



Frontline

Belt-tightening 'paying off' but further savings needed

by Tim Feltham

EARLY indications show the constabulary's significant financial challenge is easing thanks to savings made across the organisation.

But despite the good news, there's still a note of caution for the year ahead.

A few months ago it looked as though the force would be overspent by £4 million by the end of 2008/09 and so all Operational Command Units and departments were tasked with tightening their belts.

Now, according to the latest projections from the force's finance and business managers, it looks like the situation is improving and the books will be close to balancing once the accounts are finalised in the coming weeks.

Chief Constable Alex Marshall welcomed the news, saying: "Having predicted an overspend, I'm very pleased that the indication is things are getting better.

"There's certainly been some pain involved in achieving a turnaround and I'd like to thank everyone for their ongoing

efforts.

"The savings we're making have taken effect at all levels and across all departments, but I'm confident they are paying off."

The predicted turnaround means the constabulary is able to train more police officers this year than previously expected.

This month, 16 student officers will be the first to enrol at Netley since recruitment was suspended in September last year.

In May, a further 16 will begin a police community support officer (PCSO) conversion course.

However, as recruitment manager Valerie King wants to make clear, it will be a while before the force accepts any new police officer applicants. She said: "We're currently working through a backlog and won't be accepting any new applications until probably early 2010.

"This year we've been given the go-ahead for 160 student police officers to start training and they will be taken from those people who applied before the recruitment freeze and who are still eligible."

Even before the force can start fully recruiting again, there

is a requirement to make further savings in the year ahead.

In February, Hampshire Police Authority set the constabulary a budget of £304.7 million for 2009/10.

This is provided through money from central government and local council tax.

To achieve this figure the force needs to deliver a further £9 million of savings in the coming year which, as Mr Marshall acknowledges, still represents a significant challenge.

He said: "I've been very clear that I would like to see more police officers patrolling our neighbourhoods and in the current climate I want to ensure we protect our frontline services.

"The predicted financial improvement puts us in a good position to maintain these services, as illustrated by the increase in the number of student officers we will train this year.

"But there will still be challenges in the coming year and everyone within the force will continue to do their bit in making Hampshire Constabulary as efficient as possible."

Open-door policy...



Operation Nemesis Operation Nemesis

Campaign extended as burglary arrests hit 1,000

by Susan Rolling

AS FRONTLINE went to press, the total number of arrests under the force's Operation Nemesis anti-burglary campaign was approaching the 1,000 mark.

This milestone figure brought praise from Chief Constable Alex Marshall, who said: "This is a tremendous achievement and represents a 34 per cent increase compared to the same period last year.

"Officers and staff across Hampshire and the Isle of Wight are continuing to work hard

investigating these cases.

"We have already charged or cautioned around a quarter of those arrested, and we expect that number to rise as we conclude investigations of suspects currently on bail.

"I am very pleased with these results, which demonstrate our commitment to catch criminals and manage offenders effectively."

As of April 1, 979 people had been arrested under Operation Nemesis.

The next check of arrest figures, on Saturday, April 4, was

expected to top 1,000.

The 979 arrests were in connection with 1,904 burglary offences.

For the same period in 2008, there were 731 arrests for 1,693 offences.

Of those arrested since January, a quarter have been charged, cautioned or reprimanded to date.

Operation Nemesis was launched in January as a three-month campaign.

However, owing to its success Mr Marshall has extended the operation until the end of May.

THEY call it the rabbit's foot, but this unorthodox-looking instrument – used to stealthily open doors – proved no lucky charm for the drug dealer living at this address.

This picture of Force Support Unit officers gaining entry to a property was taken as part of a series of early morning drugs raids across Eastleigh on March 18.

Nine men and one woman, all aged in their 20s, were

arrested on suspicion of dealing drugs.

A quantity of Class 'A' and Class 'B' substances were recovered in the raids.

Detective Inspector Nick Plummer, who co-ordinated the raids, said: "The operation, codenamed Operation Helium, was carried out in three phases and is part of our ongoing work to disrupt the illegal drugs supply chain and to reduce associated crime

linked to drug taking.

"This operation forms part of an overall programme to divert drug users away from their drugs dependency and into relevant treatment services.

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

...police style



by Geoff Crowe, Joint Branch Board Chairman,
Hampshire Police Federation

FEDERATION NEWS

Mileage

The federation is still awaiting legal advice about the deduction of home-to-work mileage which by the time *Frontline* goes to print will have no doubt been the subject of numerous clarification emails, Routine Orders and policy. I wonder if we will be any clearer on the variety of circumstances when the force is making a deduction and how you claim that against tax. The federation will attempt to keep

officers updated via our intranet news pages.

Variable shifts

One of the most frequent queries and complaints to federation reps appears to be about short notice changes of duty. Since the shift review there appears to be a greater preparedness by officers to challenge these changes, only to be told they are an 'exigency of duty'. The federation is trying to get a clearer defini-

tion of this but generally we feel that a 'pressing policing need' can not be made out where either the event was known about prior to the three months, or where the change is just to cover lack of staff, particularly where OCUs decide to carry vacancies to balance their budgets. The Variable Shift Arrangement is clear that other than exigency of duty your shift should not be varied at less than three months and a variation is within a small range of hours, not days to

lates, nights or vice versa.

federation assistance.

Annual leave policy

Again, the term 'exigency of duty' requires clarification at force level as in Police Regulations this is the only reason the chief constable can refuse leave of half or whole days or a block of leave. The federation is working with resource managers and ACC Morgan to encompass the needs of local leave and abstraction policy within an agreed force policy. Our general advice is that officers should submit their leave requests as long in advance as possible and that where leave is rejected they obtain written reasons from their line manager or Resource unit before seeking

Board changes

Chief Inspector Glynis Shaw has moved from headquarters so has had to stand down as HQ federation representative; I think she must now hold a record for the number of times she's been appointed to the board. Tony Browne has retired from his police officer role and taken up a police staff position, thus creating a vacancy for an RPU inspector representative. Tony has been a member of the Inspectors Branch Board for many years and has recently fulfilled the role of chairman of that board; our particular thanks to Tony for his hard work and support.

Thanks

To John Apter for covering for my month's absence and to his OCU and department for allowing him this time. Also thanks to all those who have passed congratulations to me and Lorraine.



by Kathy Symonds,
Branch Secretary

AGM

Our thanks to those members who attended the branch AGM in March. We had by far the best turnout ever - it was encouraging to see some new faces there. We are also very pleased that we have many new workplace and health and safety representatives throughout the two counties. A full list of your representatives can be found on our intranet site.

For the first time we also have two elected Lifelong Learning (LLL) reps on the team. Once they have undertaken some training we plan to start work on providing and signposting to LLL opportunities.

Police staff posts

We will be meeting with the DCC in March to find out what has emerged so far from the efficiency review. Meanwhile a number of force departments are considering how they can save money. We must all ensure that savings are not made solely through the shedding of police staff posts or through attacks on our pay and allowances.

NEC elections

From April 14 onwards members will receive ballot papers for the National Executive Council (NEC) elections. These papers will be sent to your home address

along with a booklet naming and profiling the election candidates. There will be a telephone helpline opening on April 21 for anyone confused about the process.

The NEC is UNISON's 'governing body' and is made up of members from all service groups and regions.

This year, your branch secretary is standing as a candidate for one of the two regional women's seats.

We strongly urge all members to take part in the election process to ensure you have the right people working for you in UNISON.

Cleaning tokens

The branch is still engaged in discussions about the proposal to withdraw the annual allocation of cleaning tokens to police staff who wear uniform. The needs of staff required to attend court etc for police purposes will also be considered. In the meantime, members who wear uniform for work should remember that they can contact the UNISON office to get one of our tax allowance forms. Claims can be backdated for up to six years.

Sickness absence FPP

We are assured that the new Force Policy and Procedure will be published by the time you read this. We have worked hard for you to ensure that this new FPP supports you when off sick and when at work.

One major improvement is that staff will no longer lose the right to self certification.

From now on, where UNISON has the individual member's authority to discuss their sickness absence with Personnel, we will ensure that everything possible is being done for you to enable you to return to work, or where necessary other appropriate and suitable action is taken.

We will be drafting a letter for Personnel departments to use in these circumstances and if you want to discuss this with us first you can always call or email us.

Annual leave when on sick leave

Recently a case was heard in the European Courts that determined that workers on long-term sick leave can

receive paid annual leave even when not able to attend work.

We have had a policy in place for some time to deal with this issue, but not all staff and managers are aware of it. For example, if you are on leave and subsequently are certificated sick, you can claim the lost leave back, but you are expected to do this within two weeks of your return to work. If you are on long-term sick, you can apply to take annual leave. This is particularly useful for those who are on half or nil pay as the leave pay is full rate.

Where UNISON knows of members in this situation we can assist them, so it's helpful if you or a colleague alerts us if this happens to you.

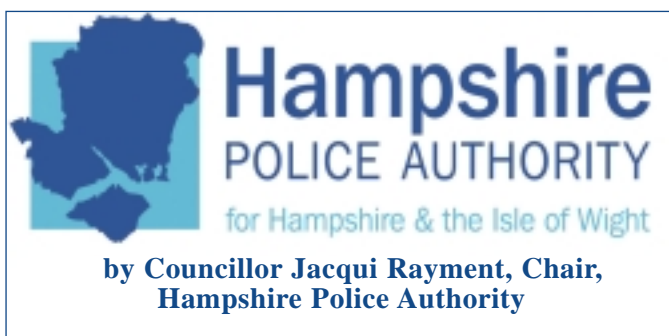
Women in UNISON

UNISON'S National Women's Conference took place in Southport in February. Several of the motions were about domestic abuse, and what could be done to end it. A few of the delegates there recounted part of their stories - some could inject a bit of humour, others could not, and

left many of the audience in tears. The National Women's Committee is taking this work forward, and one of the issues we'll be addressing is why the monitoring of crimes of domestic abuse does not take into account perpetrators under the age of 18.

Another strand will be to work towards having 'signposters' in the workplace who victims of domestic abuse can approach for guidance, although this will NOT include any counselling, which is a specialism and best left to those who can do it.

During March we advertised a UNISON-run assertiveness course for women. We had a really good response from our members here but sadly only two of our members secured places for this very popular course. Given the interest shown I approached Personnel manager Liz Bailey and head of Personnel Nicky Corneliuss suggesting that we run such a course here in force for female staff and officers. They agreed and we plan to get this up and running, with the assistance of the Training department, later this year.



their work. However, this time of year is probably the busiest of all for those rushing to complete year end reports and preparing for the next financial year.

Preparing for the launch of the new *Hampshire Constabulary and Hampshire Police Authority Policing Plan*, which was officially launched on April 1 by the chief constable, was no exception. It sets out the policing priorities for the next three years, and is a commitment of how the authority and the constabulary will serve the people of Hampshire and the Isle of Wight.

Around your workplace you should see copies of the polic-

ing priorities poster, and in case you don't want to read the whole policing plan, summary versions have been produced and are available through the intranet. Please take the time to read through it and familiarise yourself with the priorities - everything you do on a day-to-day basis should tie into one of them.

The ever-changing way that our communities are policed is reflected in this plan, and with the way it has been compiled. This year, representatives from local councils were involved in the planning process, ensuring that our priorities match their priorities, and vice versa. Partnership working is more than just a buzz phrase - it is actually happening! The role of making our communities safer is not solely for the police, and we're delighted that our relationships with local councils are becoming stronger. This policing plan is an example of that.

Of course, policing needs to be done with the support of the public, and through the Police Authority's regular consultation sessions we have spoken

to residents, businesses and visitors to the area to find out what they want from their police force. Their views are reflected in the policing plan, and we will be speaking with people throughout the year to check whether their expectations are being met or not.

