to find the best solution when faced with ASB cases.

An example of common sense policing around ASB might be that a 13-year-old boy has damaged a person's property by kicking down their fence. What should an officer's course of action be? Arrest, station, paperwork, which all add up to dedicating valuable time to an incident that could be better spent investigating more serious crimes? I'd opt instead to talk to the victim and let

them help decide the outcome. In cases where the victim doesn't support a prosecution or a prosecution is not considered to be in the public interest, parent intervention and an apology may suffice.

Victims often tell us they would prefer a speedier and more effective solution to their complaint rather than taking the matter to court. Our officers can give some power back to them, helping them to be part of the solution by letting them decide the punishment. Conditional cautions are an example of this approach.

The key here is discretion. Sometimes the crime is too serious to simply sidestep the rules and use your own initiative. We won't always get things right when we do apply common sense to policing situations, I'm aware of that.

There is a risk element. But making reasonable errors after acting with common sense and sound judgement is a risk I'm prepared for all our officers and police staff to take.

Hampshire Constabulary's current strapline is "Working for safer communities". This has been in place for

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more than five years now, and we're currently reviewing it. I'd like to know what *Frontline's* readers think of it. Does it tie into our values and reflect us as an organisation? What would you replace it with? Do we even need a strapline? All suggestions to the Frontline mailbox please (frontline@hampshire.pnn.police.uk). ■

images are being released by the British Transport Police and the National Police Improvement Agency in an attempt to close the files on fatalities stretching back to 1975.

■ Courts could be set up in shopping centres with the public able to watch through glass panes under plans to speed up the justice system, the Magistrates' Association has announced. The proposals aim to reduce the time that victims, witnesses and others spend travelling to hearings by allowing more cases to be dealt with close to where the people involved live or work. State-of-the-art court buildings are not always needed to administer justice, and empty stores in shopping centres could be used instead, with the public able to see the courts at work, the Magistrates' Association said. ■

and cost of getting a doctor to agree to the test. Such delays allow impairing drugs to clear the suspect's system, so the evidence is lost and they have to be released.

■ More than 6,800 cannabis farms and factories were discovered by police in the UK last year. A report by the Association of Chief Police Officers said almost 20 commercial cannabis factories were being found by police every day. This takes the total for 2009/10 to 6,886 – more than double the 3,032 discovered two years ago.

■ Police are hoping to use artist's impressions to identify some of the unclaimed bodies found on Britain's rail network in the last 35 years. Artist Sharon McDonagh has drawn pictures of 20 of the deceased. None of them is believed to have been the victim of foul play and most were hit by trains. The

UK policing news round-up

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

■ The government is planning trials of equipment to test if drivers are under the influence of drugs. The move could lead to a roll-out of the technology across all police forces in England, Scotland and Wales within two years. Equipment to test for drug-driving will streamline the procedure for dealing with suspects and allow police to take blood samples without the added delay



Sharp drop in ASB as summer campaign ends

The summer anti-social behaviour (ASB) campaign has now ended and the results show a dramatic decrease in the number of incidents compared with last summer.

The three-month campaign, led by Hampshire Constabulary and local partners, has resulted in a decrease of 17 per cent in calls regarding rowdy and inconsiderate behaviour, and a reduction of 15 per cent of calls regarding vehicle-related nuisance compared with the same period last year. Criminal damage incidents have also dropped by 15 per cent compared with last year.

The campaign lead, Assistant Chief Constable Laura Nicholson, said: "Firstly I would like to thank all the officers and staff who have contributed to this reduction of ASB in the last three months."

"After the success of last year's campaign, which resulted in a 17 per cent reduction of incidents, it is great

that we are still able to continue to drive this number down.

"We still have a lot of work to do to continue to reduce the levels of ASB and criminal damage across the force. During the campaign we have been able to improve our current processes to ensure that we are able to continue to tackle ASB now that the campaign has ended.

"ASB remains a priority for Hampshire Constabulary, and our Safer Neighbourhoods teams along with partner agencies will continue to work to tackle this issue to ensure that the number of incidents continues to drop."

As part of the campaign more than 400 extra police officers and staff volunteered to take part in events

across the two counties to help tackle ASB. A number of targeted patrols focused on well-known ASB hotspots, while officers and staff also engaged with young people at local events during the summer holidays. A few examples of these activities have been filmed by officers and are available to watch on the Hampshire Constabulary page on YouTube.

The Special Constabulary also participated in the ASB campaign, with more than 200 Specials joining operations to help alleviate ASB and ensure our residents are feeling safer and more confident. ■

Turn to page 8 to see what police staff have been getting involved in as part of the campaign.

New crime reporting booklet for people with learning disabilities

A new booklet designed to help people with learning disabilities report crime to the police has been published following input by Hampshire Constabulary.

The booklet uses simple text and pictures to guide people through the process of reporting an incident to the police.

It is a Total Communications publication, which has been developed in association with Hampshire Constabulary and Connect Advocacy.

Total Communications is a project which was set up by Hampshire County Council, Hampshire Partnership NHS Foundation Trust, Hampshire Constabulary and several voluntary groups and charities in 2006.

It aims to address the communications needs of people with learning disabilities to ensure information is as accessible as possible for everyone.

The booklet was developed after four self-advocates (people with learning disabilities who work to make sure they and others have access to information in an understandable format) realised that reporting something to the police could be a very daunting prospect.

So Stephen Hull, Angela Jestico, Hazel Windaybank and Jeremy Hatcher decided to do something to help and came up with the idea of the booklet.

Working with Inspector Simon Tribe, the



L-R: Hazel Windaybank, Angela Jestico, Stephen Hull, Inspector Simon Tribe and Jeremy Hatcher

idea turned into reality and now 10,000 copies of the booklet have been printed to be distributed across Hampshire and the Isle of Wight.

Hazel Windaybank, a self-advocate who worked on the booklet, said: "I really hope this helps people report crime to the police. We need to stop crimes happening against people with a learning disability, but if it does happen they need to know what to do."

Anne Williams, the Department of Health's national director for learning disability, said: "People with learning

disabilities often find it difficult to report crime.

"This booklet is an excellent local initiative that offers support and helps them understand the process, what will happen and that they will be taken seriously."

Inspector Simon Tribe said: "This has been a great project to be involved with and I have thoroughly enjoyed working with the advocates from Connect Advocacy."

For a copy of the booklet, contact Connect Advocacy on 01329 848649 or advocacy@gva.org.uk. ■

Commander's commendations for Central and IOW OCUs

Police officers, staff and members of the public from Central and Isle of Wight OCUs recently received recognition for a range of brave and commendable acts.

At a special Commander's Commendation Ceremony held on the Isle of Wight, 14 individuals were congratulated for their professional and outstanding responses in dealing with a variety of incidents.

These included dealing with a race-related anti-social behaviour incident, supporting members of the public during the heavy snowfall at the beginning of the year, gathering and submitting forensic evidence that led to the arrest and conviction of a prolific offender, and dealing with the immediate aftermath of a fatal road traffic collision.

Two officers were singled out for special mention. PC Rob Clarke and PC Jamie Dupey from the island's Targeted Patrol team provided vital life-saving first aid to a stab victim. Paramedics who attended said that without the officers' actions the man could have died.

Inspector Mark Bell was thanked for his dedication in reinforcing closer co-operation between the police and



PC Rob Clarke (left), PC Jamie Dupey and Superintendent Norman Mellors

resident was at an upstairs window needing help. He borrowed a ladder from a neighbour and climbed up in an effort to rescue the man. Unable to do so, Mr Herbert stayed with him until emergency services arrived. Not only did he place his own life in great danger but he also knocked on neighbours' doors to warn them of the fire.

PC Jon Radcliffe was another notable recipient for his work as a countryside and wildlife officer. Jon's citation read: 'Since being appointed as countryside and wildlife officer you have been the driving force, championing the concerns of the Winchester district's rural community. You have established a successful Country Watch scheme with a membership of more than 300 local people. You have shown great enthusiasm for making the rural community a safer place by successfully

prosecuting many offenders and raising awareness of rural crime.'

Another member of the public, Mrs Sandie Vining, was singled out for her sterling efforts in setting up a very successful Neighbourhood Watch scheme. Mrs Vining's citation stated: 'Since becoming a Neighbourhood Watch co-ordinator, you have shown an untold enthusiasm for the voluntary role. You took an area which had no scheme and tirelessly progressed to gain 100 per cent coverage and have since taken on other areas covering well over 200 households. You liaise regularly with the local Safer Neighbourhoods team and have created your own newsletter to keep members up-to-date. Alongside this you have also been key in setting up a self-funded youth neighbourhood scheme, which has been very successful.'



Inspector Mark Bell and Superintendent Norman Mellors

community safety partner agencies.

Similar and equally laudable acts were acknowledged for officers, staff, members of the public and partners throughout Central OCU.

More than 20 worthy recipients attended a special awards ceremony conducted by Supt Phil Winchester and Ch Insp Rachel Farrell in the Beeston Room at North Walls, Winchester.

Of particular note at the ceremony was the account of the bravery shown by a member of the public, Edward Herbert, for his actions during a house fire in Stanmore. Mr Herbert noticed that a

Fahrad Hajilou

In issue 156 of *Frontline*, we ran an article entitled *Gang jailed thanks to SOCU*. It was not made clear in the article that Fahrad Hajilou was tried and convicted for only one offence of conspiracy to rob. This was in relation to an offence committed in Hockliffe in Bedfordshire. We are happy to make this clarification. ■

'Tagging' scheme bids to foil farm fuel thieves

Police in rural Test Valley are uniting with local farmers and members of the community to try to reduce fuel thefts in the area.

Working together with the Test Valley Farmwatch scheme, police officers are introducing a substance that can be used to chemically 'tag' fuel so that it can be traced back to its original owner.

By adding just 100ml of the liquid to their tanks, farmers and other members of the rural community can protect their fuel and put thieves off from stealing it.

Officers have been giving out free bottles of the substance to members of the rural community in the last few weeks.

Stickers stating that the fuel has been tagged are also being given out with the substance to be displayed on the tanks and act as a deterrent to potential thieves.

Fuel thefts continue to be a problem nationally. With the rising cost of fuel, thieves are continuing to target tanks at local farms, businesses, homes and inside vehicles.

Five premises in the Test Valley were targeted in August and police anticipate there may be more over the coming months as more people fill up their heating fuel tanks ready for the

colder weather.

