



Island jewel thieves jailed for nine years
Page 4



Isle of Wight Festival safe and successful
Page 7



New fitness assessment launched
Pages 14-15

WE CAN DELIVER

Chief spells out commitment to communities in face of budget cuts

by Sarah Julian

Chief Constable Alex Marshall has told his senior leaders they face the biggest leadership challenge in policing following cuts announced in the emergency Budget which could amount to 25 per cent over four years.

Many of the specific details remain unknown, but in the Budget statement from Chancellor George Osborne on June 22, a number of "unavoidably tough" measures were unveiled which are aimed at cutting the national deficit.

Two-thirds of Hampshire Constabulary's current budget is made up of grants, both central and from other agencies. Policing is not protected in the budget announcements – all government departments, including the Home Office, will take a 25 per cent cut in their budget over four years. What is not yet known is how this cut will be passed on to the central grants to police forces, and also whether those four years include the current financial year.

Speaking to his commanders and heads of department on June 23, Chief Constable Alex Marshall said: "Without getting drawn into mathematical calculations, be clear that we are talking about around a 25 per cent reduction in our budget over four years. This requires a radical refocus with nothing off-limits in terms of being scrutinised.

"We are here to deliver a service to the public and make changes for their benefit. We will not give up on vulnerable people or neighbourhoods just because the budget has got difficult.

"We can deliver. This is not a disaster and we are not going out of business. The requirement to refocus and make

cuts and savings presents us with the biggest ever leadership challenge in policing. We will carry our staff through with care and dignity, but we must be honest about the challenges we face.

"Many staff are involved in reviews and change programmes already, and it is these which put us in a good position to meet the challenges ahead. This commitment from staff to engage with these reviews, alongside continuing to support the force in the service we give to communities, is acknowledged and appreciated."

Continued on page 6

Families Day: A truly van-tastic day out!



Turn to pages 10-11 for the full story



How I see it

Chief Constable Alex Marshall

Contact Frontline

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The emergency Budget means we have difficult times ahead. A cut in funding of at least 20 per cent represents probably the largest cut since policing began in 1829.

I'm confident though that thanks to the work we've already done we're in a good position to make the £23 million savings we may need to find from next April. The financial situation will not change our purpose as an organisation. We will still protect and serve the public, but we all need to work really hard together to ensure we don't compromise the good service we deliver. We are still a family force, and we will ensure we look after our staff.

This year's Isle of Wight Festival recently took place at Seaclose Park, Newport, and our presence at the event was hopefully seamless without going altogether unnoticed (see page 7).

Policing an additional 55,000 or so people on the island over the four days is a big task, but I was there and thought we carried out a top operation. To use a footballing analogy during this World Cup period, like good refereeing, good policing is about knowing the rules, being professional and allowing things to flow without being overly conspicuous.

ACC Laura Nicholson helped out doing drug searches as part of our efforts to catch dealers and make the event as safe as possible. We also tested the new stop and search forms (see page 9) and procedure at the festival with good results.

The constabulary's Families Day this year was again a huge success (see pages 10 -11). The weather was on our side, as it always seems to be, and thousands of you, your relatives and friends were there to enjoy the day. I really see it as our chance to give something back to all our employees. It's a great tradition, and one that will continue as long as I am chief constable.

The importance of family is never greater than when one of our own is put at risk or injured. PC Nick Oliver, who is based at Fratton Roads Policing Unit, was seriously injured after being struck by a vehicle while attending the scene of a crash on the A27 near Portsmouth on June 9. Nick suffered broken legs, a broken arm and a skull fracture. He is in

Southampton General Hospital, where staff there are very pleased with his progress. Nick's sergeant, Spencer Wragg, recently made a humbling observation when he recognised the link between Families Day and how good we are at wrapping care and support around our colleagues. Our thoughts are with Nick and his wife, Lisa, who is also a PC on RPU. ■

UK policing news round-up



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

■ Pagan police officers have won the right to carry out sun worshipping rituals and take part in fertility festivals as official holidays. The Pagan Police Association claimed that it had been recognised by the Home Office as a "diversity staff support association" – a status also enjoyed by groups representing female, black, gay, Muslim

and disabled officers. The estimated 500 police officers who worship heathen gods can take time off to observe the eight main pagan festivals, including Halloween and the summer solstice.