Everyone has their part to play with the policing plan. Everyone within Hampshire Constabulary will be working hard to meet the priorities set, and Hampshire Police Authority will be working hard to ensure they are met. By the end of April we should know who the new assistant chief constables will be, completing the recent changes to the Association of Chief Police Officers team. We should also know the identity of the new chief executive for the Police Authority, who I will be working closely with to guide members and officers through the ever-increasing challenges. Coupled with the changes proposed in the Green Paper and through the Policing and Crime Bill, the next three years promise to be an exciting time for us all.

Starting again

Before the ink had even dried on the 2009-2012 policing plan, work began on the next plan at the end of March at a public consultation event in Southampton.

Police Authority member Bob Purkiss joined ACC Pryde at the opening of the event to discuss policing priorities. Authority members Councillor Peter Mason and Venika Kingsland joined the afternoon session on confidence in the police, together with Hampshire Constabulary officers and members of staff keen to hear first hand what the public thought about the police service we provide.

Although a full report hasn't been provided to us yet, the feedback I received from the event was positive. I was particularly pleased to hear about the change in public perception of PCSOs - at a similar event two years, shortly after their introduction, it is fair to say there was a degree of scepticism about their role, but early indications are that PCSOs are welcomed into

local communities and build up strong relationships with residents and businesses. To get praise from members of the public from across Hampshire and the Isle of Wight is testament to their hard work to build those relationships, and congratulations are due to them and their Safer Neighbourhood teams for achieving this.

Confidence in the police is a hot topic at the moment, as it is the government's single target for police forces. It was not surprising to hear that the views on confidence were varied but were generally positive. Feedback was a key concern for the group, but it was not limited to feedback as a victim of crime. A witness to a crime would also appreciate a degree of feedback to reassure them that something had been done. They also saw confidence being increased by a consistent customer care approach being taken by every officer, whether it be a phone call, personal contact, or the conclusion of the matter.

It is said that there is no such thing as a quiet time in our line of work, and officers and staff alike are constantly looking for that elusive 25th hour in the day to complete all

Policing plan launched for Hampshire and Isle of Wight

by **Richard Andrews**
HAMPSHIRE Constabulary and Hampshire Police Authority (HPA) have set out the way Hampshire and the Isle of Wight will be policed over the next three years.

The 2009-2012 policing plan is the main strategic document for both organisations, and details the six policing priorities that everyone in the constabulary will be working to achieve.

The plan is the first external document to be developed under the guidance of Chief Constable Alex Marshall, who took over the leadership of Hampshire Constabulary in October 2008.

It builds on themes discussed in the chief's *Policing with a purpose* document, published after Mr Marshall's first 100 days in post, and includes priorities that are already being tackled through the force control strategy.

The plan covers a three-year period, but is updated annually. It is also used by the HPA as the benchmark to scrutinise the performance of the constabulary, and to hold chief officers to account.

The priorities are:

- **Providing an excellent service** – improving our response to calls from the public, listen-

ing and responding to local concerns, acting on feedback.

- **Catching criminals and managing offenders** – putting the victim first and protecting vulnerable people.

- **An active presence in every neighbourhood** – working with communities to build and maintain neighbourhoods where people are safe and feel safe.

- **Protecting our communities** – protecting from terrorism and domestic extremism and preparing for emergencies and major incidents.

- **Making the most of our resources** – being efficient and actively controlling our spending to make the most effective use of public money.

- **Equipping our team to deliver** – putting the right people in the right place at the right time.

The priorities have been printed on posters that have been placed around all police stations and departments.

Copies of the plan have been sent to libraries, local councils, crime and disorder reduction partnerships and local MPs.

Local councils in Hampshire and the Isle of Wight have been closely involved in developing the policing priorities, underlining the close working relation-

ship between the police and councils in community safety.

The views of residents and businesses on the priorities have also been collected throughout the year at public consultation events organised by the authority.

Mr Marshall said: "When I took over as chief constable last year, I made a commitment to the people of Hampshire and Isle of Wight that their police service will provide them with an excellent service, catch criminals and have an active presence in their neighbourhoods.

"This policing plan sets out how we will do this, and how the Police Authority will hold us to account on behalf of the public if we don't do it.

"Achieving these priorities relies on every police officer, police staff member, PCSO, Special constable and volunteer working as one team.

"Part of this improved service will be delivered through the 101 non-emergency phone number and the availability of scheduled appointments for victims of crime.

"These are just two examples of providing an excellent service, which will go a long way towards delivering our policing priorities."

Councillor Jacqui Rayment, chair of Hampshire Police Authority, said: "Consulting with the public is one of the core functions of the authority.

"We have listened to the views of people across the two counties, and they have been guiding us when making the decisions on the priorities for the next three years.

"We believe the successful delivery of this plan will make Hampshire and the Isle of Wight a safer place for everyone."

A full version of the policing plan, as well as a summary version, is available from the constabulary and Police Authority websites.



Officers' speedy arrest leads to island rapist's conviction

by **Duncan Smith**

THE courage of a rape victim on the Isle of Wight prompted police officers from different units of Hampshire Constabulary to work together in catching the offender within hours of the crime.

Shortly after 2.15pm on September 3, 2008 the Force Control Room received a report of a stranger rape near Wootton Bridge on the island.

The victim, a young woman, had run 500 metres through dense woodland to escape her attacker and raise the alarm.

Isle of Wight-based officers from Targeted Patrol teams (TPT), the Roads Policing Unit, Scenes of Crime and Safer Neighbourhoods teams contained the crime scene, and an area search began for the offender.

Two TPT officers, PC Sam Burrows and PC Paul Fairweather, were on patrol at 2.50pm when PC Burrows spotted a young man matching the description of the suspect walking through a pub car park in Wootton.

The suspect then ran to catch a bus to Ryde before trying to board a ferry at Ryde Pier Head.

At 4.09pm, PC Andrea Bancroft spotted the suspect waiting in the passenger queue on the pier head and arrested him.

A day later Major Crime charged the 15-year-old boy with rape and attempted rape.

He pleaded guilty to four of the charges against him, and received an indeterminate prison sentence at Portsmouth Crown Court on March 9.

The offender, now aged 16, will only be released when he is deemed 'safe' by the Parole Board.

Detective Chief Inspector Darren O'Callaghan of Hampshire Constabulary's Major Crime department said: "The victim showed bravery to report a crime that has had a significant impact on her life.

"The quick and diligent actions of locally based officers were vital in securing witness and forensic evidence for Major Crime.

"This type of close co-operation between OCUs and specialist units is an integral part of detecting crimes of this nature, and providing a complete service to victims from initial response through to prosecution."

30-year-old murder remains a mystery

by **Gaetana Prassede**

WHEN Sean Hodgson stepped out of the Court of Appeal a free man, the pain of a 30-year-old nightmare came flooding back to Mary and Michael Sedotti.

It was on December 5, 1979, when the Sedottis' daughter, Teresa De Simone, was found raped and murdered in her car in the back yard of the Tom Tackle pub in Commercial Road, Southampton.

But Sean Hodgson, the man convicted in 1982 of the 22-year-old's murder, had his conviction declared unsafe and quashed by the Lord Chief Justice on March 18, having served 27 years in various prisons.

It was last summer when Hodgson's solicitors, Julian Young & Co, first contacted the Forensic Science Service (FSS) and the force asking for a number of forensic exhibits to be re-examined for DNA.

A comprehensive forensic review was launched by the constabulary's Serious Crime Review team in conjunction with the FSS and analysis proved that Hodgson's DNA did not match that found at the crime scene.

Hodgson was originally convicted by a jury at Winchester Crown Court on evidence which included his own admissions to a

clergyman, prison officers and subsequently police.

There were also a number of other strands to the conviction, including blood grouping tests.

Now, with the benefit of advances in forensic science, the force has a full DNA profile and has started a reinvestigation into the murder - aimed at identifying the owner of the new profile.

Original investigation and evidence is being revisited and a major incident room has been set up.

Detective Chief Inspector Phil McTavish, senior investigating officer, said: "We have reopened the investigation into the murder of Teresa De Simone and will pursue the enquiry with all the resources that are available to us.

"If we can find the person responsible we will, but I do not underestimate the challenges for us in gathering evidence from a murder which happened nearly 30 years ago.

"This includes finding original paperwork, tracing people who were spoken to at the time and re-interviewing them.

"We do have a full DNA profile and the benefit of modern science to help us."

Speaking after the Court of Appeal hearing recently, Mary and Michael Sedotti said: "Teresa



Teresa De Simone

was our future.

"She was our only child and we feel empty.

"We don't have any feelings towards Sean Hodgson and nothing will bring our daughter back.

"Now we know he [Hodgson] wasn't responsible for Teresa's death, but at the time he knew things and his confession stopped the police finding the person who was responsible.

"The worst part for us is not knowing who her killer is.

"The police have DNA and it's very hard after 30 years, but we have faith that they will work hard to try and find the answer."

Anyone with information relating to the case is asked to contact the Operation Iceberg mailbox or call the office between 9am-5pm on 023 8067 4204.

Sex offender pilot scheme goes force wide

by **Gaetana Prassede**

A HOME Office scheme giving members of the public the opportunity to enquire whether an individual who has access to a child is a registered child sex offender is being rolled out across the whole of Hampshire and the Isle of Wight.

The Child Sex Offenders Disclosure Pilot launched in Southampton in September last year and from Monday, March 16 was expanded to include all of the Hampshire Constabulary area.

So far there have been 23 enquiries, five applications and no disclosures made under the scheme in the Southampton area. Until now, only people living in Southampton city and enquiring about someone from Southampton city have been eligible to apply for disclosure under the pilot.

The force-wide roll out means that for the first time many more parents, carers, guardians and third parties (such as friends, neighbours and grandparents) will be able to make an application for disclosure about someone who has contact with a child or children.

Under the pilot, those applying for information must live in Hampshire and the Isle of Wight

and be making an application about someone who also lives within the two counties.

Anyone wishing to make an application for disclosure must attend a police station in Hampshire or the Isle of Wight, taking with them two forms of identification, where all applications will be verified to ensure they qualify.

Any officers who are approached by members of the public who wish to make an application should take a note of the details of the applicant, the child or children, the subject as well as a brief summary of the circumstances. Advise the applicant they will need to attend a police station within Hampshire and the Isle of Wight where they will need to show two forms of identification and fill out the relevant forms. Officers should then phone through to the Crime Reporting Bureau to raise a disclosure pilot occurrence.

Disclosure cannot be guaranteed in any case, but the safeguarding of children will be the key determining factor and disclosure will usually be made to those people who are in the best position to protect a child from harm such as parents, carers or guardians.

Hampshire Constabulary dis-

closure pilot lead, Detective Chief Inspector Mark Ashthorpe, said: "It was always the intention of the force to roll out the pilot across the two counties.

"The expansion means that anyone in Hampshire and the Isle of Wight who has a child protection concern or wants to find out if a person who has contact with a child they know poses a risk can now apply under the pilot.

"As a force we work extremely hard to safeguard children within our communities.

"If anyone has a concern about an individual then we'd ask them to please come forward to talk to us."

The pilot scheme builds on existing processes to proactively manage registered sex offenders by the force's Public Protection Unit under the Multi-Agency Public Protection Arrangements (MAPPA).

Disclosure to parents, carers and guardians of children who may be at risk already takes place.

Hampshire is one of four forces taking part in the year-long pilot, which ends in September.

The other forces are Cambridgeshire, Cleveland and Warwickshire.

FAKE campaign delivering real results



by Lucy Dibdin

POLICE forces from across the country converged at Netley in March to learn about Hampshire's pioneering Firearms and Knife Education (FAKE) campaign.

FAKE is the new name for the Fake Gun, Real Trouble campaign, which was launched in July 2007, and was originally aimed at reducing incidents involving imitation firearms across Hampshire and the Isle of Wight, and the associated risk to the public, particularly children and young people.

Since then it has evolved to encompass knife crime education, and in October 2008 the branding was changed to reflect its new remit.