Last winter, western Hampshire saw the number of fuel thefts quadruple compared with the previous winter. Local officers are hoping the use of the tagging chemical could go some way to ensure that doesn't happen again in the area this year.

PC Bill Williams, from the Andover Rural Safer Neighbourhoods team, said: "Using this substance to mark fuel is a simple but very effective way of making it easily traceable and making it harder for thieves to re-sell. We will be working hard over the next few months to spread the message among the rural communities that this substance is available to them and that it will help us to deter and reduce this type of crime in our area."

Ruth Harper-Adams, from Test Valley Farmwatch, said: "Fuel theft from farmyards not only has a costly impact, it also creates other huge implications,



PC Bill Williams and Test Valley Farmwatch's Ruth Harper-Adams tagging fuel at a farm

such as delays in farming operations, and may also create an environmental problem where tank damage is a consequence."

Local farmer Mark Glover said: "I think this is a great idea. With the rise in fuel thefts, we will definitely be tagging all of our fuel." ■

Want to know more?

Email the Test Valley crime prevention officer, Melody Manning: melody.manning@hampshire.pnn.police.uk

Walk this way: using gait recognition to track down criminals

Hampshire Constabulary could soon be tracing criminals by the way they walk, that's if the findings of a study from the University of Southampton prove conclusive.

Tests have found that people's walking patterns – their gait – are so different they could be used to identify individuals.

As part of the nine-month study, researchers used a multi-biometric tunnel with 12 synchronised cameras to capture and translate 25 subjects' gaits to build unique 3D images.

It is hoped the technique could be used for a variety of purposes, including security monitoring at airports.

Darko Matovski, who led the study, said: "We have shown for the first time that gait can be used as a reliable biometric trait over time."

The team believes the technique could be used in airport immigration halls where "a simple corridor with cameras" would be enough to identify large flows of people.

Mr Matovski, from the university's



University of Southampton

Your walk reveals more than you think

school of electronics and computer science, added: "A bank robber may wear a mask so you can't see his

face, wear gloves so you can't get fingerprints, wear a hat so you can't get DNA evidence – but he still has to walk into the bank and you can identify him from the walk."

With almost 2,000 walking sequences recorded in a database, Mr Matovski claims a 95 per cent success rate.

Gait can also be measured at a distance – an advantage over other forms of biometric identification.

However, researchers found that "extreme changes" in clothing can affect recognition levels.

Det Supt Jason Hogg, from Hampshire Constabulary's Major Crime department, said: "Gait recognition could potentially have significant implications for the way we use CCTV footage in criminal investigations. It is still a relatively new area of work, however, so we are watching its development with interest." ■

Power to the people

Our new deputy chief constable, Andy Marsh, introduces himself and outlines his views for the future of Hampshire Constabulary

by Vicky O'Hare

"Putting policing back in the hands of the public is the future."

That's the view of Andy Marsh, the force's new deputy chief constable, who took up his role on September 13.

Expanding on his plans, Mr Marsh wants to cut unnecessary bureaucracy and get as many people as possible involved in shaping the future of policing across Hampshire and the Isle of Wight.

His policing path

Throughout his career, Mr Marsh has been involved in all types of policing, first with Avon and Somerset Constabulary, then at Wiltshire Police before returning to the West Country force.

He started out as a beat bobby in Bath and Bristol when he was just 21, before moving through the ranks of CID, being staff officer to a chief constable, working as a detective in PSD and then leading area command units.

He then served as an ACC on two occasions – first with Wiltshire and then at Avon and Somerset – before joining Hampshire.

During his time as a Basic Command Unit commander in South Bristol and then Somerset East, one of Mr Marsh's most significant achievements was in attaining Investors in People status, which he puts down to a strong relationship between the senior management team and all other staff.

"I think it is particularly important to engage with staff and enable them to be part of all decisions which could affect them," he explained.

"Many of the best ideas for change have come from the staff who are closer to the public we serve."

Times of change

Mr Marsh is also keen to involve the public in the



decision-making process, and he feels this is especially important during this time of huge uncertainty within public sector organisations.

He said: "Police forces across the country are undergoing a huge period of change and there will be tough decisions to me made, but I am a firm believer that the police belong to the public and I think all staff should be acutely aware of this."

"Ultimately we are here to protect and serve the public and rid our communities of crime, and that should be our main focus at all times."

However, Mr Marsh understands the difficult situation many employees of Hampshire Constabulary currently find themselves in.

"There is an impact on people and we need to be sensitive to this. I want to make sure people feel part of this change programme and feel that they are being listened to and that their contributions are valued," he said.

"I think we need to do this by

sharpening up our practices – seeing where there are ways we can do things more efficiently and cutting the bureaucracy.

"We also need to think about how we work with other police forces and other partner organisations and how we can make the most of this partnership working."

A fresh perspective

Mr Marsh is hoping to bring much of what he learnt as a BCU commander to this new role with Hampshire Constabulary.

"I think it's important to understand the area you are working in, its problems, its strengths and most importantly what the communities want from their local police and passionately care about," he said.

"In my previous roles I have worked with a wide spectrum of different communities similar in many ways to Hampshire and the Isle of Wight. Some where there are several historic cities, like Winchester for example, lots of rural patches and densely populated urban areas like Southampton and Portsmouth. So I feel comfortable with the challenges which lie ahead."

The current budget cuts for police forces across the UK is something Mr Marsh is particularly aware of and he is keen to retain his passion for delivering excellent service as a police officer and serving the public.

However, he acknowledges that, as a result of the current political and economic situation, police forces are being forced to make significant savings.



On the Sergeants Initial Course, 1994



Recognition for his efforts with South Bristol police, 2003

Memories of Mr Marsh

- 1987 – Began career with Avon and Somerset as a beat officer in Bath and Bristol, aged 21
- 1993 – Community beat sergeant
- 1994 – CID sergeant in Radstock
- 1995 – Served on a team which developed the major crime strategy
- 1996 – Uniform inspector in Bristol
- 1997 – Det Insp in Bristol
- 1998 – Staff officer to Chief Constable Steve Pilkington
- 1999 – Chief inspector in Somerset
- 2000 – Moved to PSD as a detective superintendent
- 2001 – BCU commander for South Bristol
- 2003 – BCU commander for Somerset East
- 2007 – Sole ACC at Wiltshire
- 2009 – Protective Services, Avon and Somerset
- 2010 – Deputy chief constable, Hampshire Constabulary



Time out at Anfield, home of Liverpool FC, with brother Will

"I see Hampshire Constabulary already delivering a very high standard of service with comparatively low costs, so I will be seeking to continue with this approach and make any further savings where appropriate and possible."

Outside interests

Outside of work, Mr Marsh has a wide range of interests. He is very much a family man and is married with two daughters, aged 10 and seven, with whom he loves spending time.

He is also a keen sportsman, and enjoys keeping fit by rowing, cycling and running.

He has been part of the British Police rowing team for many years and is now looking forward to trying out his skills off the south coast.

Mr Marsh is also an avid football fan and has stuck to his roots by supporting Liverpool FC – he was born in the city and brought up in Cornwall.

Fly-fishing is another of his passions and he is keen to try out his skills in the Test Valley once he settles into his new role.

Hampshire – and Winchester in particular – holds many fond memories for Mr Marsh, who says he knows the county "pretty well".

"My grandparents lived in Winchester so I spent many a summer holiday in Chilbolton Avenue in the city."

Keen not to forget the Isle of Wight, Mr Marsh has made sure one of his first visits around the force is a trip across the water to meet officers and staff on the island.

The future

Reflecting on his recent appointment, Mr Marsh summed up his vision for his time at Hampshire Constabulary perfectly: "I want to get to know the area and the people and do my best for them," he said.

"I would like everyone to know – staff and the public – that I am approachable and work on a common sense basis. My main focus has and always will be on serving the public and carrying out the vocation of being a police officer." ■

HR Service Centre set for launch

The new HR Service Centre at Police Headquarters, Winchester, will go live on October 1, 2010.

The new service will be led by HR centre manager Anneke McCarthy and HR advisor Becky Neville, who will be supported by 16 HR assistants and five HR officers.

The service centre will replace the OCU/department HR teams and will be

the new single point of contact for managers and staff for all HR advice and queries. Its priority will be to provide quality customer service and resolve queries at the first point of contact or refer them to the appropriate HR officer or manager.

The HR Service Centre can be contacted from October 1 by calling 79-2222 or emailing the HR Service Centre Mailbox. ■

Continued from front page

"Every part of the force will have locally based PCSOs, police officers, Special constables and police staff who are visible, accessible and responsive to local need," explained Mr Marshall.

"Each LPA will have a police leader whose rank will relate to the level of risk and complexity faced. These police leaders will run policing through neighbourhood officers, response officers and investigators. The leader will be answerable to local people for the quality of service delivered and held to account internally by a chief superintendent as area commander."

If approved by the police authority, this new model will represent the biggest change to the force structure since the 10 Basic Command Units were reshaped into the six geographical OCUs in April 2006.

Acknowledging that, after cuts, the constabulary's annual budget could be the equivalent of what the force received in 1997, Mr Marshall proposed his intentions around joint working and collaboration: "We will aim to cut costs but retain capability by combining force-wide operational and support roles with neighbouring forces. Where it makes sense, we will look to join functions and share buildings with local authorities, the fire service and other local organisations."

"We managed then [in 1997] and, despite the new responsibilities placed upon us in the intervening 13 years, we will manage now."

John Apter, chairman of Hampshire Police Federation, said: "Since the budget was announced and the potential 25 per cent cut in public funding, the police federation has feared that cuts would have a dramatic impact on policing. The government should consider very carefully the consequences of a cut of 25 per cent on the police budget. It will mean we no longer strive to provide an excellent service, but settle for an adequate one. If that is what we have, then that will be a sad day for policing."

Turn to page 10 for an update from the force change manager. ■

Staff and officers combine to tackle ASB

Police staff have carried out nearly 2,500 hours of work to help their uniform colleagues address anti-social behaviour (ASB) in Hampshire and the Isle of Wight as part of the force's summer ASB campaign.

A variety of events and activities have taken place across the two counties to engage with young people during the summer holidays to deter them from ASB. Officers have also been speaking with residents and more vulnerable people about how to report ASB and to encourage repeat victims to keep a diary of events.

Officers across the force have been using video cameras to film the events they have attended to highlight the work to tackle ASB. To view these videos go to the Hampshire Constabulary page on YouTube.

Below is some feedback from police staff that took time out of their day jobs to volunteer in the ASB campaign:

Dominic Fairfax, IT service manager, helped out at Party in the Park, a Havant Community Event.