■ Cambridgeshire Constabulary is to give drug addicts Harm Reduction Kits when released from custody in a bid to prevent death by overdose or from lethal infection and to reduce the risk of a member of the public being infected by a discarded needle. Each kit contains three clean needles, a sharps box for safe disposal of dirty needles and a user manual with health advice on injecting heroin.

■ Police are hunting Britain's youngest burglar – a little girl thought to be aged just three. The youngster took cash from a 69-year-old woman's purse in Queensway, near Wellingborough,

Northants, while a man distracted the victim. It's believed the man knocked at the home and kept the woman talking while the child crept inside and stole a small amount of cash.

■ The first person to get a nationwide Drinking Banning Order has been in court again after drunkenly baring her breasts at police. Magistrates heard an ambulance had picked up Laura Hall, 20, of Bromsgrove, lying in the middle of a town centre road after downing wine and vodka. She lashed out, hurling abuse, and had to be restrained by officers. Hall was taken to a police station where she exposed her boobs. She was given a police-issue T-shirt to cover herself but ripped it open. She then did the same with a second shirt. Hall received a six-month community order and six months' supervision. ■

Promising start to ASB campaign

The anti-social behaviour (ASB) campaign has been running for almost a month and the initial results are positive.

During the first week of this summer's campaign – Whitsun half term, when historically we see a rise in ASB across the two counties – the number of criminal damage crimes decreased by 18 per cent across the force compared with the same period last year, representing a reduction of 223 crimes.

Half term 2009 saw a total of 1,254 criminal damage crimes compared with 1,031 during half term 2010.

The campaign lead, Assistant Chief Constable Laura Nicholson, said: "The initial results show that we are working well and the number of ASB incidents is dropping. We need to continue this

good work, not only over the next three months but as a sustained response across Hampshire and the Isle of Wight.

"I urge all members of police staff and officers who do not usually work with anti-social behaviour to take this opportunity and get involved. So far this year over 60 members of staff have taken part in the campaign by looking through the activity charts available online and picking out an activity of interest."

The charts showing what activities are available for police officers and police staff to take part in as part of this campaign are now on the ASB intranet pages. These charts are

updated every Monday.

Residents across the two counties are also being asked to help police and local authorities effectively tackle ASB by sending in information to highlight what they want to see improved or dealt with in their local neighbourhood. This information is key for us to improve confidence in local policing by showing that we will respond to the public's queries.

All officers will soon be provided with a pocket guide showing the Hampshire Constabulary ASB minimum standards, as well as the definitions of ASB and vulnerability. ■

'Enough is enough' – police review Portsmouth bars following alcohol-fuelled violence

■ by Tim Feltham

Police launched a review of Portsmouth's city centre bars in May as part of a drive to reduce alcohol-related violence.

It followed the death of Private Matt Brooks (pictured) on May 18 who was assaulted outside Yates's bar on Guildhall Walk.

A week later, a 30-year-old man suffered serious head injuries having been punched after a night out in Walkabout bar.

In partnership with Portsmouth City Council, police have been looking at the conduct of bars and clubs in the Guildhall Walk area to ensure each meets the conditions of its licence.

Chief Superintendent David Peacock said where they find any bars falling short they will take action: "The sad events in May caused me to decide that we needed this review to ensure we're doing everything we can to maintain public safety.

"I'm saying to all licensees that we will be looking very closely at the conditions of your licence. If you fall short, we'll be bringing you before the council's licensing committee and, where appropriate, applying for your licence to be revoked."

At the end of May police successfully

applied for the temporary suspension of Yates's licence.

The bar, which is part of a national chain, was closed for two weeks during which time it had to introduce measures proposed by the police to make it safer for customers.