Delivered by officers from the Tactical Firearms Support Unit (TFSU), in just six months the FAKE presentation has been delivered to 20,000 young people, principally within schools and other youth groups.

Inspector Elliot Brown, campaign founder, said: "This is made all the more remarkable when you appreciate that the packages to schools are delivered by just a small handful of officers, who dedicate time to the campaign alongside their day jobs within the TFSU.

"What we are delivering is a multi-faceted educational programme aimed at reduction in knife, gun crime and incidents involving imitation weapons within the two counties.

"We have developed age appropriate resource packs spanning ages from nine through to 18, and it is constantly developing to meet the ever-emerging needs.

"Alongside this we are working with partner agencies with a vested interest in these areas including Youth Offending Teams, the Intensive Supervision Surveillance Programme, and HM Prison Service.

"We are also heavily involved with the Safer Schools Partnership.

"The word about the FAKE campaign is spreading to such a degree that we are now being approached not just by police forces from across the UK but other agencies including the judiciary."

Following its initial launch in Portsmouth and Western Operational Command Units (OCUs) in 2007, and the Isle of Wight last September, the FAKE team is now working in close partnership with the Operation Sharp knife crime campaign in Southampton OCU, and will be launching its

educational presentations to schools across Southampton this month.

Together with Southampton officers, members of the FAKE team are also currently in the initial stages of developing a website to provide firearms and knife crime education and prevention advice to young people, parents, teachers, police forces and other organisations.

The project has also successfully engaged with cross-channel ferry operators, who have agreed to promote the campaign posters and information via their display screens, as part of joint work to stop people from bringing weapons into the country through the ports.

At the inception of the Fake Gun, Real Trouble campaign, research within force showed that almost 70 per cent of all incidents that firearms officers deployed to involved the use of fake or imitation firearms, such as BB guns.

The most recent force figures show that since the campaign began, firearms deployments have decreased by 23 per cent and knife crime has reduced by 11 per cent.

Currently, the FAKE campaign is centrally co-ordinated by PS Nigel Bosheim and PC



ALL GUNS BLAZING – Members of the Firearms and Knife Education team: Lucy Dibdin, PC Stuart Ross, PC Lindsay Miell, Sergeant Nigel Bosheim, PC Pete Steel, Sergeant Phil Scrase, Judy Heard and Insp Elliot Brown.

Pete Steele, based with the Armed Response Vehicle Unit offices at Fareham, and PC Stuart Ross on the Isle of Wight.

Any officer who wants to

find out more about the campaign, has a particular issue or problem in their area they would like to discuss, or is interested in assisting with delivering the package to

schools and youth groups should contact Pete or Nigel via the TFSU Firearms and Knife Education Mailbox, or call the office on 023 92 891 547.

Taser use extended John Bradley makes Hall of Fame

By Lucy Dibdin

TRAINING is due to begin this month to enable the roll out of Taser to non-authorised firearms officers (non-AFOs) following successful national trials.

The Taser was first introduced to the force three years ago as a less lethal alternative to a conventional firearm. It works by firing darts which release a 50,000-volt electric charge which temporarily paralyses the target.

Up until now use of Taser has been strictly limited to AFOs

from the Tactical Firearms Support Unit (TFSU) including Armed Response Vehicle officers.

At the end of last year, a national Association of Chief Police Officers trial gave approval for roll out to non-AFOs on a needs basis.

Officers from the Force Support Unit and those who crew the area cars on the Isle of Wight will be trained in the use of the weapon and authorised to use it.

Superintendent Rick Burrows, who is head of training and chair of the Personal Safety

Working Group, said: "The broader roll out of Taser will increase our capability to protect the communities of Hampshire and the Isle of Wight, and also help safeguard our own staff.

"The decision to roll out to only particular officers is based on assessed operational need and we do not believe there is a further need at this time to issue to other officers."

Funding for 50 Taser devices has been provided by the Home Office, and the initial spend on training will be met by the Training department.

by Susan Rolling

JOHN BRADLEY is the first person to have been elected to the *Fleet News* Hall of Fame.

Fleet News is the trade publication for those who work in fleet management.

Hampshire Constabulary's transport manager was unaware that he was to receive the industry's new top honour when he attended the *Fleet News* Awards on March 18.

Hall of Fame membership rewards the exceptional commitment and performance of an individual who works as a fleet decision-maker.

Chief Constable Alex Marshall congratulated John on his honour:

"I am delighted that John has been recognised by *Fleet News* for the outstanding contribution he has made to his profession.

"This further accolade is worthy recognition of the 41 years he has served our force and of the exceptional commitment he has made at a nation level in police fleet management."

John said: "I am absolutely delighted to have been the inaugural winner of this new *Fleet News* category, chosen by the fleet industry.

"I am proud, not only for myself and family, but also for the team within Hampshire Constabulary's transport department, who have supported me in delivering a high quality service to the frontline over many years."



Since then, he and the department have won numerous awards for fleet management, including risk management and environmental work.

He was named the *Fleet News* Fleet Manager of the year (401 plus vehicles) in 2006.

That award is considered the 'Oscar' of the industry, where fleet managers from both the pub-

lic and private sector are judged for the professional way in which they operate their fleets.

He also won the *Fleet News* Special Award in 2000 and Winchester City Council's 1999 Green Fleet award.

He was honoured with an MBE in the Queen's New Year's Honours List in 2007.



Knife arch first for Basingstoke school

by Julie Jones

A BASINGSTOKE school has become the first in Hampshire and the Isle of Wight to use a knife arch within its premises.

Officers from one of Basingstoke's Safer Neighbourhoods teams carried out the operation at Brighton Hill Community College to educate pupils about knife crime.

Some 90 pupils from years 9 and 11 were selected at random to walk through the arch. If the alarm sounded, pupils and their bags were searched. In total, 30 bag and person searches were conducted and no offensive weapons were found.

The operation was co-ordinated by schools engagement

officer PC Helen Crockford after the governors and headteacher at Brighton Hill invited officers into the school to reinforce and demonstrate their zero tolerance approach to weapons.

The date of the search was decided by the headteacher and kept secret from staff and pupils, however parents received letters in advance informing them of the school's intention to hold an operation. PC Crockford said: "Knife crime is a very topical issue surrounding young people today.

"A MORI survey for the Youth Justice Board found that 29 per cent of secondary school children, along with 57 per cent of those excluded, admitted to routinely carrying

knives.

"The purpose of our operation was to remind young people about the risks of carrying knives and I was pleased to see schools taking such a proactive stance, even when knife crime isn't an issue within their school."

Headteacher David Eyre said: "We see this as a positive and proactive measure to make our school as safe as possible and welcome the co-operation and support of the police in helping us to achieve this."

Officers will now be using their experiences at Brighton Hill to carry out other operations at schools within the area in the future.

Crimestoppers needs you to go the extra mile

HAVE you got what it takes to run, swim and cycle the course of the world's largest triathlon this summer?

If so, then Crimestoppers needs you.

The crime-fighting charity is looking for police officers to take part in the Mazda London Triathlon, held over August 1 and 2 around London's Docklands.

The event attracts 13,000 competitors, from absolute beginners to experienced athletes.

If you would like to compete, Crimestoppers has a number of places available for



the 2009 event.

The charity's Hannah Daws says they are looking for police officers who want to raise money for them: "You don't have to go it alone, and if you want to take it a bit easier you can always make up a relay team with three friends or colleagues.

"It's a fantastic event, with a great atmosphere.

"Not only will you have a brilliant time, you'll always be supporting a really worthwhile cause."

For more information about getting involved, visit www.crimestoppers-uk.org or call 0208 254 3200.

101 becomes police-only non-emergency number

by Kerstin Mordant

ON April 1 the 101 number - the number to call when it's less urgent than 999 - became a police-only non-emergency number in Hampshire and the Isle of Wight, running alongside the existing 0845 045 45 45 number.

101 is no longer a partnership service between the police and local authorities. Members of the public can now call 101 for all non-emergency contact with Hampshire Constabulary.

This includes the reporting of any crime as well as anti-social behaviour issues, leaving a message for an officer or member of staff, and general advice and information.

The decision was made by Chief Constable Alex Marshall following the lack of cohesion within the 101 partnership in Hampshire and the Isle of Wight which had been in place since May 2006.



While some local authorities are very supportive of the number and the partnership arrangements, others were less willing to contribute to the development of 101.

In order to preserve 101 as an easily accessible and highly memorable three-digit number for the public to call, the operational decision was made to retain 101 as a police-only non-emergency number.

While call charges for the 0845 number can vary significantly depending on the provider the caller is using, a call to 101 costs only a flat rate of 10p per call, irrespective of call duration or whether made from landlines or mobile phones.

Calls to 101 are free from pub-

lic phone boxes.

Both 101 and 0845 calls will continue to be answered by the force's switchboard, and the caller is greeted with "Hampshire Constabulary", irrespective of the number they dialled. Switchboard will assess the call and pass it on to the appropriate unit or person.

The tasking system will remain in place, and any information relating to anti-social behaviour issues that is relevant to both police and local authorities will continue to be recorded and passed on to councils so that partnership working using shared information can continue locally.

If appropriate, callers will be advised that any follow-up enquiries should be made directly to the local authorities.

If the issue is for a local authority to address the force enquiry centre will not take the details but signpost the caller to the appropriate agency.

"A question from the back..."



ALL that was missing was David Dimbleby.

Question Crime, based on the BBC's flagship politics programme, was recently broadcast live by Isle of Wight Radio in a pioneering event to raise awareness of how the police are working with the community to keep crime down on the island.

Isle of Wight commander, Chief Superintendent Dave

Thomas, was joined by fellow members of the island's crime and disorder reduction partnership (CDRP) in fielding questions from listeners and a studio audience at Newport's Medina Theatre.

The CDRP is made up of representatives from the police, the county council, the NHS Trust, the fire service and the Rural Community Council.

Issues raised by the audience included the future of youth services, treatment for people with drug and alcohol problems, underage drinking, and domestic abuse.

The debate, which was one of the first events of its kind to be broadcast on live radio, formed part of the CDRP's requirements to meet national standards for accountability.

RPU exchange in Pole position

OFFICERS from the Roads Policing Unit (RPU) recently hosted an exchange visit with counterparts from Poland to share experience, skills and practices.

The exchange is co-ordinated by the TISPOL Lifesaver Project, part of the European Network of Traffic Police.

The project is running from 2008 through to 2011 and will focus on six member states: Hungary, Poland, Portugal, Romania, Slovenia and Spain. The aim is to assist the countries in their road traffic enforcement work to save lives.

During their visit to Hampshire, Sergeants Alina Dziurzynska and Kamil Szczeny patrolled with RPU officers, who were assisted by police staff who speak Polish.

The officers also visited the control room, RPU bases, key Polish businesses and members

of the community within Southampton, where they had the chance to speak with Polish lorry drivers working in the UK, and to see how the constabulary addresses its roads policing issues.

Sergeant Phil Lamb, who hosted the visit from Totton RPU, said: "I was glad to be able to host our guests' visit and I hope it's the first of many over the next few years.

"Our colleagues from Poland got to see how we do things over here and we were able to share ideas on common problems.

"It was a great opportunity for the constabulary and we now have direct contact with our counterparts in Poland.

"I hope some of the work Alina and Kamil conducted whilst in the UK will be taken back to Poland and shared."

The Polish contingent met

with ACC John Campbell, and told him how impressed they were with our technology and policing styles.

Both officers also took part in a successful Tactical Pursuit and Containment (T-PAC) training operation, a tactic they had not seen in Poland.

They were fully briefed on Operation Rhone, an investigation into a fatal hit-and-run, for which the suspect, a Polish national, is thought to have returned to his homeland.

Sgt Lamb would like to thank PCs Michelle Newman, Andy Holdaway, James Fibbens, Darrell Holmes, Steve Edwards, PCSOs Ewa Gunter and Rafal Szmydnynski, and police staff member Martyna Curtis for their help and support during the exchange, and the units that hosted visits and staff at Netley, where the officers were resident for their stay.