Dominic said: "I went on a foot patrol around the town centre with the local PCSO making sure that young people at local 'gathering spots' were well behaved and we gave advice on alcohol awareness.

"Most of the day I helped to man the stall, which was giving ASB advice and information on recruitment. We also encouraged people to report ASB to local patrols or by calling 101.

"We handed out alcohol awareness literature to younger people and encouraged them to become involved with their local community via local

schemes. Some agreed to join the volunteer programme.

"All in all it was a very worthwhile day, which helped to remind me of the work the frontline officers do and re-enforce the ASB message. I enjoyed it and got real satisfaction from it and it reminded me why we do our jobs – I think more people should get involved and do it."

Alison Scott, finance and business administrator for 7 OCU, took part in Operation Denial in June.

Alison said: "We met at New Milton station at 9am for a briefing following 19 drugs raids in the area. Accompanied by a PCSO and a policewoman we walked to a local housing estate to deliver leaflets and speak to the residents about the raids and to reassure them.

"It was very interesting to observe the residents' views, which were mostly positive, and the interaction between the PCSO and the policewoman with the public was excellent.

"It was a very enjoyable day."

Angela Pitt, a senior clerical assistant with the CJU at Havant, took part in the Positive Role Model scheme with Central OCU in July.

Angela said: "I attended Waterlooville police station and it was explained to me that the scheme had been set up to help combat ASB and meant that a group of

young people were able to attend different events and engage with the police and fire service.

"It was lovely to see the young people receive their certificates, and they had clearly built up a good bond with police officers and those from the fire service.

"It certainly gave me an insight into the good work that officers do across the force which I normally wouldn't get to see."

Angela Hunt, admin assistant with 7 OCU, took part in the Gosport summer passport event in August.

Angela said: "The event was for 11 to 17-year-olds and activities included archery, cooking, sports, a bungee run and RIB rides on the Solent.

"I had a great day, enjoyed being part of a well organised event and the PCSOs were excellent with the kids and interacted well with a few challenging characters!

"For me it was good to talk to some of the PCSOs on duty and gave me the opportunity to understand their roles and their work. It was good to work with other officers and staff from different OCUs."

More feedback from staff is available on the ASB intranet pages. ■

Drugs worth £20,000 seized in Portsmouth ASB operation

Police in Portsmouth seized more than £20,000 worth of heroin and crack cocaine in a two-month drive to target drug-related anti-social behaviour (ASB).

Operation Saracen was run as part of the force's summer ASB campaign.

It was led by Portsmouth's Drugs Intelligence team with support from officers from Targeted Patrol, Dog section, CID and Safer Neighbourhoods teams.

Seventeen suspect drug users and/or dealers were arrested of which 10 were charged.

In one investigation, police charged

a father and son after officers witnessed a suspected drugs deal at a children's play park in Hilsea and later recovered heroin with a street value of £8,700.

In a separate inquiry, a search warrant executed at a house on Magdala Road, Cosham, led to the arrests of three people and the discovery of £3,500 worth of drugs.

As part of that same investigation, and at almost the same time, officers stop-checked a car on the A3 at Horndean, arrested the driver and front-seat passenger and seized £1,500 in cash.

Detective Sergeant Steve Toms said it

was a real team approach: "The Intel unit developed the opportunities; Safer Neighbourhoods and Targeted Patrol teams carried out the warrants; CID, Priority Crime and Intel ran the pro-active operations, some working very long hours, with support from 8 OCU."

"Through Saracen we're encouraging people to let us know about drug activity in their neighbourhood because the more we know about it, the more we can do about it." ■

Portsmouth police go on the buses to tackle ASB

Police in Portsmouth have been riding the buses this summer to tackle anti-social behaviour around Cosham.

The operation was run as part of Hampshire Constabulary's summer anti-social behaviour campaign and has seen very promising results.

It was organised by PC Dan Darwin from the Cosham Safer Neighbourhoods team (SNT) in partnership with First Bus.

PC Darwin said: "During the last summer holidays we were getting about two reports each week from the bus companies saying their vehicles had been damaged, were being targeted by groups throwing stones, or certain passengers were becoming rowdy and abusive.

"This kind of behaviour is very dangerous, and puts passengers and



PC Steve Ellis and a satisfied passenger

drivers at risk. We don't take reports of this nature lightly, and have been working with the bus company over the summer holidays to maintain public safety and provide reassurance."

In response, police officers and

community support officers from the Cosham SNT took to bus routes around the district on July 13 and August 18. Travelling in pairs, they patrolled the routes between midday and 8pm on both days.

PC Darwin added: "This summer we've not received any calls from First Bus and I'd like think that's down to our presence acting as a deterrent.

"We spoke to passengers who were happy to see us on there and felt reassured by our presence. First Bus were also very happy with what we were doing. They don't like to have their buses off the road for repairs as much as the passengers don't like having their services disrupted."

PC Darwin hopes to run similar operations on the buses in the future. ■



Assistant Chief Constable Dann (left), the Prince's Trust's Amy Lenderyou and Chief Fire Officer John Bonney

Memorandum of Understanding signed

The official signing of a Memorandum of Understanding (MOU) on behalf of Hampshire Constabulary, Hampshire Fire and Rescue Service (HFRS) and Prince's Trust took place on September 6 at HFRS's headquarters in Eastleigh.

Assistant Chief Constable Steve Dann, Chief Fire Officer John Bonney and the trust's Amy Lenderyou met to discuss the strong and longstanding tri-partnership within Hampshire.

This was a re-signing of the MOU that was set up over three years ago and now reaffirms the tripartite

commitments to each other.

Hampshire Constabulary and HFRS are delivery partners for the Prince's Trust's flagship programme, Team. HFRS has been delivering the programme since 2002 and each year supports more than 70 young people aged 16 to 25, through a 12-week full-time, personal, educational and social development course.

The constabulary provides valuable support and resources for the programme, the main aim of which is to re-engage with young people who need support to enable them to move forward

with their lives into education, employment or training.

ACC Dann said: "Not only does this signing signify our ongoing commitment to helping young people in Hampshire realise their own potential, but it also confirms our commitment to the development of officers and staff within Hampshire Constabulary."

For more information, visit the Leadership and Professional Development Unit intranet site under HR and Operations. ■

Force Change Team

Superintendent Dave Hardcastle is the force change manager for Hampshire Constabulary. Via a regular column in *Frontline*, he will aim to keep police staff and officers informed of work being undertaken by the force and his team, during a transitional period that probably presents the biggest leadership challenge that the organisation has ever faced.

The aim for Hampshire Constabulary over the next five years is to become a top-performing force in terms of preventing crime and securing public confidence and victim satisfaction, while operating in a financial landscape where every penny counts.

As a result, the force change team (FCT) is co-ordinating a programme of work to review, redesign and deliver the future of Hampshire Constabulary.

This offers the opportunity for each and every employee to play their part in shaping an innovative police service that fits both the needs and expectations of our communities in 2011 and beyond. The review of the constabulary has been split into eight high-level areas. They are:

- Public Interface
- Local Policing
- Crime Investigation
- Tasking, Co-ordination and Oversight
- Management of Risk
- Custody and Criminal Justice

- Operational Support
- Corporate Support

Running throughout each of these reviews are three key requirements, which will enable the force to build future plans and budget requirements. These are:

- People (Who? How many? What skills will they require to undertake future roles?)
- Information Technology
- Resources (including estate, vehicles, equipment and budget)

Each of these reviews will look to show what we will aim to deliver from 2012 and beyond and how we will provide it. They will identify options for structures, staffing and ways of working.

Reviews of all eight high-level areas should take place by January 2011, in order that a 'blueprint' for the future of the force can be completed by March.

The change team will look to provide numerous opportunities for staff to get involved and help shape our future and we will communicate these in the coming weeks.

The force change programme will be overseen by the new deputy chief constable, Andy Marsh, whose responsibility it will be to ensure that all the business leads deliver their part in shaping the future of our constabulary.

If you have any questions, concerns or suggestions relating to the change process, email the Force Change Team Mailbox or call 79-1353 or 79-1216.

More information relating to the force change team is available on the intranet by clicking the quick link on the right-hand side of the homepage. ■

Tell us your good ideas

The new Staff Suggestion Scheme is your chance to help shape the way Hampshire Constabulary works.

The scheme is designed to get the best ideas from the people who actually do the job and who are in a good position to know how the force can deliver in the years ahead, particularly in light of the 25 per cent budget reduction that the constabulary is facing over the next four years.

Staff can have their say by submitting an email to the Force Change Team Mailbox to make innovative and practical suggestions. The ideas will then be reviewed by a specialist team made up of representatives from departments at both force and local level.

All constructive suggestions will be considered and each submission to the Force Change Team Mailbox will receive a personal acknowledgement email, detailing:

- if the idea will be progressed
- how it fits into the force change team review process
- when the idea is likely to be considered.

Project lead Sergeant Paul Southam said: "We value your opinions and ideas and invite all members of staff to make

suggestions as to how we can save money or improve efficiency and productivity.

"This is your chance to have your say on how Hampshire Constabulary works. It could be something small, which would be easy to action, or it could be a radical change in the way we do business.

"This new scheme will help us capture, respond to and put employees' good ideas into action."

To submit your ideas, email the Force Change Team Mailbox. To find out more, visit the Staff Suggestion Scheme intranet page. ■

Prevent – what does it mean to you?

by Liz Harding

Prevent is one of four strands of the government's counter terrorism strategy, known as Contest. Prevent aims to stop people becoming terrorists or supporting violent extremists – literally working to prevent activity before it begins.

Government funding has provided Hampshire Constabulary with two dedicated community engagement officers, whose primary role is to provide expertise, education and reassurance to local communities around Prevent issues. These officers are based in the two most prominent cities in our force area, Southampton and Portsmouth.

To date, much of the force activity around Prevent has taken place in the cities thanks to having officers working full-time. The prevention of extremism is, however, a consideration for the entire force, and should be embedded in day-to-day working for all frontline officers and staff.

For many of us this will not mean lots of extra work, but simply having a basic level of knowledge about Prevent that will help you add a dimension to what you already do.

Prevent is...

- Sharing information with partners to effectively manage potential threats together – we are working to move from operating on a need-to-know basis to sharing information to safeguard people in our communities
- Using public-facing officers and staff as the eyes and ears of our communities, forging strong links and recognising when vulnerable individuals or groups are at risk

- Listening to our communities and partners to learn about how we can better work together and stand against extremists
- Working proactively and in partnership to undermine violent extremist narratives and support vulnerable members of our communities.