These included reduced hours, dedicated floor walkers to keep an eye out for trouble, and a club scan system which keeps a record of everyone who enters the premises.

During a visit to Portsmouth in June, the review received the backing of the new Policing Minister, Nick Herbert.

He was invited by Sergeant Wendie Douglas from 4 OCU's Licensing team to accompany officers round the bars in Guildhall Walk to see first-hand how we have been improving safety for their customers.

Mr Herbert said: "It's really encouraging to hear how Hampshire police are working so closely with the local council licensing team and industry.

"Together they are addressing the issues that really matter to local people."

With shots of alcohol selling at £1 in some bars in Guildhall Walk, the availability and marketing of drinks promotions is a major concern for police.



Matt Brooks

Speaking on BBC Radio Solent, Chief Constable Alex Marshall said enough is enough: "I am sick of putting out dozens of police officers all through the night in Guildhall Walk and other areas of Hampshire and the Isle of Wight.

"I would much rather there was a responsible attitude taken by individuals, by those who sell alcohol, by licensing authorities and by society in general." ■

Career criminals jailed for nine years for daylight robbery at Cowes jewellers



by Duncan Smith

This is the terrifying moment two armed robbers carried out a £200,000 smash and grab on a Cowes jewellers – caught on camera by a passing tourist.

Shop assistant Kay Ward went to investigate after hearing a loud bang and had a gun pointed at her head as she screamed at the masked duo smashing the store’s window with sledgehammers.

The pair escaped, but following a cross-border investigation led by Isle of Wight detectives, two Sussex men have been jailed for armed robbery at Benzie jewellers in July 2009.

Oliver Mazirel, 22, and Gary Ridgewell-Smith, 23, shocked dozens of shoppers on a busy afternoon in Cowes High Street as they threatened Ms Ward with an imitation gun while stealing 15 watches in a smash-and-grab raid.

Isle of Wight Council CCTV recorded Mazirel and Ridgewell-Smith stopping a Land Rover Freelander outside Benzie at 3.15pm on July 3 before both men left the car wearing masks and carrying sledgehammers. Mazirel pointed the imitation gun at Ms Ward, and although shocked she was otherwise uninjured.

The robbery lasted under two minutes.

The Freelander was found abandoned in Northwood House car park in Cowes later that day. Wightlink CCTV at Yarmouth Harbour revealed the men left the island less than an hour after the crime.

Intelligence was received from Sussex Police about the suspects’ identities. Isle of Wight officers travelled to Sussex on July 6 to arrest Mazirel. Ridgewell-Smith gave himself up on July 14.

Searches of addresses in Sussex led to the seizure of key evidence including traces of glass on one of Ridgewell-Smith’s shirts matching the window of Benzie jewellers.

These painstaking efforts involved more than 40 Hampshire Constabulary officers and police staff.

Senior investigating officer, Detective Inspector Nick Heelan, said: “I would like to take this opportunity to pay tribute to all the officers and police staff involved in this investigation. The outcome of this

case is testament to their extra resolve and skills.

“We are grateful to members of the public, Sussex Police, Isle of Wight Council’s CCTV team and transport operators for their invaluable co-operation.”

The member of Benzie staff, Kay Ward, said: “The police were amazing. I have not had to go to court. There was going to be a trial up until the point the two men pleaded guilty and it saved me having to relive it again.” ■



Gary Ridgewell-Smith



Oliver Mazirel

Joint service desk success prompts groundbreaking merger

When a Hampshire Constabulary officer experiences IT problems on a Sunday afternoon, they are probably completely unaware that their call to the force's IT service desk is in fact answered and resolved by a Thames Valley Police employee sitting in Kidlington, Oxfordshire.

The Hampshire Constabulary and Thames Valley Police joint IT service desk went live in May 2009 as the first project to be delivered by the Joint Governance Board set up between the two forces' IT departments in 2007.

As with other public sector organisations, Hampshire Constabulary and Thames Valley Police were under pressure to explore collaboration opportunities and achieve savings. The IT service desk function was identified as a potential collaboration area in December 2007 because of the opportunities to test and prove the collaboration concept and because the project board was confident that savings could be made.