TRADING PLACES – PC Andy Holdaway, PCSO Rafal Szmydnynski, Sgt Kamil Szczeny, Sgt Phil Lamb, Sgt Alina Dziurzynska, Martyna Curtis and PC Michelle Newman.

Scheduling improves Grade 3 response

by Kerstin Mordant

ON MARCH 30 a new way of managing non-emergency incidents was rolled out across Hampshire Constabulary.

For Grade 3 incidents that don't require immediate attendance but need to be investigated, the Force Enquiry Centre (FEC) will now arrange a scheduled appointment within 48 hours as stated in the Policing Pledge.

Slow time deployment at both the officer's and the caller's convenience will allow for more effective investigating, ensure better resolution and detection, and increase public satisfaction.

The new processes have been piloted by the FEC, Southampton Operational Command Unit (OCU) and Basingstoke district since February 16, and local scheduling without FEC involvement has been in place at Western OCU for the past three months.

Within the first five weeks of the pilot, 178 appointments were scheduled for Basingstoke district (38 per cent of appointments available).

In Southampton, 307 appointments were filled (37.8 per cent), most of them for the Bitterne and Shirley diary cars (vehicles which are used to attend scheduled appointments).

Each district has arrangements

for station appointments and operates at least one diary car; appointments are generally one hour long.

In Southampton OCU and a number of other districts a member of a Targeted Patrol team (TPT) provides the service on a rotating basis; other areas have a dedicated scheduling team.

Project executive, Chief Superintendent Mark Chatterton, said: "The overriding aim is to provide an excellent service to the people we serve by attending the incidents that matter to our communities.

"It is about improving access to our services and updating every caller on the outcome and our response.

"It is also about providing assistance and reassurance.

"Early feedback within the pilot sites has been very positive - the public really appreciate this flexible approach."

Below are accounts of some of the people who have experienced the scheduling system first-hand during the pilot period.

Genevieve Marron, student TPT officer at Shirley, on diary car duty one day every other week: "I am very victim focused and like to listen to people and engage with them when attending an incident. Being on diary car duty gives me the chance to do

that. As part of the normal TPT role I would usually only have around 30 minutes at a Grade 3 incident before being rushed on to the next one. When I am on diary car duty I have up to 90 minutes, which gives me the chance to look for intelligence and provide a good service to the victim - this is what I joined the police for. TPT in Shirley have also seen a big drop in their workload as the diary car deals with some of the Grade 3 incidents."

Bruce Trusler, FEC: "The feedback we get from the public when we offer them an appointment is very positive. I once took a call reporting a complicated burglary where the aggrieved was swearing and shouting that he wanted to see a police officer immediately. As soon as I offered him an appointment the next day the situation changed completely - the man calmed down, stopped swearing and was even happy to attend Southampton police station. The worst thing we usually have to say to callers is 'We can't tell you when someone will be with you.' People are not happy about this as it keeps them worrying. Being able to give a definite time removes all uncertainties and helps to relieve the stress and anxiety the member of the public is experiencing. The more we can do that, the better."



coffin mewadv advert

Spaced out? CAFCat is the answer

A NEW central cataloguing system for Hampshire Constabulary is to be launched in May. CAFCat, which stands for the Central Archive Facility Cataloguing System, will free up space, make it easier to store physical records and ensure the force complies with the Guidance on the Management of Police Information 2006.

Using the intranet-based system to catalogue files will enable users to transfer their records into the care of the Central Archive Facility (CAF).

This will also mean that staff will no longer have to keep their own local indexes of where their files are held.

Once barcoded and catalogued onto CAFCat, files which are then sent to the CAF will instantly be available to all other officers and staff with the appropriate security permissions.

Additionally, files can be indexed onto the system and then stored locally, providing a practical way of managing files at a local level, within arm's reach.



The CAF is the constabulary's repository for physical records requiring long-term retention.

It is an eighth of a mile in length and currently houses over 19,000 boxes of files, audio/visual tapes and exhibits.

Historically, people storing files have kept their own local indexes of the records in each box they send to the CAF.

When they want something back they consult those indexes and inform the CAF team of the box number to be retrieved.

However, this system does not always function smoothly and does not allow us to search and manage our physical holdings in a way which complies with the management of police informa-

tion guidelines.

CAFCat, which has been developed by IT and Communication Services, will comply with this requirement, minimise the number of unfulfilled requests and enable the constabulary to better manage its physical holdings.

Project manager Mark Beavis, from Information Management, said: "CAFCat will enable anyone to search for and request a file using a simple search function.

"In addition, searches can be carried out on individuals and occurrences so, for example, a history of an individual's offences can be displayed."

CAFCat is due to go live in mid-May, with training being given to key users from April onwards.

CAFCat roadshows are currently touring throughout the force. Details of these roadshows will be communicated locally and placed on the CAF intranet page.

If you have any comments, email the CAFCat mailbox or visit the CAFCat intranet page.

IMU portfolio launched

DEPUTY Chief Constable Simon Cole has formally launched the constabulary's Incident Management Unit (IMU) assessment officers' personal development portfolio.

IMU assessment officers have a vital role in ensuring that the force maintains professional standards of incident and crime recording and that our data is fit for purpose.

In his former role as assistant chief constable (Territorial Operations), Mr Cole was responsible for introducing and developing the Operational

Command Unit IMU structure and, within it, the function of the IMU assessment officer.

Mr Cole said: "IMU assessment officers are key members of our team and the work that they do, in terms of applying professional incident and crime recording standards, is absolutely critical to the success of our business.

"The accuracy, consistency and integrity of our incident and crime data must never be compromised.

"To do so is not only dishonest and unfair to those who

adhere to acceptable standards, but it also serves to completely undermine our whole analytical and problem-solving approach to crime and anti-social behaviour reduction."

Mr Cole is urging IMU managers, IMU assessment managers and IMU assessment officers (mentors) to become fully engaged with the new personal development process, thereby ensuring that IMU assessment officers who undertake it acquire the necessary skills, understand their role and get the most from the experience.

Families Day 2009

LOOKING FOR A fun day out with family, friends and colleagues? Then circle Saturday, June 6 on your calendar and make a date with Families Day.

Planning for this year's event is well underway, with entertainment lined up for all ages, from toddlers to teens to great grandparents.

Friends and neighbours of police officers and staff are also welcome.

Netley's gates open at 11am, when a variety of stalls and sideshows will offer the chance to test your skill and judgement while Civil War England displays are performed and The Sealed Knot society of Cavaliers and Roundheads present a black powder firing demonstration.

Hampshire Constabulary's police dogs will present their own display, and there will be visits to the Marine Unit and the force control room.

Arts and crafts displays will

have their own marquee, and children will be encouraged to try their hand at producing a variety of items.

Anyone who is interested in booking space to show their own art or craft work should contact Mary-Ellen Harvey at Netley on 71-1192.

Music will be performed courtesy of the Band of the Hampshire Constabulary, the Hampshire Constabulary Choir, comedy and rock group Reejacks, Georgia Ramblers Jazz Band and the kilted Ramsay Caledonia Drum Band.

Deputy Chief Constable Simon Cole will present a bursary to the choir's young chorister of the year.

Pony rides will be available, and a miniature travelling farm has been booked, allowing visitors to observe and pat sheep, horses, rabbits, guinea pigs, chickens and geese.

Traditional favourites will

include Portsmouth model boats, the reptile display, the IT games room, Trigger the Train, the Great Randini, Jazz the Juggler, clowns, the arts and crafts marquee, Steve Woodward's vintage police vehicle display, face painting and bouncy castles.

It is hoped that scenes of crime will mount a new participation display and that the television studio will be available for budding reporters to test their skills.

Boxer will fly over Netley, and the Chinook helicopter will hopefully be on site for part of the day.

Finally, when all the activity and fresh air have built up big appetites, there will be a variety of food and snacks from the Netley catering team, a Police Federation hog roast and a variety of outlets offering ice cream, candy floss, cold drinks and doughnuts. Drinks also will be available from the Duke Room bar.

Strictly young dancing

by Neil Miller

AS part of the Crimestoppers SNAP (Say No and Phone) anti-substance misuse campaign, police officers from Hampshire Constabulary staged an updated version of the SNAP disco at Fernham Hall in Fareham in February.

The event, rebranded as SNAP Dance Club, was attended by over 800 young people between the ages of 11 and 16 from across the Fareham and Gosport area.

The police had full responsibility for the safety and wellbeing of the young people who came along, ensuring they had a safe, fun and exciting time.

As a substance-free event, the SNAP evening gave a chance for young people to meet with their friends and have fun, while putting forward the Safer Neighbourhoods message and building confidence and rapport with local police officers.

Many changes have been made to the SNAP format, including new nightclub decor, a new lighting rig, a new music policy with the latest tunes

being played and new entertainers including stilt walkers, fire dancers and podium dancers.

Over 20 officers, including PCs, PCSOs and Special constables ran the event, with the help of local youth volunteers and Fernham Hall staff. DJ Small Paul and DJ Eskay played the music and a live MC kept the crowd hyped throughout the evening.

Chief Constable Alex Marshall came along to the event to see how the new format worked and Galaxy FM DJ Ben Glover was also present, taking a turn playing music from the DJ booth.

Sergeant Sam Couchman said: "The event was a huge success.

"It was sold out beforehand so the hall was packed with young people having a great time.

"Building a strong, positive relationship with youngsters from the local area is vital in helping the police fight crime and reduce anti-social behaviour."

Mr Marshall said: "The event was a great success and huge

credit goes to those who organised it, including Sergeant Sam Couchman, PCSO Sarah McCulloch, PC Jackie Wyld, PC Carol Channing and Anne Stevens, among many others.

"In terms of youth diversion on a Friday night and breaking down the barriers between young people and the police, this kind of an event is an important contribution to creating safer neighbourhoods and improving the relationship between Hampshire Constabulary and the local community.

"I know that much of the planning for SNAP is done outside duty time for regular officers and some of the Special constables on duty had already completed a week in police staff roles across the constabulary.

"The commitment shown by all is a credit to the force and I'm sure the SNAP events will continue to be popular."

SNAP Dance Club will be held throughout the year. For full details and further information, visit the SNAP DC website at www.snapdc.co.uk.

ASBO closure

OFFICERS from North and East Operational Command Unit's Public Reassurance team have used new legislation for the first time in Hampshire to close a flat in Basingstoke.

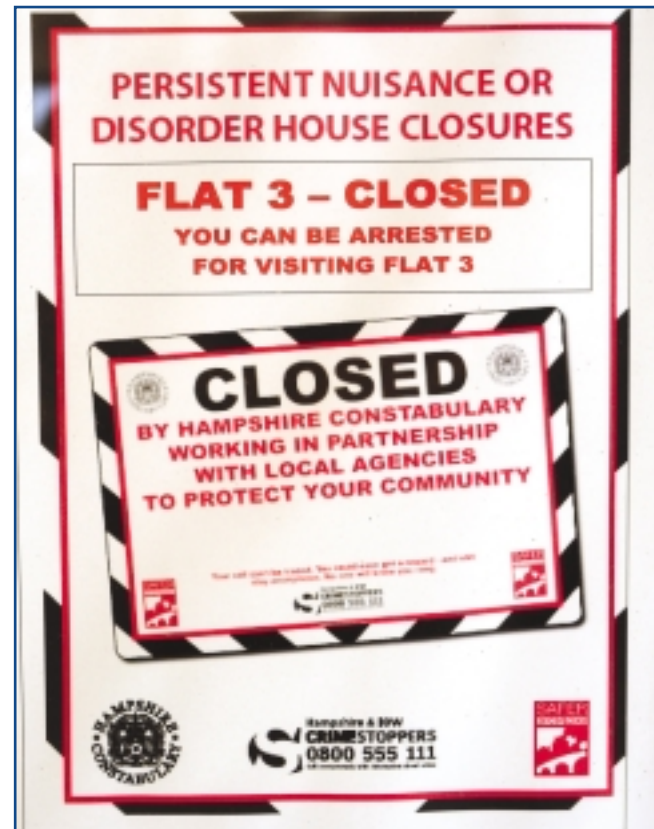
Magistrates granted a closure order for persistent nuisance or disorder under Section 1A of the Anti-social Behaviour Act as amended by the Criminal Justice and Immigration Act 2008.