Prevent isn't...

- Spying on our communities – the police do gather intelligence, however Prevent is not designed as an intelligence-gathering tool, nor should it be used as such
 - Policing people's views. We understand the diverse cultures we work in and respect these, and instead are working on identifying, discussing and intervening in those cases where it is necessary.
- Detective Chief Inspector Darren O'Callaghan, the Prevent delivery manager for the force, said: "People can make the mistake of associating extremism with our Muslim communities, however this would not be accurate. Although it is true that the main threat of terrorism is currently posed by Al Qaeda, or groups inspired by Al Qaeda and purporting to follow Islam, the narrative that they promote is a distorted view of the Muslim faith. In fact extremism can come in many other guises, from the terrorist activity we see

reported on the news to far right or far left extremism.

"We want to challenge violent extremist ideology, disrupt those who promote such practices, support individuals who are vulnerable to being targeted and recruited by extremist groups, and support the capability of our communities to stand against the issue together.

"This may mean working with partners to support an individual or taking a report from a concerned resident about suspicious activity, listening to the concerns of local communities and providing an excellent service in every encounter we have. Having a constant awareness of Prevent will empower you and therefore others you interact with and help us all play our part in protecting the residents of Hampshire and the Isle of Wight together." ■



Det Ch Insp Darren O'Callaghan

Police and RAF unite at families day

Officers from the Odiham Safer Neighbourhoods team joined their Royal Air Force counterparts at the RAF Odiham families day in August.

Over the last year the working relationship between Hampshire officers and the RAF Police has gone from strength to strength.

It is important for the constabulary team to be integrated with RAF personnel because they make up a large part of the community that officers police.

The RAF Police, based in Odiham, were issued with Airwaves sets this year and are now on our system and



PCSO Liz Wallace flanked by RAF Police Corporal Jo Board (left) and RAFF Cpl Tracie McNully

able to call up and assist where they can.

Corporal Gareth Evans has recently been appointed as the community police officer for the RAF Police and since this time has been patrolling regularly with

PC Victoria Bolan to get to know the community of Odiham.

RAF Odiham families day takes place once a year and is a chance for members of the RAF to invite along family members to take a look around the base. This year, the array of stalls and activities ranged from fairground rides to flight simulators and even rides in the famous Chinooks, which are based out of RAF Odiham. The Odiham Safer Neighbourhoods team ran their own stall, providing fingerprinting for children as well as general crime prevention advice for all. ■

Teenagers target of anti-rape message

Teenagers in years 10 and 11 are to receive information and advice about underage sexual activity as part of an ongoing campaign to reduce sexual offences in Hampshire and the Isle of Wight.

Between April 2009 and March 2010, 4,158 serious sexual offences were reported to police, and 39 per cent of the victims were girls under the age of 16.

This figure has highlighted a gap in awareness among this age group and has prompted action as part of the Rape Reduction and Prevention Strategy, which aims to prevent these type of offences.

Detective Chief Inspector Ben Snuggs leads this area of work, having taken over the role from Det Insp Tara Williams, who is currently on a career break.

The presentations are conducted with groups of around 30 teenagers in which they are shown a DVD commissioned by Treetops, the sexual assault referral centre in Portsmouth, called *Rape: short word, long sentence*. The film illustrates the consequences of having sex without consent or under age, and then a presentation is given which enables the audience to ask questions about the scenarios they've seen and understand

the realities of a rape investigation.

The presentations are carried out by police officers or PCSOs, supported by a detective or Sexual Offence Investigation Trained (SOIT) officer, who assists in answering technical questions about the law or specific investigative processes.

Trial presentations have achieved excellent results so far, and feedback comments have been very positive.

This work follows on from the success of the online campaign launched in December 2009. The Seal the Deal interactive game was aimed at young men, who may not understand what rape is, and are often the reported offenders where consent is an issue. The game invited the player to make choices through various scenarios from drinking in a bar to going back to a girl's house at the end of the night.

Det Ch Insp Snuggs said: "This is a key area of business and we are committed to continuing the good work of this project by taking the education packages into secondary schools and

colleges. These presentations give a strong message to young people about some of the possible dangers of engaging in sexual activity. Ensuring their safety and wellbeing, and reducing rape offences, is a top priority."

■ In September the new log books for serious sexual offences arrived in OCUs. These are designed for use by first responders as well as SOIT officers, and the log books are now much easier to use.

The books have been developed based on good practice identified by the National Policing Improvement Agency, and following consultation with SOITs, Targeted Patrol team officers, crime scene managers and detectives from across the force.

The books include sections on essential subjects such as guidance on national best practice, questions to ask and not to ask a victim, early evidence kits, risk assessment details and helpful contact numbers. ■

Stop and search: update on the new C12 process

Since the introduction of the new C12A stop and search forms on August 16, the bedding in of the new process has gone smoothly. The forms have been well received by officers thanks to the ease with which they can be completed.

One member of the public, who has a history of being stopped, even commented on the efficiency of the new set-up!

All officers conducting a stop and search are now required to contact the Crime Reporting Bureau (CRB) within an hour of the search.

Mike Hutchinson, CRB supervisor, said: "The new process has improved the level of data quality within the RMS system. CRB officers are able to capture the information in RMS 'right first time' and double check the information being captured with the police officer on the phone."

"CRB staff have been given an IT application that allows them to process the C12 stop in a fast and

effective way, averaging a C12 call in less than four minutes per entry. Staff have commented on the ease of the new application and welcome the fact that it alerts them to any mandatory fields that have been accidentally missed when they are entering the details. They feel assured that the application will not overlook any part of the process and will therefore reduce the risk of missing information on our systems."

Alison Carver, force performance analyst, said: "The changes made to the C12A process have resulted in a number of improvements. The intelligence that officers require from tickets is now available almost as soon as the stop has happened, as opposed to previously, when the data was published monthly and placed on the intranet to a restricted group of individuals."

"The new process has also provided the opportunity for a number of reports to be made available through Business Objects. These reports are already indicating improved data quality across

the mandatory fields on the ticket. They also help the force to easily identify those people being stopped repeatedly, the effectiveness of the stops (how many are resulting in arrests/positive action being taken) and the ethnicity of those being stopped."

Work around the new C12A process is ongoing. Among several initiatives planned, one idea is to introduce a system that will allow multiple stop checks when an officer needs to call through details of a group of people rather than having to deal with them individually.

Officers are reminded that, where possible, they must use their vehicle car sets to contact CRB. This ensures that the system doesn't power out, doesn't drain personal radio (PR) batteries and leaves officers free to monitor their PRs.

To read more about the new C12A process, visit the Stop and Search intranet pages. ■

Pagan officers to see in 'new year'

■ by Hayley Court

For most police officers October 31 often marks a sharp rise in anti-social behaviour as those who put the trick in 'trick or treat' strike in communities the length and breadth of the country.

But for Hampshire's pagan officers Samhain is a very important occasion in the religious calendar – and not one that involves swag bags of sweets or hurling eggs.

Sergeant Simon Wood, from Southampton Central, has been a practising pagan for 11 years and longs for a time when people treat England's oldest faith with the same respect they afford Christians.

"The thing I hear most often is that we worship the devil and hold orgiastic rites," he said.

"I've never heard anything so ridiculous – although I'm sure if we professed to do so we'd probably have a bit more interest.

"In actual fact we live a lifestyle which respects nature's command over us and teaches us to live with and among nature. Samhain is the time of marking the end of the pagan year with the onset of winter and the meat harvest at the end of October.

"Because it's a tradition which revolves around the harvest, in past times communities would cull weaker livestock to help preserve provisions over the winter period," said Simon, 46. "I think that's where people get the whole sacrificing misconception from."

Held around October 31 into early November, Samhain is a time when the veil between the living and the dead is at its thinnest and an opportunity to

remember those who have died over the course of the year and celebrate the lives of ancestors.

"On Samhain we gather together to say a few words for the dead, talk about what the season means to us and share venison and ale in symbolic respect for those bygone days. This year my Grove [sect] will meet at the New Forest during the first week in November."

Simon, an executive committee member of the Police Pagan Association (PPA), said the force is slowly coming round to the idea of pagan officers.

"It's not so much the force as a body but some individuals will never fully understand it," he said.

"I have had people at work distance themselves from me for what I believe in. Someone warned me about being in contact with the devil, and when one national paper wrote a wildly inaccurate story about paganism, the cutting ended up on my desk without a note or explanation. It is partly for reasons like this why the PPA came into being.

"But in a squad car out on jobs with colleagues, sooner or later these things come out and largely the reaction has been nothing out of the ordinary. In fact some officers are genuinely interested as paganism offers a wide variety of spiritual paths, which have quite colourful and exciting celebrations.

"When they have asked for explanations for various things they have



Sergeant Simon Wood

been quite surprised at how many traditions and practices that we take for granted actually have pagan roots."

Simon says he doesn't wish for any special treatment because of his faith, just that he is treated equally to his colleagues who practise Christianity, Islam or are agnostic or atheist.

"I'm entitled to request leave for religious occasions like any other officer and those requests are sometimes turned down and sometimes approved – just like anyone else." ■

Want to know more?

Visit the Police Pagan Association website: www.policepaganassociation.org/index2.html

Continued from front page

The young Nissan driver survived the crash despite hitting the top of the tree after losing control of the car and flipping over, miraculously landing on its wheels.

It was Brian's haunting image, taken between Fordingbridge and Brook on a freezing night in February, that saw him walk away with the award at the National Policing Improvement Agency at its Forensics Awards Day on September 2.

"It's astonishing the driver survived,"

he said. "I was there at 11.50pm in February and he'd just been taken to hospital with life-threatening injuries.

"I hear he's doing well now."

Brian, who's been a police photographer for 17 years and is based at Netley, took the shot with a long exposure and 20 kicks of the flash gun



Brian Platt

to shed some light on the scene.

His love affair with photography began as a teenager when he'd use the hobby as a cover to have a sneaky cigarette in the school's darkroom.

Nikon sponsored the award and provided digital SLR prizes for the winners and compact cameras for the runners-up.

"I'd like to come first next year," Brian said. "I could do with a new camera." ■

NEW FORCE VIOLENCE CAMPAIGN LAUNCHED

by Liz Harding



ACC Laura Nicholson

The force violence campaign began on September 1, led by Assistant Chief Constable Laura Nicholson as Gold commander and Chief Inspector Alison Scott as Silver commander.