But all of this had to be delivered with no impact on the service level experienced by the front line at either force.

Several models were considered for collaboration, ranging from simply sharing knowledge while maintaining separate desks and out of hours services, to a single, outsourced service desk. Initial research suggested that the model which would provide greatest opportunity to reduce cost while preserving and possibly even improving the service to the users was to move towards a single in-house service desk.

The result is that both service desks operate independently, serving their own forces during office hours, with Thames Valley's service desk staff covering both forces out of hours and at weekends. Further load balancing, so that either force can pick up calls for the other during increases in demand during normal working hours, is a future opportunity to be explored.

The joint service desk project was predicted to deliver £154,800 of savings in staff costs in its first 18 months. In fact it is now predicted to deliver savings of around £176,000 by September 2010 – £22,000 more than expected, two months earlier than expected.

There are other benefits to collaboration aside from saving money.

The two-site model provides additional business continuity capability – should a problem occur at either Thames Valley or Hampshire Constabulary sites, the other service desk can step in and provide basic support until the other is up and running again. The extra resilience the joint desk provides was evidenced during periods of heavy snow when both teams used available locations to provide support across the two forces.

Hampshire's former deputy chief

constable, Simon Cole, said: "Between them, the two service desks took almost 55,000 calls from users in the last quarter of 2009 and almost 70 per cent of incidents were resolved at the point of the first call.

"This is a credit to the staff involved. The service desk is a vital support function to staff and officers at both forces who increasingly need IT systems to carry out their roles in serving their communities.

"We have saved money but also, importantly, maintained service levels. User satisfaction for the first year of operation has consistently exceeded the 80 per cent target set by the project business proposal." ■

IT merger approved

Hampshire and Thames Valley Police Authorities have approved the business case to merge the Information and Communications Technologies departments at both forces into one single ICT department serving both forces, and making them two of the first forces in the country to take such a step.

Following a substantial amount of work and research, building on the success of the out of hours service desk which already serves both forces, the business case for the merger was approved at Thames Valley Police Authority on May 28, 2010 and at Hampshire Police Authority on June 15, 2010.

The merger will deliver substantial reductions in costs and also align the forces with a national programme to deliver a single national police ICT infrastructure.

Staff in the affected departments have been kept informed throughout the process, and will be taking part in further information sessions and consultation in the coming weeks and months. ■



The success of the joint service desk was the catalyst for the full merger of the two ICT departments

Jail for stamp forger who came unstuck

A fraudster who forged stamps and sold them on to unsuspecting dealers and collectors for tens of thousands of pounds has been jailed for 21 months following dedicated work by a Hampshire Constabulary officer.

Robert George, 67, of Romsey, Hampshire, was found guilty at Southampton Crown Court earlier this year of possessing forging equipment, which he had used to alter a large number of collectable old postage stamps.

The court was told that George had eight previous offences involving stamps, recorded against him in 1988, for attempting to obtain property by deception.

Prosecutor Tom Wright told the court how George sold fraudulent stamps for £30,000 over an 18-month period to one unsuspecting dealer.

The investigation began when a stamp dealer in Leicester contacted Hampshire Constabulary after one of his customers complained that some of the material being traded was forged. Detective Constable Nigel Horner took on the case and discovered that the stamps all came from Robert George. Several stamps were handed to the Royal Philatelic Society London (RPSL) for expert advice.

A sample of these stamps was closely examined by both the RPSL and the Forensic Science Service. Both confirmed that the stamps had forged cancellations.

George was running a cottage industry from his home in Romsey where he added cancellations to a variety of stamps. Stamps are normally worth more mint but certain stamps are worth more postmarked, particularly if the postmark is clear and interesting in itself. George traded the stamps on eBay using the name Hootstein.

When police carried out a search of George's home a large collection of cancellation stamps, zinc printing dyes and other philatelic material was seized.

Ian Harvey, of the RPSL, who was a key prosecution witness, praised Hampshire Constabulary for its diligence in following up the original complaint by seeking the advice of the RPSL expert committee.