The order meant that no-one was able to enter the property for three months, to do so being a criminal offence.

The flat was closed after police received dozens of reports of incidents of anti-social behaviour since the start of December last year. This led to two neighbours having to move out of the block because they couldn't stand the disturbances.

Sergeant Debbie Barnes, of North and East OCU's Public Reassurance team, said: "Anyone who allows their property to be used in such a manner that causes serious persistent nuisance or disorder to the community will be given the opportunity to amend the situation.

"Closures, like this one, will be considered as a last resort.



However if there is an escalation of violence and risk is posed to members of the community we will take swift action and close the premises."

Sgt Barnes and her colleagues are well practiced in closing properties. The team carried out 41 crack house closures between November 2006 and October 2008.

Between December 2006 and September 2007 they were also

responsible for 6.6 per cent of all crack house closures in the UK.

Sgt Barnes revealed feedback received following the closure of a property often throws new light on the extent of the problem.

She said: "In one thank you letter that was delivered to a local police station a woman had written 'I now feel safer in my own home and can let my son play outside due to no-one coming next door.'"



SNAP TO IT – Special Constables Neil Miller and Francesca Humphry are mobbed by appreciative youngsters at the latest Fernham Hall dance event. Picture courtesy of the Portsmouth News.

AVLS to improve emergency response

HAMPSHIRE Constabulary's force control room is now using the Automatic Vehicle Location System (AVLS) to assist with the deployment of units to incidents.

Introduced on April 1, the system allows controllers to see in real time the position and status of units on the same map as incidents and use this information to deploy the nearest available unit.

The constabulary has had AVLS, which allows users to remotely monitor the position and speed of vehicles, in place for some time on most of the force's vehicles; however, as a stand-alone technology it has been of limited use so far.

With the integration of AVLS into the force's command and control system, Altaris, controllers will now be able to deploy more smartly and efficiently, improve response times at incidents and improve health and safety for officers.

The new technology has significant implications for officers in the event of a Grade 1 (emergency) incident. As the nearest unit may be in a different Operational Command Unit (OCU) or district than the incident, officers may be required to travel across OCU and district borders to attend incidents.

Additionally, for first response

to an incident any vehicle unit may be requested to attend.

This includes section cars, intermediate response and specialist units such as RPU, Dogs, Firearms and CID.

As result, all units are expected to carry personal protective equipment (PPE) and Airwave radio in the vehicle in the event that they are deployed to a Grade 1 incident when identified as the closest available unit. The full crew of the vehicle must be booked on with the control room.

Further information and the full deployment procedure can be found on the AVLS intranet page.

Streamlined Process the key to better working

BY May 5, 2009 Hampshire Constabulary officers will benefit from a national change to working practices that will reduce the bureaucracy inherent in preparing files for court cases.

Under the Streamlined Process, files must be prepared 'proportionately' while still providing sufficient information for prosecution review and decision making.

Files for cases expected to result in a guilty plea require less paperwork than those where there is a clear intention to contest the issues.

As 60-70 per cent of first hearings enter a guilty plea, the process will provide a huge time saving for the force.

Victims and witnesses will not be adversely affected by the introduction of the Streamlined Process as they will continue to be our focus throughout the investigation.

The new process relies on focused, quality investigations to maximise the potential efficiencies available to the police and other agencies.

It does not mean shortcuts should be taken or investigations be left incomplete - The Criminal Procedure and Investigations Act 1996 places a duty on investigators to pursue all reasonable lines of enquiry and to record and retain all relevant material.

The most significant change under the Streamlined Process is

the use of a new structured police report (MG5SP) to outline the details of case and witnesses.

This is the biggest change to the handling of prosecution cases since the introduction of the Crown Prosecution Service in 1986.

Frontline training on the use of the police report has been taking place since February.

The Streamlined Process went live on the Isle of Wight on Monday, March 23 and will be adopted by the rest of the force from March 5.

For more information visit the Criminal Justice Department intranet site or contact Mark Thomas, force CJU manager.

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Letters

□ **HAVE YOUR SAY:** Write to Frontline Letters, Media and Corporate Communications, Hampshire Constabulary HQ, Romsey Road, Winchester SO22 5DB or email frontline@hampshire.pnn.police.uk

Letters and emails must be no longer than 300 words and must include your full name and home town. We reserve the right to edit or omit letters. Please be aware Frontline is reproduced on the internet and circulated to the media.

Legal support

Many Frontline readers will be aware that we are deluged by emails on a daily basis and that the content of many of these can be pretty unremarkable. Consequently I'm sure that many of these are deleted without being properly scrutinised.

However, I would draw your attention to one such communication that was recently sent out by the Police Federation. Basically, this email stated that the federation would no longer provide legal services to officers accused of a crime unless the matter under investigation is directly connected to your duties as a police officer. The justification given by the federation for these changes was cost.

Whilst I am sure we all appreciate that legal expenses can be very high, surely the first duty of any staff association or union is the protection of its members and, if costs need to be trimmed, the last place to find such savings should be the provision of such services.

I would suggest that the first place to make such savings would be the annual 'bean feast' more commonly known as the federation conference. It would

be interesting to know what proportion of our not insignificant federation subscriptions are spent on the hire of large conference centres, hotel accommodation, food and drink etc whilst the most basic services that most of us may require are being withdrawn.

I don't want this to sound like a criticism of our federation reps who do an extremely important job which is widely appreciated. All I am asking is that the senior officials reconsider their recent decision and focus their attention on providing what their members actually pay their subscriptions for.

PC David Tatt, Lyndhurst

Geoff Crowe, Joint Branch Board chairman, Hampshire Police Federation, replies: The Police Federation has never funded 'off duty' criminal representation. However, under the legal aid scheme federation-appointed solicitors have attended criminal interviews and in some cases where the 'duty' aspect has been unclear (because of misconduct proceedings) funding has been extended to court hearings. The government has made changes to the

way legal aid is provided for solicitors representing those in custody. This increased the federation cost of this provision and brought greater scrutiny upon representation and the existing rules are being imposed with greater rigour.

The current position remains that, if interviewed over a criminal duty related matter, you will receive legal representation from national or locally appointed solicitors. If interviewed for an offence that involves 'off duty' conduct or conduct which is clearly outside of 'on duty' activity, the federation will not normally fund legal representation for court. However, we will still arrange local representation for you through the legal aid scheme.

With regards to the federation conference, much of the cost of officers attending conference is borne by the Home Office including accommodation, food and of course duty time. Whilst the cost of conference to the federation is not insignificant, it represents only 3 per cent of expenditure compared with 57 per cent on legal fees. The National Police Federation is undertaking a thorough review of all expenditure and seeking to further reduce the cost of conference and a number of other areas. Joint Branch Boards have instructed the national committees to get their financial house in order before looking elsewhere for further funding, and many of you will be aware that the Constables' Central Committee chair and general secretary have resigned whilst voicing concerns about the way some boards have conducted themselves on this issue. Conference is not a 'bean feast' and a great deal of hard work gets done there, gaining direct contact with ministers (and their shadows) involved in policing issues. Her Majesty's Inspectorate of Constabulary leads, National Police

Improvement Agency leads and a variety of movers and shakers whose ears are gently (and sometimes more forcibly) bent about the issues that affect police officers.

Thank you for your appreciation and please be assured that we are looking out for all officers' best interests in our dealings with the national federation. It would be interesting to hear through Frontline or in emails to the office the views of officers about funding of off duty matters.

Wheely annoyed

I would love to discover how places on the force's recent Cycle to Work scheme were snapped up within hours, leaving myself and other colleagues unable to purchase a cycle for our regular commute to work.

The scheme, which enables a limited number of staff to buy a new bike for their commute at a discounted price, was introduced in February. It is intended for those who cycle at least 50 per cent of their commuting journeys.

I was disgusted to learn that the scheme had been pilfered by officers who have a) never cycled to work and b) have no intention of doing so. I have heard of officers who have not cycled since receiving their new bikes; in particular one who lives in excess of 20 miles from his station and clearly does not commute on his new cycle to work.

Why was this scheme not monitored correctly and the opportunity given to the people who actually intend to cycle? Surely a recommendation by a line manager that the applicant actually cycled to work would have been a good start.

In the meantime I have bought myself a new cycle at full retail price for my cycle to work.

PC Andy Smith, Cosham

Cycle to work scheme coordinator and HR manager Louise Hyder replies: The Cycle to Work scheme was launched as a pilot to establish whether the level of demand justified the introduction of a permanent scheme.

As it was a pilot, the scheme had to be launched with a financial cap to meet procurement requirements. It is fair to say that the demand has been overwhelming and the force will be looking at expanding the scheme and making it a permanent arrangement through the appropriate channels as soon as possible.

The orders were placed directly with the provider who manages the scheme and were accepted on a first-come, first-served basis. Clearly with any scheme where places are limited there will be those who are disappointed and are unable to participate on this occasion.

Each individual who has participated in the scheme has been required to sign a contract which states that where the bikes are not mainly used for commuting they may be declared as a taxable benefit in kind.

There has to be trust within an organisation that if an employee is signing a legally binding agreement then they will comply with it. Any individuals who are not compliant with the scheme will be liable to be assessed for a taxable benefit.

Prevention or cure?

I am concerned about the almost incessant drive to achieve detections. While I understand this is dictated by central government, are we in danger of losing sight of the priorities of the Office of Constable? The policing priorities are to save life, maintain order and to prevent and detect crime. The current trend for detections may be

valuable, but not when there are local protocols in place in my district to ensure that they are awarded to officers based upon who has taken statements. I am aware that East Hampshire district is successful in achieving detections but question if the preventative aspect may be getting overlooked. I have been made aware of examples where officers are giving detections to other officers who have not achieved their targets! How about a 10 year old being reprimanded for being present when an 11 year old stole a bicycle? Or a 92 year old being given an £80 ticket for shoplifting? Are we reaching the point where statistics are more important than providing a common sense approach to policing? Do we have to allow a serious incident to occur before we respond or investigate?

I appreciate this is an issue facing police both locally and nationally, but is the endless pursuit of statistics a price worth paying for the loss of discretion?

PC Bob Hooper, MAPPA, Petersfield

East Hampshire district commander, Chief Inspector Phil Kedge, replies: Over the last three years we have reduced crime significantly across East Hampshire. We consider ourselves one of the most proactive districts in tackling those who seek to undermine our communities through crime and disorder. Officers and staff within East Hampshire can be very proud of their significant achievements.

I would welcome any colleague to join us on the frontline in East Hampshire to see at first hand the professionalism of my team. Such a visit would clearly illustrate the importance we place on dealing with what matters most to our communities rather than pursuing performance for the sake of it.

PC Dixon a worthy volunteer

STAFF on the Ministry of Defence Potential Police Officers Course at the Resettlement Training Centre (RTC Aldershot) would like to thank Hampshire Constabulary for the visits and support given by PC Brian Dixon in recent years.

The course provides help and guidance to potential officers country wide who are due to leave the armed forces and have shown an interest in the police as a fur-

ther career.

Similar courses are run in Scotland and Northern Ireland.

PC Dixon voluntarily gives up his spare time to assist and encourage service leavers hoping to become police officers.

The course content is based mainly on the feedback of serving police officers, but includes respect for race and diversity.