This is a four-month initiative focusing on four key themes of violence across Hampshire and the Isle of Wight. The themes are domestic violence; night-time economy violence; drug debt-related violence and mental health-related violence.

As a force we have carried out some excellent campaigns in the past, such as the Operation Nemesis anti-burglary initiative in 2008, or more recently the two summer anti-social behaviour campaigns, which have significantly reduced reported incidents of ASB. We have proved how well we work with colleagues and partners to tackle the issues that affect our residents and local communities, and we will continue to do so with the force violence campaign, strengthening our partnership working with agencies such as the NHS, Crown Prosecution Service (CPS), councils and other associated groups.

There are some new processes being trialled with the intention of reviewing their effectiveness at the end of the campaign, when we can make a decision on whether they are successful and can be brought in long term to further enhance our service delivery. With a focus on violence across Hampshire and the Isle of Wight we can make a real difference and keep up the excellent standard of policing in the two counties.

Domestic violence

Five key areas of our response to domestic violence will be targeted to achieve improvements in dealing with offenders. They are:

- initial response
- evidence gathering
- custody
- disposals
- supervision.

Delivery in these areas will also have a knock-on effect in enhancing our service to victims, and has been identified through analysis of the current procedures in place across the force.

There is focus on the offender in domestic violence incidents. OCU training days during the campaign will include additional information on interview techniques, carrying out detailed research into previous incidents and the potential value of bad character evidence. Custody time after an arrest will be maximised in order to review statements, gather all available evidence and identify further lines of enquiry.

There are some new processes being trialled with the intention of reviewing their effectiveness at the end of the campaign...

All frontline officers and staff will also receive an aide memoir they can carry on patrol, which provides a series of essential tips for those first at the scene of an incident. This will be supported by the deployment of a domestic-violence vehicle in some areas.

Earlier this year, Hampshire Constabulary began using the national DASH (Domestic Abuse, Stalking,

Harassment and Honour Based Violence) model, which includes a detailed risk assessment form for use at all domestic abuse incidents to better identify and manage risk to those involved. This new model will also be reinforced to raise awareness during the force violence campaign.

The CPS will form part of the campaign in its use of specialist domestic violence prosecutors and courts being used in Hampshire, to utilise the expertise already present within the organisation.

The recently launched Hampshire Domestic Abuse Forum websites provide excellent tools as part of the campaign. There is a site for professionals, including guidance and advice on how to deal with domestic abuse incidents, and a separate site where victims can find support details, reassurance and advice to help them through their experiences.

Night-time economy (NTE) violence

A minimum standards document has been adopted by all OCUs in relation to tactics for use in night-time economy areas, which is aimed at improving responses and results. This details various subject areas for consideration, including intelligence gathering, working with door staff and licence holders, involvement of Pubwatch schemes, the

use of frontline and specialist officers, and partnership working with local authorities and volunteer groups.

Support mechanisms are in place and are well used for those who have mental health problems or are involved in drug use...

OCU training days will also include reminders for officers on night-time economy policing procedures, supported by an aide memoir, and officers are encouraged to wear and activate body worn video cameras wherever possible to ensure best evidence is captured for use at a later stage.

The final two areas of the campaign are **drug debt-related violence** and **mental health-related violence**. These are both recognised as under-reported offences in many areas, and so there is a focus on improved RMS reporting, and expertise in recognising and dealing with potential incidents. Frontline officers and staff, particularly those working in communities, like the Safer Neighbourhoods teams across the force, will be encouraged to seek intelligence and report on potential concerns so that they can be proactively dealt with before an incident escalates.

Support mechanisms are in place and are well used for those who have mental health problems or are involved in drug use, and their expertise and success are invaluable for the police in dealing with incidents, so continued use of groups such as Early Intervention Teams and community mental health teams will also be encouraged.

The campaign will continue over the coming weeks as OCUs adapt to their specific requirements. Look out for more information coming from your single point of contact (see box below).

Contacts

- 1 OCU: Supt Phil Winchester
- 2 OCU: Det Ch Insp Bob Maker
- 3 OCU: Insp Richard Stowe
- 4 OCU: Supt Neil Sherrington
- 5 OCU: Insp Phil Bates
- 6 OCU: Ch Insp Chris Jones
- 7 OCU: Det Ch Insp Mark Ashthorpe
- 8 OCU: Ch Insp Lucy Hutson



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.



Frontline fans

As a long-time reader of *Frontline*, from the days when it was called *Copperplate*, I object to Det Sgt Mears' arrogant assumption in issue 156 that only a few people are interested in what goes on in the whole force.

When I worked in admin at Basingstoke (1976 to 1995), I always made a point of reading it and it was great to hear news of former colleagues who'd moved to different parts of the county. Now my husband and I live in Cornwall we particularly enjoy reading how the force is changing and updating itself.

The whole presentation of the magazine is extremely professional and we can assure those who put in a lot of effort to produce it that their hard work is entirely worthwhile as far as we're concerned and we really look forward to receiving it every six weeks. Many, many thanks and keep up the good work! ■

Roz Jay and ex-PC 1480
Cliff Jay, St Austell

Mother's pride

In response to the letter in issue 156 suggesting that there have been 155 previous editions of *Frontline* that no one has read, I like reading the magazine as it's one of the few forms of communication

from 'our' organisation. Communication channels seem too few in number these days, and thanks to *Frontline* you can learn the latest trends from colleagues, what has happened on recent operations, hear from the Police Fed, UNISON and so on, as well as enjoy the letters page, which is sadly smaller than it used to be. It will be sad if it disappears; I like reading it and my mother will complain if she doesn't get her copy to read! ■

Sergeant Garry Smith,
Waterlooville

Throwing in the towel?

I was flabbergasted to learn that a decision has been made to end the use of throwlines [water-based lifesaving devices] in Southampton OCU where they were being trialled, and that they will not be issued to the rest of the force. To make matters worse it seems that the perfectly serviceable equipment is to be removed from the cars already fitted with them.

Hampshire and the Isle of Wight have an awful lot of water around them, and it makes no sense to me that a very simple device, designed to require no training and offered to this force free by the manufacturer, is being

rejected on the basis that having no method of helping someone in the water is somehow better.

The force can say whatever it likes in Force Policy & Procedures, but this will not alter the fact that a police officer's primary duty is to protect life. Every day officers make very dynamic risk assessments and put themselves in harm's way because the situation justifies it, and the presence of water makes no difference to this. If you give an officer a choice between throwing a rope to someone in the water and jumping in, he or she will choose the former. If you give him no option he or she will go in. This isn't reckless or suicidal – it's just part of the job and that is certainly how those paying our salaries see it. Otherwise, what is the point of us?

The circumstances that all forces currently find themselves in present a once-in-a-career opportunity to cast adrift all the accumulated nonsense of the past decades and acquire some common sense. The throwline trial was an opportunity to prove that we still have some, but it appears that we continue to make decisions of this type for all the wrong reasons. ■

PC Martin Barrett,
Southampton Central

ACC Dann, HR & Operations, replies:

This decision was taken by the Health and Safety Strategic meeting after considering the case presented for their use. Any decision relating to Health and Safety matters, and particularly the introduction of new

equipment, has to be made after considering a number of key areas, which will include risk to individuals and the organisation, balancing cost against implications and making sure we are not promoting a risk-averse culture. I have received a number of questions over this particular issue and have taken the decision to meet personally with one of those who led the work to ensure the decision is the right one. I am more than happy to extend the invitation to the author of this letter.

Let's pull together

I have worked for Hampshire Constabulary for eight years as a member of police staff. The chief constable has been very open in his weekly messages about what the funding/savings challenges we're facing may mean for all staff and I hear lots of my colleagues talking about the issues. The frustrating thing for me though is that I hear more negativity from police officer colleagues I encounter who are frustrated at the removal of their acting status or lack of promotion opportunities or the fact that a particular area of policing may have to be reduced to bolster another area of policing, or that they may be forced to work in this location or that location, than I do from my police staff colleagues who don't even know if there will be funding for their posts in the next year or who are already in a consultation phase for potential job losses. Please don't get me wrong – I

Do you think the work of police officers is accurately reflected in police dramas?

PC Lucy Grandsen, Paulsgrove SNT

"Recently I observed the policing styles in *Life on Mars*, and I think part of the popularity of this programme was due to the fact that it was a satirical view on how policing was carried out in that era."



Kat Harding, Corporate Communications Assistant, Portsmouth

"I think *The Bill* was always incredibly overdone in an attempt to keep it interesting. However, although tending to be quite dramatised, it did reflect the efforts that the police go to to solve an issue."



understand the frustration of those officer colleagues who are working well in a particular area and then a business decision means that they are being moved on and what does that end up doing to that area of business? But they are not losing their livelihood or having to start their career again or having to face trying to find another job at a time when unemployment is so high. I would just ask that in

these days of 'one team' that some of our more vocal officer colleagues would give some consideration to the thoughts and emotions of their police staff colleagues when going on about how tough it is for them or making jokes such as: "Don't worry, you won't be here this time next year!". It's not funny and it's not very 'one team'! ■

Name and address withheld

I rest my case

Re: *A political football* (Postbag, issue 156), taking into consideration the imminent cuts being caused by reduced funding and the public perception that officers are making a fortune in overtime, the letter from the MAST officer is unlikely to persuade the public that officers should be paid for football duty rather than have their rest days cancelled.

However, the knock-on effect is that officers who have had their rest days cancelled for football will not be available to the community they police when they take their re-allocated rest day off. ■

Name and address withheld

Frontline up for award

Frontline is in contention for the Best Magazine award at this year's Chartered Institute of Public Relations (CIPR) PRide Awards.

Over the years the CIPR PRide Awards have grown in strength and stature, recognising public relations success and achievement in the nations and regions.

Commenting on the news, head of Corporate Communications and *Frontline* editor Adi Kingswell said: "I'm delighted that *Frontline* has made the shortlist, which is recognition that our work is judged to be among the

best in the UK. We relaunched *Frontline* in November 2009, transforming it from a newspaper to an A4 magazine, in an effort to increase staff and officer engagement in the publication. With more emphasis on shorter articles and the use of images and design than its predecessor, the new *Frontline* stood out because it looked like no other police internal publication."

There were a total of 1,221 entries for all categories in the CIPR awards this year. Winners of the Wessex and Channel Islands regional award will be announced at the PRide Awards Dinner

at Southampton's De Vere Grand Harbour Hotel on November 17.