There's an emphasis on maths, literacy and role play including

interviews while a mock police recruitment assessment helps forces personnel who may have been disadvantaged by long overseas and operational postings.

Many of those who have attended the course are now serving police officers, including more than 35 within Hampshire.

Course manager Bill Hodge said: "Without the invaluable contribution from Brian our course would not be able to offer the high level of preparation it is widely known for".

Farewell to Ken Kirby

KEN KIRBY, UNISON branch secretary until his retirement in 1999, passed away on Friday, March 20.

A service of remembrance was held on April 1 at the Methodist Church, Chandlers Ford, and attracted many former colleagues.

In lieu of floral tributes, the family requested donations to the Hants and IOW Air Ambulance.

Kathy Symonds, current UNISON branch secretary, said: "Ken worked for the branch, first as the National and Local Government Officers

Association and then UNISON, for a number of years, encouraging many people to take on assorted committee and workplace roles.

"His commitment to trade union work helped shape the branch we have today."

Memorial service

A MEMORIAL service for retired Chief Superintendent

Edgar Douglas Day, who died on March 1, 2009 will be held on May 17 at Winchester Rugby Club from midday. Mrs Day has requested that

partners and families are welcome as this will be a celebration of her husband's life.

Obituaries

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

Sergeant Eric Jamieson, who died on February 7, 2009. He served with Hampshire and Isle of Wight Constabulary for 30 years before retiring on November 19, 1971. He served at Gosport, Fareham, Eastleigh, Bishopstoke, East Meon and Petersfield.

Inspector Edward George Egan, who died on February 15, 2009. He served with Portsmouth City Police and Hampshire Constabulary for 30 years before retiring on April 17, 1979. He served at Recruitment HQ, Southsea, Cosham, CID HQ, Traffic HQ, Kingston, Portsmouth Central, PI Fratton, Winchester City and O Dept Sou.C.R.O.

Chief Superintendent Edgar Douglas Day, who died on March 1, 2009. He served with Hampshire and Isle of Wight Constabulary for 30 years before retiring on August 1, 1993. He served at Fareham, Bridgemary, Lee on Solent,

Gosport, Aldershot, Havant, Basingstoke, Portsmouth, 'K' Div HQ, 'K' Central, HQ Complaints and Discipline, seconded to the government of Uganda as a police training advisor, 'ON' Forward Planning Unit and 'ON' Complaints and Discipline.

Constable Philip David Hayter, who died on March 15, 2009. He served with Hampshire and Isle of Wight Constabulary for 15 years, being medically retired on January 23, 1992. He served at Totton, Southsea, Alton, Petersfield, Cosham, Cowplain and Fratton.

talbot walker
advert

Special Constabulary team of the year announced

by Carolyn Miles

THE team of Special constables dedicated to keeping Basingstoke's youth alcohol-free dance evenings at Liquid nightclub a safe event have been named Hampshire Constabulary's Specials Team of the Year.

The 'Liquids team' is made up of 14 Special constables who take charge of the under 18s disco which takes place in the nightclub one Monday evening per month.

The event regularly attracts

over 1,000 young people.

Chief Inspector Cliff Williams said: "The team has made a significant contribution to making this event safer for those attending and they also provide reassurance to the parents who are now confident that their children will not come to harm when attending Basingstoke town centre for these events."

"I have attended the event on a Monday night and have witnessed first hand how the Specials team have taken control of a policing problem and pro-actively ensured a safer

environment."

Young people fighting outside the club was previously a serious issue which put serious strain on the regular police officers on shift at the time.

By introducing a dedicated Specials team it has allowed the event to be brought back under control and provide a visible police presence.

The team were presented with their award at the Chief Constable's Awards ceremony on March 13 at the Southern Support and Training HQ, Netley.



New chief Special

THE Hampshire Special Constabulary has appointed Beryl Hodgson as its new chief officer.

Beryl has been acting chief Specials officer since October 2008 and is the fifth Special to lead the group.

Chief Inspector Stuart Murray said: "I am delighted to welcome Beryl to her new role, she is an excellent addition to the management team and I am sure she will do an excellent job."

"I really look forward to working with her in the future in supporting the Special Constabulary to build upon the excellent support they give to our regular officers."

Beryl joined Hampshire Constabulary as Special constable in 1996 and spent her first 12 years serving in Winchester.

Beryl said: "I am looking for-



ward to the on-going challenge of being the Special Constabulary's chief officer.

"I will continue to work towards increasing the number of Special constables and to improve the already great service that we provide to the communities of Hampshire and the Isle of Wight."

Co-operative working

POLICE have teamed up with Co-operative stores across Portsmouth to provide people with a new way of raising neighbourhood concerns and cutting crime.

Hampshire Constabulary's Your Voice Counts initiative enables the public to feed back their thoughts, comments and experiences of policing in Hampshire and the Isle of Wight.

The comments received are then used to improve services so that they meet the needs of local communities.

On March 23 the first new Your Voice Counts post box was unveiled at the Co-operative in Elm Grove, Southsea, and this marked the launch of boxes being installed at all 22 stores across Portsmouth.

The new boxes, branded with the Your Voice Counts logo and stocked with comment cards, will allow people to express their views to their local police officers while going about their day-to-day business.

The cards have space to list three priorities residents would like to see addressed by the police.

These could be anything from rowdy behaviour from youths congregating at night to vandalism or burglary.

Revamped HQ starts delivering

APRIL 1 saw the creation of the new Service Delivery department at HQ, a move driven by an ambition to provide greater support for the delivery of frontline policing and create a leaner HQ. The newly formed department brings together the key elements of Corporate Services, Community Safety, Media and Corporate Communications and

the HQ element of Territorial Operations.

The creation of the department, headed in the short term by T/Chief Superintendent Pat Ogden, has also seen the return of a significant number of police officers to frontline roles. The next edition of *Frontline* will include a feature exploring the role of the new department.

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 excellent service. These letters illustrate the difference we can make to the people we serve.

We are writing following the successful conviction of Blair Marrows for murdering our daughter, Donna Coe.

We would like to thank the police for the considerate, supportive and sympathetic manner in which they have liaised with us over the 11 months up to and including the trial. We note that the Honourable Mr Justice Royce went out of his way to commend Detective Chief Inspector Darren O'Callaghan and Detective Superintendent Sharon Murray. They have liaised with us and we would like to convey our thanks to them for the approach they have taken.

We would particularly like to convey our thanks to Detective Constable Jan Dawkins, who has been our family liaison officer and who has been an invaluable mentor and source of advice and comfort.

Philip and June Caunt

I wanted to take the opportunity to commend PC 2321 Adam Jackson. We were recently required to provide a statement following the death of an individual as we were the last people to see this person alive.

I would like to place on record our appreciation for PC Jackson in dealing with the issue in a sensitive and very professional way.

My young children, who were slightly disturbed by the sequence of events, were reassured by PC Jackson's visit and the way in which he spoke to them and treated them. During his follow-up visit to collect some evidence he went out of his way to put my children at ease again.

PC Jackson stood out for me in terms of his manner, attitude and behaviour. He is a credit to your police force.

Petersfield

My husband was involved in a serious car crash in October last year and as a result of this I was allocated a family liaison officer, PC David Hazlett, with PC Phil Constable overseeing the investigation. I am writing to say what a great support both of these gentlemen have been through a really tough time.

Dave was brilliant as he met me at an awful time when I had received the worst possible news and he

dealt with any questions I had and spoke to my husband's workplace. This is a very undervalued but such an important role, which Dave carried out with utmost professionalism as well as being very human!

Phil Constable has been a great source of support to both me and my husband. I cannot commend highly enough the work of Phil and his team.

Bitterne

I have been asked by my council to write to you and record their thanks for the excellent work the police and PCSOs under Sgt Mark Lyth are doing for us in Totland.

They all give their free time to help and support the youngsters at their respective youth clubs, and by engaging with them have earned their respect. They are always ready to help and support any venture or activity we put on in the village.

We, as a community, have seen a considerable change here in Totland and the West Wight in general thanks to Sgt Lyth and his team.

Totland Parish Council

My daughter was murdered in Southampton in March 2007.

The chief investigating officer in the case was DCI Jason Hogg and I have written to him to thank him for the way he and his officers dealt with the case. I don't know the intricacies of investigating a serious crime but can say I feel the way they treated me and my family during the investigation and beyond was first class. Our family liaison officer, Laurie Firman, also deserves special mention.

The police often come in for unjustified criticism and so it is good to be able to place on record my praise and thanks for a job well done at a time of extreme trauma for myself and my family. I am particularly grateful to DCI Hogg because, despite being an extremely busy man, nothing was ever too much trouble for him and when he said to let him know if he could do anything to lessen our anxiety we knew that he really meant it and he did do all he could to help.

I particularly remember the day before the court hearing when he came to visit the family and went through all that he thought would be said in court. This was so we wouldn't have to hear anything for the first time in the courtroom and he was prepared to take as much time as it took to put our minds at ease.

That, among other things, showed me the true compassion of DCI Hogg and even since the case was 'put to bed' he has continued to support us.

It is good to know that there are senior police officers like DCI Hogg who not only do a good job investigating serious

crime but also know the importance of care and support for the families of victims and for this I am extremely grateful.

Southampton

I left my briefcase on a bus after travelling from Shirley to Lordshill.

I promptly returned to the First Bus traffic office to make enquiries as to whether the briefcase had been handed in. The staff at the traffic office said that my briefcase had been treated as a suspect object and that the police had it in their possession. I made enquiries at Southampton Central police station and was told that my briefcase had been returned to my home address within 30 minutes of it having been found.

Sorry for the problem caused, but my very sincere thanks to the police officers involved.

Southampton

Unfortunately my partner and I were burgled on the night of December 19, but we would like to thank everyone from the police who have dealt with the case for their support. We have been extremely impressed with the handling of the entire situation but what has been most important to us has been the advice and peace of mind given to us when speaking to each person from the force. This, in our minds, is going above and beyond what we would expect from the police force.

Southsea

I was arrested recently as a result of a neighbourhood dispute. I felt that the officers who dealt with me were considerate and understanding. I would like to thank PC Stephen Ellis and the duty custody sergeant at the time. Please, pass my thanks on to the officers concerned.

Havant

I attended a driver awareness course recently, with the attitude that I would be spoken down to. How wrong I was. I was pleasantly surprised by the contents of the course and I have come away from it with nothing but positive thoughts. The trainers, Caroline and Yvonne, were excellent and delivered the message without making me feel like a criminal or an idiot. The course content was very thought-provoking and I will not question again why certain limits are set. It may have cost me £70 but I think everyone should do this course. It's certainly made me more aware on the roads and I hope I'm a better driver for it.

Southampton

My son was the driver in a road traffic collision in which a 12-year-old cyclist died.

I am writing to thank your staff at Totton, in particular PC Adam McLean, for the way in which they handled the case. At all times PC McLean looked after my son's welfare with sympathy, while undertaking the role of investigating officer. We will never forget what has happened, but thank all your staff involved for their compassion and thoughtfulness through what was a very difficult time.

Christchurch



Laying down the law

with DI John Geden

IN his second article for Frontline Detective Inspector John Geden explains the background to the Policing and Crime Bill, highlighting elements that will impact on frontline policing.

Sexual offences, alcohol misuse and proceeds of crime are just three of the areas covered by the bill, which was published on December 18, 2008 and had its second reading on January 19 this year.

The stated aim of this bill is to increase the effectiveness and public accountability of policing, protect vulnerable members of our society, prevent crime and disorder from taking root in our communities and reduce crime by improving the recovery of criminal assets.

The bill will undoubtedly follow its path through Parliament and will gain royal assent sometime this year. With a general election looming in spring 2010 and many pundits anticipating that the PM will not want to leave it until then, the govern-

ment is likely to want to hurry this legislation through.

The bill finds its foundations in a number of sources notably the report into policing conducted by Sir Ronnie Flanagan during 2007; the work completed on behalf of the government by Louise Casey and published in June 2008 in the report *Engaging Communities in Fighting Crime*; and finally much of the detail contained within the Policing Green Paper, *From the Neighbourhood to the National*, published in July 2008.

The bill contains amendments to over 20 pieces of primary legislation and a range of subjects contained within eight parts.

One of the key elements contained within part one of the bill - police reform - was dramatically amended at the eleventh hour. The government was committed to a policy of having directly elected members on local police authorities. These crime and policing representa-

tives (CPRs) would replace councillors on police authorities in order to offer a greater link to the communities they serve. This suggestion generated enormous criticism from a variety of different quarters, not least the Association of Chief Police Officers, the Association of Police Authorities and the Local Government Association.

The arguments against this proposal have largely centred on the question of necessity and that the election process would be costly. More interestingly the suggestion was made that in certain areas there may be a threat from British National Party (BNP) candidates who may be elected against a backdrop of local issues. As if to illustrate this point, in February 2009 the BNP gained a seat in local council elections in Sevenoaks, Kent, highlighting that this threat is a real one and not simply a case of established groups wishing to stifle change. The bill now simply requires police authorities to have regard to the public views in policing their local area.

Part two of the bill - sexual offences and sexual establishments - includes a new strict liability offence (meaning ignorance of the circumstances will be no defence in court) of paying for the sexual services of a controlled prostitute. This new

offence will mean that sex buyers will be liable for prosecution even if they didn't know that the prostitute was being controlled by a pimp or had been trafficked. This is intended to reduce the demand for prostitution, however despite its strict liability status it will be incredibly difficult to enforce. In essence this offence is aimed at protecting women, often trafficked into the UK from other countries under false pretences and then forced to work in the sex industry. The offence, which can be committed anywhere in the world, would require the prosecution to show that the prostitute was being controlled and working against her will and that the offender had made, or had promised to make, payment for sexual services.

Part three - alcohol misuse - seeks to tackle the culture of binge drinking and is a response to academic research which identifies links between alcohol consumption, crime and poor health. The bill tightens the penalties for selling alcohol to young people and creates a new offence for a person under 18 possessing alcohol in a public place on three or more occasions in a consecutive 12 month period. In addition the bill creates a legislative ability for introducing a mandatory code of

practice for alcohol sales which will seek to reduce the familiar happy hour and two for the price of one promotions.

Part four - proceeds of crime - is aimed at increasing the powers available to both the police and enforcement officials to seize criminal assets and cash. Proposals will allow assets to be seized from suspected offenders prior to conviction and provide additional search and seizure powers. The proposals support the stated aims of the government's Asset Recovery Action Plan published in May 2007 which sets an ambitious target of depriving criminals of £1 billion per year.

Part seven - miscellaneous provisions - enacts proposals contained in the Policing Green Paper that the statutory duties of Crime and Disorder Reduction Partnerships should be expanded to include reducing re-offending and adding probation trusts to the list of responsible authorities. Section 83 of the bill contains a clause to amend the Crime and Disorder Act 1998 to achieve these two objectives.

Overall this piece of legislation seeks to remedy some of the areas of concern within existing legislation but at the same time provides new powers for frontline police officers.

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Frontline on tape: A talking version of *Frontline* is produced on tape by volunteers from Winchester Talking Newspapers for the Blind. Please contact Keith Vincent on 01962 884088.

The contents of *Frontline* do not necessarily represent the views of the chief constable, the editor or Hampshire Constabulary.

And action! Student film winner revealed

by Carolyn Miles

THE winners of the One Too Many film competition, organised by Thames Valley Police, Hampshire Constabulary and NHS South Central, have been announced after more than 800 votes were cast by the public.

Luke Armstrong from the University of Portsmouth was victorious with his film, which was also entitled *One Too*

Many.

Luke's film portrays four students drinking at home before heading out for a night out where they continue drinking.

It shows how the evening deteriorates the more they drink and it ends badly for all involved.

The winner was announced in March 11 at an exclusive red carpet film premiere at the University of Reading. The competi-

tion sponsors, Canon, presented top of the range camcorders to the directors of the top three films.

Second prize went to Eric Kolelas and his film *The Inebriated Forest* and third place was awarded to *Missing Christmas*, directed by Ross Taliana and Shane James Bordas, all of whom are students at Thames Valley University.

The top five films were showcased on the big

screen at the premiere and all directors and guests were given VIP treatment.

Attending the event was DCC Simon Cole.

Mr Cole said: "The standard of the film entries has been outstanding and it is great for us to not only be working with our partners but also with local universities and young people.

"It is them that this campaign is really designed for and it has been great to get

them involved in a campaign that can directly affect their behaviour and attitudes.

"It is important for us to now share these films with other young people and use them to educate people about the dangers of excessive alcohol consumption."

Students across the south were asked by the competition organisers to produce a three-minute film highlighting the dangers of exces-

sive alcohol consumption.

The winning films were decided by public vote after the top five entries were uploaded onto YouTube, which received more than 5,000 views in the three weeks voting took place.

To view the films go to www.youtube.com/thamesvalleypoliceuk. Colleagues are reminded that YouTube videos should not be viewed during work time or on constabulary computers.

Adverts placed in the Sell Out section are charged at £5 for three editions, £10 for six editions or £15 for nine editions (one year's worth). Adverts are restricted to a maximum of 28 words. Cheques should be made payable to 'Hampshire Constabulary' and sent to the Frontline Admin address printed below. If you would like to submit an advert you can email it to: media.admin@hampshire.pnn.police.uk. Hampshire Constabulary staff are reminded that *Frontline* is made available (in paper format and online) to the public, so a

direct dial number should be provided with your contact details. Please do not include personal contact details you do not wish to see in print. Any queries regarding the Sell Out page should be referred to: Frontline Admin, Media and Corporate Communications, Hampshire Constabulary HQ, Romsey Road, Winchester, Hampshire, SO22 5DB. Alternatively call 01962 871057 or send an email to the address above.

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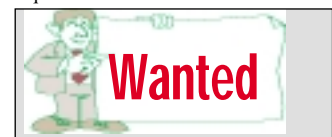
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DRIVING LESSONS - Discounts for police staff/families. Covering Totton and surrounding areas, visit www.diamondrive.co.uk for more details or call 0800 09214411. Russ Baker.

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WANTED: Secure lock-up garage in the Southampton, Eastleigh area to house an historic police vehicle - reference available, also "corker" crash helmet (large size) as worn on 'Heartbeat' Tel: 02380 602046

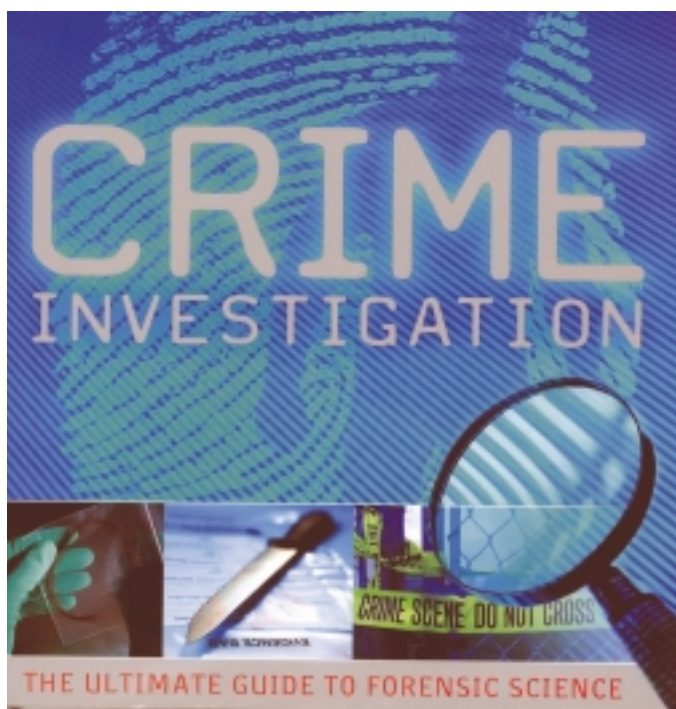
WANTED Sweater patches of the Hampshire Constabulary Marine Unit and Air Support Unit. Brian James Ret. PC. 01746 862520. E-Mail brian@junabria.entadsl.com

POLICE BADGES: Southampton, Hants and Isle of Wight. Inspectors and PCs cap badges of pre-amalgamation era. Also Southampton helmet plates. Bob Kendall 02380 779047

THE HAMPSHIRE Police Male Voice Choir practice takes place Wednesdays 7pm - 9.30pm at the Parish Rooms, Sarisbury Green. New members welcome. Call Brian Wareham on 07771 724421 or Geoff Culbertson on 07971 783660

SUDOKU PRIZE PUZZLE 146

THIS month we have a special Sudoku Prize Puzzle.
Featuring accounts of hundreds of real-life crime investigations and illustrated with more than 450 photographs, *Crime Investigation* takes a global look at how forensic science has evolved from ancient times to today's sophisticated technologies. To solve the puzzle, every digit from 1 to 9 must appear in each of the nine vertical columns, in each of the nine horizontal rows, and in each of the nine boxes. Send completed entries to Sudoku Prize Puzzle, *Frontline*, Media and Corporate Communications, Hampshire Constabulary HQ, Romsey Road, Winchester, Hampshire, SO22 5DB. Closing date May 4, 2009. The solution to puzzle 146 will appear in edition 147 of *Frontline* along with a new puzzle for Sudoku fans. The winner of puzzle 146, Becky Banfield from CJU, Andover, wins the book *Real Life Crime Scene Investigation*.



	7		2				4	
		6						
		3		5			9	1
5		1	3	9				
			5		4			
				6	2	5		3
7	3			4		8		
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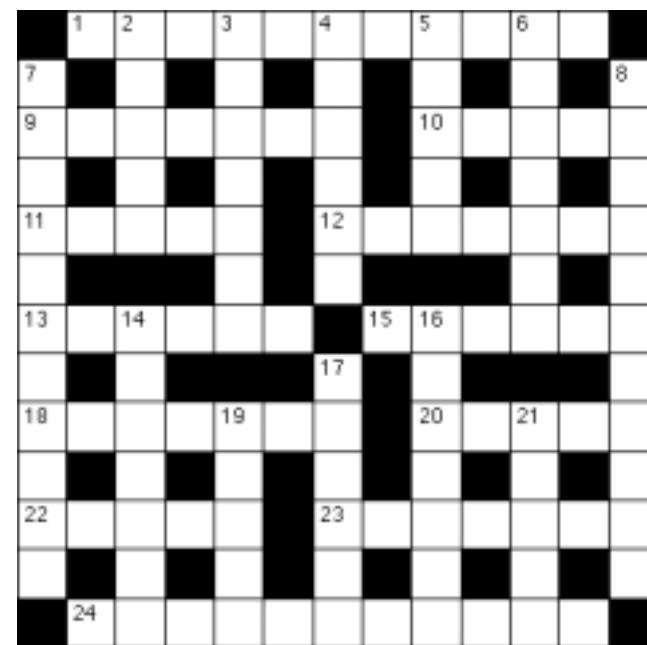
Shown below are the answers to Sudoku Prize Puzzle 145

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

Prize Crossword no. 146



FRONTLINE is offering the sender of the first all-correct crossword entry to be drawn from the hat a £25 gift voucher to spend at John Lewis or Waitrose stores throughout the UK courtesy of WestQuay shopping centre in Southampton.
You can also spend the voucher online at johnlewis.com and ocado.com.
Send completed entries to Prize Crossword, *Frontline*, Media and Corporate Communications, Hampshire Constabulary HQ, Romsey Road, Winchester, Hampshire, SO22 5DB. Closing date May 4, 2009. The winner of crossword puzzle 145 was Mary Morgan from CJU, Shirley.