Jay O'Connor, president of the CIPR, said: "The CIPR PRide Awards are a celebration of PR achievement and a showcase of campaigns implemented by the best of the best from across the UK. I offer my congratulations to all those who have reached this stage of the competition. Now more than ever, demonstrating the value of what we do, and the positive impact we have, is tremendously important. Thank you to all involved – the entrants, judges and teams." ■

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.

My fiancé and I, along with our two dogs, were recently involved in a road accident when a tree fell on our car as we drove past. We were fortunate to walk away with only minor injuries, but the shock and trauma of the event have haunted us since when we think about the different outcome that could have been.

Our ordeal was made so much easier by such wonderful, caring and helpful PCs – Neil Croutear and Megan Powell – who went beyond the call of duty to ensure that we were okay. What has happened to us has made us realise what amazing people the police and ambulance services have within them and how they face such challenges on a daily basis. Thank you to all. ■

Surrey

I am writing to commend the attitude and policing on the Isle of Wight over the August Bank Holiday weekend. As visitors, my brother and I enjoyed being a part of the international scooter rally, which runs from Ryde to Sandown.

The weekend was a great success, but not without a couple of scuffles breaking out in Ryde in the wee small hours. The officers on duty dealt with these incidents in a calm and professional way, and at one point we witnessed the police making the perpetrators – locals, it turned out – shake hands and 'make up'.

At any point during our weekend the police were on hand to keep us 'once-a-year' visitors safe and always had a cheery word for us.

The attitude shown to us during our

visit was superb and is to be commended. When I return to the island in the coming years I shall thank the police personally, but felt it only right that their efforts don't go unnoticed. ■

Lincoln



PC Nick Massey starting the 2010 Isle of Wight Scooter Rally in Ryde



by Kathy Symonds
Branch Secretary

While UNISON and other unions and employers wait to find out what the government's October Comprehensive Spending Review will contain and how it will impact on jobs and service delivery in the public sector, life goes on. We know of some of the proposals for change here that if progressed would result in the loss of a number of police staff posts. We are currently waiting for information about proposals for voluntary redundancy – something we've

been told will be available to some staff, subject to certain conditions, which have yet to be determined. We suspect that a number of staff would be keen to leave the organisation using this method – it would be a rare 'win-win' situation for us all.

We suspected that in these difficult times employers would be more robust when dealing with disciplinary issues, and we find we are dealing with a higher than usual number of cases, some of which highlight problems with disclosure of information to the subject. This has led us to have dialogue with PSD, and we hope we have reached agreement that in future disclosure of evidence will be made to the subject in advance of the investigative interview, thereby allowing the subject to prepare. This is fairer to staff who previously have

attended interviews having little or no idea what they are alleged to have done. Additionally, we have assisted in the drafting of a clear and simplified form to be used by both OCUs and PSD, which will be used to notify staff if they are the subject of a complaint or are being investigated for misconduct or criminal matters. This should set out who the complainant is, what the alleged conduct is and the circumstances.

We need to mention meal breaks again because it seems some staff are still not being facilitated to take them. In your role, if you work more than six hours a day you should be able to take such a break. You should not be routinely or regularly prevented from doing so, and if this is happening at your workplace we need to know about it. ■



by Cllr Jacqui Rayment
Chair

August has again been a busy month with the Home Office's consultation on major reform of the police service, including:

- replacing the police authority with an elected Police and Crime Commissioner by May 2012
- creating a new Police and Crime Panel to hold the commissioner to account
- creating a new National Crime Agency to deal with serious organised crime and border security
- promoting greater individual

responsibility for keeping neighbourhoods safe, by creating a clear role for the public in cutting crime.

I welcome aspects of the paper, such as the focus on reducing bureaucracy and workforce reform. However, I have concerns regarding the introduction of one directly elected commissioner for Hampshire Constabulary as the government has not stated in detail how it will work in practice. We need to be reassured that a single commissioner can represent the needs of nearly 1.9 million people across the 1,600 square miles of Hampshire, Portsmouth, Southampton and the Isle of Wight; be effective in holding the chief constable to account and to efficiently manage the £300million budget. We want to work with the government during these challenging times, but we must ensure that we remain focused on meeting the needs of our communities.

Following on from our successful July

meeting in Southampton, we will be holding our next meeting at Portsmouth Council Chambers (10am, September 28). Members of the public are welcome to attend any police authority meeting, and we are aiming to give more people the opportunity to attend by holding more meetings at different locations.

While we're in Portsmouth we will learn more about Portsmouth's Community Safety Partnership – Safer Portsmouth – and members will be taking part in familiarisation visits to various areas of policing activity, such as patrolling with Safer Neighbourhoods teams and visiting the investigation and violent crime reduction teams.

Finally, I'd like to welcome Andy Marsh, who joined the constabulary on September 13. We were very pleased to be able to appoint someone of Andy's calibre as the new deputy chief constable and we look forward to working with him in the future. ■



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. ■

Police Federation open meeting

To be held on Wednesday, October 13 at the Rose Bowl, near Hedge End. Doors open at 6pm, food and refreshment will be provided. Entry to this event is via warrant card only. For further information please contact your local representative.

Hampshire's new fraud expert

PC Mark Walsh from Portsmouth City Centre Unit Safer Neighbourhoods team has recently become the force's first nationally accredited cheque and payment card fraud expert.



PC Mark Walsh

Taking time out from his role as a crime manager for Portsmouth business crime reduction partnership, PC Walsh recently signed up to a two week course with the City of London Police, which leads nationally on fraud. He is now qualified to assist the force in areas such as counterfeit and cloned cards and fake cheques. His achievement has also enabled him to give advice on ATM fraud

devices, and how to obtain handwriting examinations.

Having PC Walsh's new skills in force will help improve conviction rates as he can now be called upon as an expert witness in court.

PC Walsh explained: "In the past if we had a case where we needed an expert to confirm that something is fake, a fraud examiner would be sought from outside of the force, and usually at a cost.

"The crimes that this course focuses on are large volume offences that require a quick evidential turnaround, which, until recently, we didn't have the capacity to deal with. Up until now the option would have been to trek up to London with the exhibits and obtain statements from the unit there. I can now do this work locally, helping to bring criminals to justice and saving money."

Hampshire Constabulary previously had a Fraud Investigation Unit, but this was disbanded some years ago. The force has since introduced the Economic Crime Investigation Unit (ECIU), but its focus is more on specialist, high value and complex financial investigations, such as money laundering and drug trafficking.

PC Walsh's role will be advisory, providing key expert evidence which will not only be cost effective but will also save hours' of investigation time.

PC Walsh added: "Crimes relating to fraud are very serious and we need to keep one step ahead of the offenders who get involved in these activities to put a stop to it.

"There are too many people falling victim to fraudulent crimes, and it can seriously affect people's lives and businesses.

"I hope the skills that are becoming more available to the police will help us as a constabulary – and as a country – fight against this issue and keep people's finances secure and safe, especially as we recover from the recession." ■

Obituaries

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

Inspector James Cramer died on June 12, 2010. He served with Portsmouth City Police for over 30 years before retiring on July 1, 1965. He served at 'A' Division, HQ CC Office, HQ CID and 'C' Division.

Sergeant William David Loader died on July 30, 2010. He served with Portsmouth City Police and Hampshire Constabulary for over 26 years before retiring on June 30, 1976. He served at Kingston, Portsmouth Central, HQ CID, Cosham and Havant.

Inspector Gavin Paul Maidment died on July 30, 2010. He served with Southampton City Police and Hampshire Constabulary for over 28 years before retiring on August 17, 1984. He served at Southampton Central, Bitterne, Petersfield, Fratton, Alton and Cosham.

Inspector Gerald Adrian Watmore died on August 3, 2010. He served with Hampshire Constabulary for over 30 years before retiring on October 2, 1982. He served at Gosport, Ryde, Freshwater, Romsey, Southampton Central, Eastleigh, Rushmoor, Farnborough and Aldershot.



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The Extended Police Family

Two Special ASB operations

As part of the force-wide anti-social behaviour (ASB) campaign, Special constables have carried out two operations to continue to drive down ASB across Hampshire and the Isle of Wight.

The first operation, assisted by 18 Special constables, took place in Aldershot in August. Cycle teams were deployed to three parks in Aldershot which are well-known trouble hotspots. Foot patrols were carried out in the town centre and Specials conducted a number of licensee visits in the town.

Specials also worked alongside the Roads Policing Unit to attend vehicle-related ASB incidents and to proactively stop vehicles by using Automatic Number Plate Recognition technology.

During the operation one arrest was made, one offender reported for a traffic offence, three stop and searches were made and more than 30 ASB hotspots in Rushmoor were patrolled.

Special Constabulary Acting District Officer Leigh Lush, who organised the operation in Aldershot, said: "The operation went really well. Our Farnborough ASB mobile patrols were busy, running around all over the place, from job to job, and the rest of us patrolled the town centre and a lot of parks in and around Aldershot.

"On the Saturday there were no reports of ASB or any other offences within the parks or town centre at all in Aldershot."

The second operation took place on the Isle of Wight on September 4.

More than 200 Special constables have been involved in specific operations around ASB in the last three months. ■

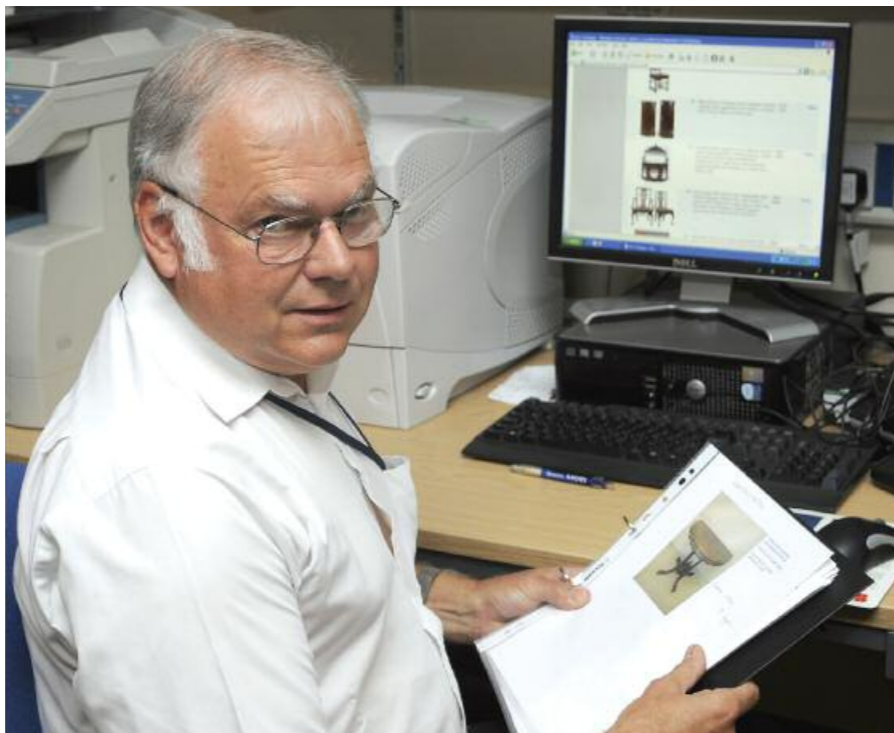
Andover SNT welcomes new volunteer

Andover Safer Neighbourhoods team have recently welcomed Neil Lambourne into the fold as a police support volunteer.