ACROSS

- 1889 story by Robert Louis Stevenson (3,5,3)
- Mountainous copricincipality between France and Spain (7)
- percha, tropical tree which yields whitish rubbery substance used in dentistry (5)
- American state whose capital is Boise (5)
- Castrated male horse (7)
- American state whose capital is Juneau (6)
- Rohan, West Indian Test batsman who took over as captain from Gary Sobers in 1972 (6)
- Character placed under the letter c in French to show that it is sibilant (7)
- Michael, 1989 French Open tennis champion (5)
- In communications, a code word for the letter t (5)
- Spine-covered mammal also called the spiny anteater (7)
- English golfer whose 20 European wins included the Spanish, Italian and Portuguese Opens in 1958 (5,6)

DOWN

- "--- Gabler", play by Ibsen (5)
- Peter, English composer whose works included the song cycle *The Curlew* (7)
- Colour of the visible spectrum between red and yellow (6)
- Nikolai, Russian dramatist whose works include *The Government Inspector* (5)
- Flightless African bird, *Struthio camelus* (7)
- Independent state forming an enclave in Rome (7,4)
- Another name for nitrous oxide (8,3)
- Musical direction indicating that a piece should be played at a walking pace (7)
- Colourless flammable liquid, the active principle of intoxicating drinks (7)
- "I am a ---", play by John van Druten (6)
- Sergio, Italian director of the film *Once Upon a Time in America* (5)
- Mountain system of South America (5)

SOLUTIONS TO 145

- Across:** 1 Gaslight; 5 Acol; 9 Farm; 10 Atlantic; 11 Wales; 12 Lurcher; 13 Doctor At Large; 18 Land crab; 19 Tang; 20 (Gioacchino) Rossini; 21 Unser; 22 Sean; 23 (Maureen) Connolly.
Down: 2 Arapaho; 3 Lambert; 4 Hotel Paradiso; 6 Catcher; 7 Lucerne; 8 Laurel; 13 Dolores; 14 Canasta; 15 Orchid; 16 Antonio; 17 Gunnell.

Crossword scribble pad

Past Times by Clifford Williams

● Visit the Hampshire Constabulary History Society website:
www.hampshireconstabularyhistory.org.uk/



assumed the young girl had committed suicide and with the agreement of his sergeant, the body was removed to be taken to the mortuary and station staff permitted to clean the toilet.

When the head of Hampshire CID found out he was understandably furious to find that any possible forensic evidence at the scene had been destroyed.

The book also contains some well known cases such as the murder of 'Sweet Fanny Adams' in Alton in 1867, and some less well known stories, including the case of Arthur Charles Mortimer. Mortimer was a 27-year-old married lance corporal who in 1935 was stationed at Aldershot.

On a number of occasions he drove vehicles deliberately at female pedestrians and cyclists, eventually killing Phyllis Oakes, who was out enjoying a cycle ride at Winchfield with her sister Betty.

The vehicle Mortimer used to mow Mrs Oakes down was stolen from the Navy, Army and Air Force Institutes (NAFFI) headquarters in Aldershot and found abandoned in Ash Common. Several fair hairs, similar to Mrs Oakes's, were stuck to the underside of the car. Mortimer was captured in Guildford shortly after he nearly ran down three policemen.

In the car he was driving was a key that was found to fit the stolen car which had been used to run down Phyllis Oakes.

During the trial at Winchester Assizes it emerged that Mortimer had spent some time in a mental hospital in Canada and had eventually been deported to England.

Mortimer was found guilty of wilfully killing Phyllis Oakes and the death sentence was passed.

The defence appealed but the appeal was denied.

However Mortimer was later granted a reprieve from the death sentence.

His ultimate fate is not recorded but he was most probably detained at a high security institution, possibly Broadmoor.

Our photograph shows scenes of crime officers at Fareham police station in the 1960s. From left to right: DC Roy Shinear (Scenes of Crime, Fareham), unknown, unknown, DC Monty Farrier, DC Charlie Goddard (Fareham Division Photographer).

Do any of our readers recognise the unidentified gentlemen?



Police lose out to army in cup final Vets' winning streak goes on

NINETY minutes of play couldn't separate cup holders Hampshire Constabulary and 47 Field Regiment in this year's United Services Football League Charity Cup Final - extra time was required before the army side eventually defeated the police team 4-3.

Played at HMS Temeraire's home ground in Portsmouth, the match was a 100mph affair with 47 Field Regiment flying out the blocks to put Hampshire on the defensive for much of the first half. The army side were just too bright and their pass and move game was causing Hampshire all sorts of problems.

Failure to close down 47's players and react first to loose balls meant Hampshire entered the interval 3-1 down - only Mark Robinson's looping header from Aaron Brown's free kick offering the constabulary side a glimmer of hope.

Hampshire boss Rich Bateman's half-time team talk had the desired effect though because his side showed determination and fight in the second half which left 47 scrabbling to contain the opposition. Pressing the army side and forcing them to defend, Hampshire soon won a penalty following a mazy run by Robinson which ended when he was scythed down in the box; Mitch While converted the spot kick to make it 3-2.

With the clock ticking down and full-time approaching Hampshire were still asking all the questions of their opponents but the third goal they so desperately sought was proving frustratingly elusive. That is until some neat interchanges between Robinson and Luke Beale culminated in Robinson dribbling down the right wing, cutting into the penalty area and laying the ball into the path of the oncoming While who finished with aplomb to make the game all square.

Pete Hanson, Dave Ford and Stu Turner stood firm for the remainder of the half, rarely troubled at the back having been run ragged in the first period by 47's lively forward pairing.

The second-half midfield battle was won admirably by Hampshire with Adam Robson and Rich Croucher combining well to keep 47 at bay.

So to extra time, and with Hampshire in the ascendant expectations were high that Bateman's men might go all the way and finish the game off in the final 30 minutes without the need for penalties. However fate had other ideas with Hampshire cruelly conceding in only the first minute after a speculative long ball forward wasn't cleared and even a double block tackle on a 47 striker by Hanson and Lee Grist failed

to rid the forward of the ball as he somehow rode the challenge before steadying himself and stroking the ball past advancing keeper Mike Broach.

Seemingly never knowing when they're beaten, Hampshire pressed again and again and came close to scoring several times. The last chance of the game fell to While who found himself on the edge of the box but caught in two minds whether to shoot or square the ball; he decided on the latter and his diagonal pass to the onrushing Turner at the far post needed just a toe poke but his despairing lunge didn't quite make contact and the ball rolled tantalisingly wide.

Congratulations to 47 Field Regiment on their victory.

● As featured in the last edition of *Frontline*, PC Stu Turner represented the English Police FA against the Welsh Police side in February, with Turner and team mates running out 8-0 winners. In March, bolstered by two more constabulary players, PCSOs Mark Robinson and Mitch While, the England team travelled to Dunfermline and defeated the Scottish Police side 3-2. The United Kingdom Police squad to face Romania in a 2010 European Championships qualifier will be announced shortly.

THE Hampshire Constabulary Vets football team have continued their rich vein of form in the last few months, with their last defeat dating back to September 2007.

In the National Police Veterans Cup the last two games were played against Dorset and Avon & Somerset with a quarter-final place up for grabs. Hampshire played Dorset in February, thumping their neighbours 8-2, the main instigator in Dorset's downfall being Terry Kimber who although in the wars that day managed to bag a brace. Good performances of note in the middle of the park came from Paul Warren and Darren Ford who bossed the game.

This result meant it was again down to the last game of the group stages against the old foe of Avon & Somerset Vets - who have made the final two years running - to fight for the quarter-final place. Hampshire fielded a strong side although manager

Gary Steward again had to volunteer to go between the posts owing to the regular keeper's absence.

Hampshire began slowly with an effort thwarted by the stand-in keeper and it took 15 minutes before Steward's men found their feet, the deadlock being broken by a disastrous A&S back pass which saw their keeper performing the most amazing air shot and the ball crossing the line into their net. Hampshire had fortune on their side again when the referee gave a penalty for a handball in the A&S penalty area, Paul Warren coolly slotting home the spot kick and sending the keeper the wrong way.

Just before half time A&S were awarded a penalty for another dubious handball decision, pulling a goal back from the spot with keeper Steward well beaten.

In the second half Hampshire pushed for a third and from a pinpoint corner by Tony Waghorn up

stepped Steve 'Chalkie' White from to volley in at close range.

In the Hampshire goal, Steward himself was having to deal with some viciously delivered corners, one of which he punched clear but at the expense of a couple of broken ribs. This weakness was soon exploited by A&S as Steward spilled a shot and an opposition striker pounced to make it 3-2.

Hampshire held on for the win though and they now face a tough away match against the Metropolitan Police in the quarter-finals at Imber Court.

The Vets have played one game in the John Davies Memorial Cup and beat 7/8 OCU in a close game at Netley. The cup has now reached the quarter-final stages, and the final will be played at Portsmouth FC's Fratton Park on April 23, kick off 4pm. All are welcome to support and further details will be circulated on the intranet nearer the time.

Fiona's ride for life

by Susan Rolling

FIONA KERR IS hoping friends and colleagues will help her raise funds for ground-breaking medical research to benefit women and babies.

In October, the IT Services network engineer will join Professor Robert Winston for Women for Women Cycle Jordan, the ninth challenge for women cyclists to fund research at the Wolfson and Weston Research Centre for Family Health in London.

Fiona has until late June to raise the £2,500 needed to enter.

It is Fiona's own mother, now 92 and suffering from breast cancer, who motivated her to join the challenge.

"I know all the things my mother wanted to do, but wasn't able to," Fiona said.

"Her hips were crushed in an accident during the war, and she was told she could never have children.

"But she proved the doctors wrong by giving birth to my brother, who is now 65, and me 47 years ago.

"It was a real challenge for her,

and I just want to do something that will benefit other women and babies who have medical problems."

Women taking part in Cycle Jordan will pedal 186 miles through the Dead Sea valley.

They will be joined by television presenter Fern Britton, who is taking part in her fourth Women for Women challenge.

Funds raised are used to train

women scientists and doctors to work on major research projects to improve prevention, diagnosis and treatment of a range of conditions that cause miscarriage, genetic diseases, infertility and cancer.

The aim is to safeguard future generations by improving women's health and ensuring more women have a healthy pregnancy and healthy baby.

To help Fiona reach her goal, donations can be made at www.justgiving.com/fikerr



phil williams
advert

A call to all cricketers

THE Hampshire Constabulary cricket team has a new captain after John Crabtree stepped down after many years service as both player and captain.

At the February committee meeting, former vice-captain Matt Wake was voted in as full captain for the 2009 season.

Matt is keen to hear from cricketers who are of a decent standard, and it was clear from last year's Major Warde competition that there is a new crop of quality cricketers in force.

There are currently two fixtures arranged for this season.

The first is on May 13, away to Wiltshire Constabulary at Devizes Cricket Club.

The second is on May 27 against Havant at Hambledon

Cricket Club.

There will also be a Police Athletic Association match as well as the annual game against the Mayor of Fareham's XI.

If you are interested in playing for the constabulary team and are of a decent standard, please contact Matt Wake at Southampton Central.

After last year's successful Twenty20 Major Warde competition it has been decided to run the event using the same format.

Last year Central Operational Command Unit (OCU) beat Southampton OCU in the final held on the main pitch at the Rose Bowl.

It is hoped that this year all six OCU's can field a team.

The draw has already taken

place, with Pool A featuring Portsmouth, IOW and Western OCU's, and Pool B made up of Central, Southampton, and North and East OCU's.

Each team will play two games, one home and one away, and the winners of each pool will play a final.

An application has been made to Hampshire Cricket and it is hoped they will allow the force to play at the Rose Bowl once again.

If you are interested in playing in the Major Warde competition please contact your respective OCU captain: Portsmouth - Nick Hodge; IOW - Nick Heelan; Western - Jeff Cox; Central - Ally Hibberd; Southampton - Dave Morgan; North and East - Paul Pressley.