Neil, whose previous job was as a sales office manager for a company which manufactures industrial gearboxes, retired in 2009 and began his role as a volunteer with Hampshire Constabulary in June 2010.

Neil said: "I read an advert in my local paper for volunteers and I thought this was a great opportunity for me to get involved with the constabulary and make good use of my skills. After filling out the extensive forms and passing the interview stage I was offered the position at Andover."

Since Neil started he has been tasked with promoting the local beat report to schools and businesses in the area and working with other volunteers to prepare databases and other information to assist officers in the recovery of stolen goods. He has also helped out at the Andover station open day, which was attended by over 2,000 people.



New recruit Neil Lambourne

Neil added: "I have found the tasks I have been given a challenge and it is a pleasure to come and work at the police station.

"Hopefully others will also be persuaded to join me in volunteering for the force and are able to give their time and enjoy the work as much as I do." ■

Action planned on your opinions

The strong views expressed in the 2010 Staff Survey have given the ACPO team a clear direction as they look to address concerns from across the force.

A number of clear themes for development have been identified as a result of staff responses, and these have been classified under the following headings:

- communication
- leadership
- care values
- training and development
- reward and recognition.

An action plan has now been put together detailing the specific issues raised. For each area, at least one action has been identified, with the aim of rectifying or improving performance. In addition to this, OCUs and departments have the ability to add their own comments on a local version of the plan, which is due to be published shortly, to ensure that staff are kept up-to-date in the knowledge that their views have been taken on board.

The action plan will be overseen by the Workforce Management Board, chaired by ACC Steve Dann.

The initial aim is that a number of immediate actions can be put into effect in the coming weeks, with force-wide feedback planned for November to keep employees informed.

To gauge the effect on force personnel of any changes, a follow-up survey is scheduled for May 2011.

ACC Dann said: "We are currently analysing the Staff Survey findings very carefully and looking at what lessons we can learn and practices we can change as a result.

"Two of the most significant issues to come out of the survey were that staff wanted to see a more visible presence from senior officers and to be better informed about big changes within the organisation.

"We are currently working to ensure senior officers have time to go out on the frontline and become a more visible presence across the force. We are also focusing on our internal communications to ensure significant changes are communicated in a coherent and appropriate way.

"We will conduct this survey annually to allow us to properly monitor the feeling within the workforce and to show staff that we are working hard to provide real changes."

If you have any questions regarding the 2010 Staff Survey, you can email the team via the Staff Survey Mailbox.

To find out more about the outcomes of the 2010 Staff Survey, visit the Staff Survey intranet pages. Alternatively, see the centre spread feature in issue 156 of *Frontline*. ■

Wave Goodbye to Waste

Hampshire Constabulary needs your help as it bids to "Wave Goodbye to Waste".

The force's Energy and Water Conservation Programme, which started earlier this year, will run until March, 2013, with the initial aim of reducing the constabulary's energy consumption from the baseline year of 2008/09 by 15 per cent by March 31, 2012.

As a result, the Wave Goodbye to Waste campaign has been launched with the aim of informing employees as to how they can all have a positive effect on the force's utility consumption.

Sarah Thorpe, Hampshire Constabulary's energy management officer, said: "There are a number of ways in which each and every employee can make a difference to the force's energy and water consumption.

"However, rather than as part of a one-off exercise, we're asking staff to make a commitment to a change in lifestyle. A range of posters and stickers will be distributed to all stations to coincide with national Energy Saving Week, which runs between October 25 and 31, with helpful reminders and tips on how to reduce energy usage.

All OCUs will also have the chance to try and top the constabulary's energy-efficiency table for 2010/11, which was won last year by the Isle of Wight.

For more information on Wave Goodbye to Waste, search Energy and Water Conservation on the intranet.

Alternatively, contact Sarah Thorpe via 79-1324 or email her. ■

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 Central OCU.

I am currently a member of police staff working in Central OCU. I've applied to become an officer but my application has been frozen due to budget cuts. I appreciate the force has to wait for the Comprehensive Spending Review in October before it can plan its budget, but can you say how many people are on the waiting list to join, and at what stage their applications are?

I've completed everything except the

fitness test so am quite far through the process. It would be good to know how many applicants have already passed the fitness test and are ahead of me so when the force announces its new officer intake, I can work out roughly where I am in the queue.

At the moment I've no idea whether I'm one of 50 or 500 people on hold. I don't expect to be given a projected start date, but an idea of how long

the waiting list is would be helpful.

The forum replies:

Until the results of the spending review have been announced, we are unable to state whether we will be recruiting in 2011. However, we will seek to give some information to applicants shortly that may provide some clarity. It would be wrong to give misleading information at this stage. ■

SPOTLIGHT



Under the glare of the spotlight this issue is Tony Hill

How long have you been in the force?

For the past three-and-a-half years I have been the intelligence supervisor for Southampton OCU. I am one of only two members of police staff to hold this role in the force and I supervise the intelligence desk and technical unit in what some might remember as the LIO or even the collator's office.

Prior to this I completed 30 years' service as a police officer, choosing to remain a 'career constable' throughout.

How did you get into the job?

Having served just over two years in the Royal Corps of Transport and been discharged as "services no longer required" (even in those days cutbacks were not uncommon!), at the tender age of 20 I joined Hampshire Constabulary in 1977. I initially served at Havant, which was a bit of a change from the rural area of Fordingbridge where I grew up, before transferring to Traffic Division (RPU) in 1982 and moving to Eastleigh.

Describe a typical day for you.

Every morning my team and I carry out a review of the previous day's intelligence, arrested persons, stop checks and other occurrences which we use in our response to the current objectives and problem areas. I then assess, develop and direct the higher risk intelligence to various operational units. I also have responsibility for overseeing our technical unit and the management of our covert resources.

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

As an area car driver I was sent to a domestic stabbing. On arrival a woman was in the road with multiple stab wounds, her boyfriend was dead in the front garden, the house was on fire and her estranged husband had fled the scene and crashed into an ambulance some distance away. I made the decision to take the woman to hospital in the area car, which probably saved her life, as a relief ambulance took an hour-and-a-half to arrive. The woman was grateful for my action, her estranged husband served 18 months (crime of passion) and I received management advice for not waiting for the ambulance. Funny old world!

What's been your worst or most embarrassing moment?

Worst – dealing with a fatal crash where both grandparents and their two grandchildren were crushed to death between two lorries, with their car then catching fire. Images and smells that last a lifetime.

Most embarrassing – getting a fully marked Range Rover stuck in mud on a building site – saying no more as PSD may be reading, but I think the statute of limitation has passed.

What are you most likely to be heard saying?

"Ho, ho, ho" – just to perpetuate the rumour that I'm Father Christmas.

What is your best quality?

I like to think my sense of humour – not all agree, especially my kids.

What is your worst quality?

Occasional lack of patience.

What annoys you most?

Reserved parking for senior officers and essential users.

What is your dream job?

Myleene Klass' manservant.

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

The 1950s. I only just missed them but they look so good and exciting after the devastation of the war.

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

Johnny Depp, *Pirates of the Caribbean* series.

What would you spend a lottery win on?

It's only ever been a tenner, so an addition to my Blu-ray collection.

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

I once played at Wembley in the League Cup final – in a military band. ■

Past Times

Produced in partnership with Hampshire Constabulary History Society



James Cramer 1915-2010

Police historian, Second World War soldier and Portsmouth City policeman James Cramer died on June 12 at the age of 94.



James Cramer in uniform, and pictured in *Frontline* issue 129, June 2007

James Cramer was the son of a Portsmouth dockyard engine fitter. Mr Cramer's grandfather served in the Metropolitan Police, also at Portsmouth dockyard. Although becoming a soldier was his boyhood ambition, in 1932 he applied for a job with the police and went to the chief constable's office at the guildhall. He recalled that "armed with a letter from my doctor... I was ushered into the awesome sanctum of this great man (Thomas Davies) and saw a huge chap glaring at me over his glasses. I could not understand half of what he was saying, as he had a pronounced Welsh accent."

Young James was asked for his school and sporting achievements and given a spelling test. The chief asked James "Can you swim on the buck?", and he replied that he had not heard of that particular stroke. He was then told there were no vacancies. He later realised that the chief had meant the backstroke.

Nevertheless, Mr Cramer reapplied the following year and was this time offered a post as a police clerk, answering the telephone, taking down the detectives' notes, running errands and getting the princely sum of 30 shillings a week. Two years later he joined as police constable 97, earning £3 10 shillings a week. In those days officers wore heavy cloth uniform that took hours to dry, and also had to wear greatcoats from

October 1 to May 1, whatever the weather.

In 1939 he joined the army, serving in the Grenadier Guards, the Royal Northumberland Fusiliers and the Royal Ulster Rifles. It was with the latter, in the Airborne Division, that he took part in the D-Day landings on June 6, 1944.

Active service in the Battle of the Bulge and in Palestine followed, returning to Portsmouth Police in 1947. Although promoted in December 1953 to sergeant, and in March 1959 to inspector, he always felt he was unfairly overlooked and considered that he had spoken out too much at times to win favour with the powers that be.

Fully engaging himself in sports and excelling in rowing (he was part of the 1937 Couzens Cup-winning City Police team), rugby, boxing and swimming, Mr Cramer also became an author. Articles for *Police Review* were followed by *The World's Police*, published by Cassell in 1964, featuring police uniforms and a potted history of policing around the globe. This was followed by *Police Animals of the World* (Cassell, 1968), *Uniforms of the World's Police* (Charles Thomas, 1968) and other books on local and military history.

Retiring in 1965, Mr Cramer compiled the first published history of the Portsmouth City Police (*Portsmouth Papers no. 2*), which sold out twice. Teaching and studying followed police work. In the late 1970s he was supervising the Portsea Adolescent Tutorial Centre, even sparring with some of the pupils and earning their respect when he landed a punch on some 'tough guy'.

We have a lot to thank Jim Cramer for. He helped to rescue and preserve much of the history of Portsmouth Police. He led a full and active life and will long be remembered.

From the files... 100 years ago

May 18, 1910

Nine fowls eggs (worth sixpence) were stolen from William Sandells of Monxton, near Andover. PC Mullins arrested Albert Whitehouse and the eggs were recovered. Whitehouse was tried on May 27 and fined 10 shillings (50p).

[In 1910, a total of 69 incidents of theft were recorded in the Andover Division stolen property book. Many of the thefts were of bicycles at Tidworth, part of which was in Hampshire until a few years ago.]

June 1910

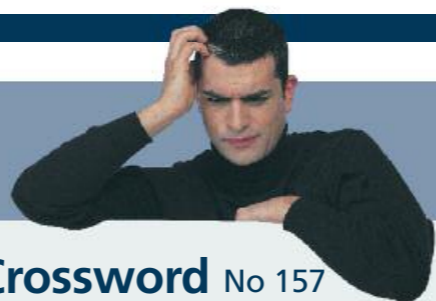
Prompt and intelligent actions by Police Constable Arthur Dayman in Winchester helped to avoid serious damage and injury. The Winchester City Police Constable was on duty in Parchment Street at midday when he heard a shout of "Stop him!". Running to the corner of St George's Street, he saw a runaway horse and van. The horse was just breaking into a gallop. The Constable took off his helmet and shouted frantically, bewildering the horse to such an extent that he was able to grab the halter and pull it up in a few yards. PC 25 Dayman joined the City Police in 1900, was promoted to Sergeant in 1910 and retired in 1929.

December 22, 1910

At a meeting of the Winchester City Watch Committee, the tender of Messrs Hibbert and Co Ltd of London to supply Police Clothing was accepted. The order included 29 pairs of summer trousers for Constables and Sergeants at 11/5d each (57p), 29 pairs of winter trousers at 8/9d each (43p), 29 helmets at 4/6d each (23p) and a frock coat for the Inspector at £2 5s 6d (£2.28). The total order came to £92 11s 5d. This was to supply 30 officers. (Winchester City was then, and up until 1943, a separate police force.)

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

Puzzles



Sudoku Prize Puzzle No 157

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.

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

SOLUTIONS TO 156

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

The winner of puzzle 156 is Sergeant Rich McWilliam, Southampton Central

Prize Crossword No 157

Frontline is offering the sender of the first all-correct crossword entry to be drawn from a hat a £50 Gunwharf Quays giftcard to be redeemed at the south coast's leading designer retail and leisure outlet.



1		2		3	4		5		6		7
				8							
9							10				
11											
											12
13		14					15				
						16					
	17									18	
19											
20						21					
22									23		

Across

1. Roald, children's author whose works include *James and the Giant Peach* (4)
2. Old World game bird resembling the snipe (8)
9. Mixture of meat, fish etc., in a rich sauce, cooked in a mould lined with potato or pastry (7)
10. Person who refrains from using any animal product whatever (5)
11. U.S. escapist born Erich Weiss (5,7)
13. Soluble mineral salt that occurs in arid soils and some natural waters (6)
15. Another name for the bushbaby (6)
17. Fanny, 1948 Olympic women's 100m and 200m champion (8-4)
20. Wild dog of Australia (5)
21. Woodland plant such as the windflower (7)
22. City in central Myanmar on the River Irrawaddy (8)
23. Alexander Graham, inventor of the telephone (4)

Down

1. "The Flying ---", opera by Wagner (8)
2. Greek poet to whom the *Iliad* is attributed (5)
4. Feline mammal of the forests of Central and South America (6)
5. Actor whose TV roles included *The Fugitive* (5,7)
6. Thin stiff fabric of rayon, silk, cotton or nylon (7)
7. Clark, alter ego of Superman (4)
8. Wife of Plantagenet Palliser in stories by Anthony Trollope (4,8)
12. David, real name of author John Le Carré (8)
14. Mikhail, Soviet statesman who was a founder of *Pravda* (7)
16. American state whose capital is Carson City (6)
18. Colourless gas with a chlorine-like odour used in bleaching (5)
19. Robert, 18c Scottish architect and furniture designer

SOLUTIONS TO 155

Across: 6 Caliban; 7 Women; 9 Dirty; 10 Fabergé; 12 Peter O'Toole; 14 Durbeyfield; 18 Gruyère; 19 Straw; 21 Benny; 22 Riviera.
Down: 1 David; 2 Little; 3 Jay; 4 Bolero; 5 Seagull; 8 Calorie; 11 New York; 13 Quarter; 15 Bryant; 16 Latvia; 17 Harry; 20 Pip.

The winner of puzzle 156 is Tony Tait, Caretaker, Fratton

Send entries to Prize Puzzles, Frontline, Corporate Communications, Hampshire Constabulary HQ, Romsey Road, Winchester, Hampshire, SO22 5DB. Closing date October 15, 2010.

Wheel clamping on private land to be banned

Rogue wheel clampers will be stopped once and for all, under a new ban on wheel clamping on private land.

The ban, which will be introduced as part of the new Freedom Bill in November, will stop wheel clamping firms in England and Wales from being able to clamp vehicles parked on private land.

Once the ban is in place, anyone who clamps a vehicle or tows it away on private land will face tough penalties.

There are currently 2,150 individuals who are licensed by the Security Industry Authority (SIA) to clamp vehicles.

At the moment, if someone wants to work clamping vehicles, they must hold a



frontline licence from the SIA, and supervisors or directors must hold a non-frontline licence.

This will be stopped once the new ban becomes a law.

The ban only applies to private land. More information will be released when the new law is introduced later this year. ■

Hampshire Constabulary joins Brighton Pride march



More people than ever before lined the streets to watch this year's Brighton Pride parade, and Hampshire Constabulary was once again right at the front.

It was the fourth year the force's police officers have been allowed to march in full uniform, and they and their police staff colleagues were cheered the whole way.

The constabulary was one of several police forces to join the march in August as part of Brighton's annual lesbian, gay, bisexual and transgender pride (LGBT) festival.

This year, the force was represented by Assistant Chief Constable Steve Dann, who is also the national ACPO lead for LGBT.

Mr Dann said: "I'm very proud to have the opportunity to join the march for the first time. It's a real privilege for me and means a lot to me in my national role."

"The fact that the parade is led by the police just shows how far the service has come in terms of diversity for lesbian, gay, bisexual and transgender people."

"It's good to see so many people have turned out today to watch the parade. It's such a fantastic atmosphere and it makes a change to be cheered and clapped."

Hampshire Constabulary's involvement in the parade is organised by the force's Lesbian Gay Bisexual and Transgender Resource Group.

In the afternoon, staff from the Recruitment team spoke to hundreds of people and provided a presence for the force with a stand in the Pride Festival Park. ■

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WANTED

MALE VOICE CHOIR

The Hampshire Police male Voice Choir practice takes place on Wednesdays from 7pm until 9.30pm at the Sarisbury Green Social Club, Bridge Road, Sarisbury Green. New members welcome. Call Brian Wareham on 07771 724421 or Geoff Culbertson on 07971 783660

Leisure & Sport

All the news and action from Hampshire Police Leisure & Sport



Who's up 'fore' charity golf day?

The Hampshire and Isle of Wight Air Ambulance Charity Golf Day takes place on Tuesday, October 5, 2010, and players from Hampshire Constabulary are welcome to participate.

The event is being held at Dunwood Manor Golf Club, Awbridge. Not overly long at 5,767 yards, Dunwood Manor provides a testing mixture of holes which make maximum use of the changes in elevation, the mature trees and the occasional pond and stream that seem to have a magnetic attraction to any wayward shot.

The event is a four-ball team

Stableford, with the two best team members' scores counted at each hole, with everyone playing off full handicap. Each team must have four players.

The cost of entering a team of four golfers is £300.

For further information please visit www.hiow-airambulance.gov.uk or call 023 8033 3377. ■

Retired or retiring in the next five years?

The force's Sports and Social Club is offering all officers and staff the opportunity to attend a Life and Money in Retirement seminar on Monday, November 1, 2010, 2pm to 4pm, at Netley HQ. Police Clubs Financial will present the seminar, and they can also offer independent 1-2-1 financial health checks at no cost.

More information is available at www.hpls.org or by emailing hpls@hampshire.pnn.police.uk or calling 07747 790371. ■



Kat's BIG Diary

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



I was planning to race in the Elite World Duathlon Championships in Edinburgh in September, which would have been my last duathlon race before my move to focusing on marathon training and competing.

I went to Edinburgh recently with the GB team for a course recce. When I saw the descent it sent shivers down my spine.

The thought of racing down Arthur's Seat – the main peak of the group of hills which form most of Holyrood Park – seven times made me think "I can't risk another crash and lose the opportunities ahead I have in running." So I have made a rational decision not to race. As well as this reason it has been gruelling and almost impossible to train to compete at both sports at elite level without one discipline affecting the other in some way, eg lots of running gives me running legs, while lots of biking builds muscle.

I will be saying goodbye to the world of duathlon racing and British Triathlon and come away with my head held high in what I achieved – a bronze medal for

team Grimmett and GB at an Elite ITU Championships. This was amazing for me and an experience I will never forget. I thank British Triathlon, especially coach Rick Velati, for the support I received and the tools he helped me build in becoming an athlete. I'll quit while I'm ahead, and onwards to the world of running, which is my passion.

I have a new coach as I will lose support from British Triathlon when not racing in duathlon now. Ian Ladbroke is also an England Athletics coach and team manager. I feel very privileged and lucky to be supported once again and I feel on fire to do my very best.

I have amazingly received encouragement from Liz McColgan, legend of British women's distance running, now a team manager for UK Athletics in women's endurance racing. Liz saw me race my first half-marathon in

September 2009 and encouraged me to move to marathon racing, believing I would achieve in this discipline. It still surprises me and completely inspires me to hear such comments from people of her ilk.

By the time you read this I'll have run the UK half-marathon championships in Bristol. My debut marathon is in Spain in November. I am really excited for the opportunities ahead in marathon training and racing and will thrive to achieve my goals.

This last year's experiences have ingrained in me that you really can achieve your dreams with pure dedication, support from others and a little luck... ■

Kat.