The forgery equipment and other material used by George has been handed to the RPSL and should any stamp collector or dealer want to check if they have acquired forged stamps from George they can contact the RPSL. ■



One of the forged cancellations applied to a George V Trinidad and Tobago £1 stamp



Det Con Nigel Horner (left) and Ian Harvey of the Royal Philatelic Society London

Want to know *more*?

Visit the Royal Philatelic Society London website at www.rpsl.org.uk

Officers rewarded with MBE honours



PC Ahmed Sasso (left) and DO Warner Baker

Two Hampshire Constabulary officers recognised in the Queen's New Year Honours list 2010 have now officially received their MBEs at a special ceremony at Windsor Castle.

PC Ahmed Sasso and Special Constabulary District Officer Warner Baker both received MBEs for services to policing. PC Sasso was honoured for his work in establishing strong links between the police and Southampton's multi-ethnic and faith communities. DO Baker was acknowledged for his long service to the community as a Special

constable having started in 1976 at Bitterne Police Station.

PC Sasso said: "My royal encounter with Her Majesty at Windsor Castle was a very proud day of my life, a day I will never forget. Not only did I receive my MBE from the Queen, but I also had the opportunity to chat with and shake hands with her. It was so surreal, a feeling that can only be fully explained by experiencing it."

Meanwhile, Fordingbridge Special Constable Ann Sevier is celebrating after being awarded an MBE in the Queen's Birthday Honours list. SC Sevier, 58, has been a Special for 19 years and has provided an invaluable service to members of the Fordingbridge community, amassing more than 5,000 hours of voluntary service since starting work for Hampshire Constabulary. ■



SC Ann Sevier

Continued from front page

One of the government's most high-profile budget announcements is that all public sector workers face a two-year pay freeze, although 1.7 million of those earning less than £21,000 (28 per cent of total public sector employees) will get a flat pay rise worth £250 in both years.

The pay freeze applies to the 'cost of living' increase previously applied each September. This year Hampshire Constabulary will honour the pay award for police officers because it is part of a previously agreed package. However, it is not yet confirmed whether police staff will receive their increase.

There are still a number of unknown factors which will not become concrete until after the comprehensive spending review in October 2010, and it is unlikely we will know the exact details of our central grant until some weeks after that. There is also uncertainty around the council tax freeze because Hampshire Police Authority is actually a low cost authority and is underspending this year, so it may receive some of the support suggested above for freezing council tax. ■

Combined efforts create a safe IOW Festival

Thorough planning, close co-operation and neighbourhood policing are being highlighted as key reasons for keeping the vast majority of people safe during the 2010 Isle of Wight Festival in June.

Hampshire Constabulary, festival promoters Solo, security companies, Isle of Wight Council and NHS Isle of Wight were among the organisations to combine their skills and expertise behind-the-scenes at Seaclose Park, where low levels of crime were reported within the temporary community of 55,000 music fans.

Extra police patrols were carried out ahead of England's World Cup game on the Saturday evening, but no major incidents were reported.

More than 100 police officers and staff were on duty specifically for each of the festival's four days. They included Newport's local Safer Neighbourhoods team who were based outside the backstage entrance in Fairlee Road with the Isle of Wight mobile police office.

Police handed out hundreds of crime prevention lanyards to help people protect their valuable personal property. Provisional crime figures for the festival showed that approximately 100 thefts overall had been reported.

The Isle of Wight Festival's policy on drugs offences is recognised as best practice by police forces nationally. The Metropolitan Police, Surrey Police and West Midlands Police supported the operation, with dog handlers on duty alongside their counterparts from Hampshire Constabulary's Dog Support Unit, CID and Intelligence Unit.

More than 900 drug searches were carried out by officers and specialist



PC Keith Haywood and PCSO Dawn Clarke from Newport's Safer Neighbourhoods team handing out crime prevention lanyards to festivalgoers

dogs. Over 200 of those searches found drugs, and 73 people were street bailed for drugs offences. Seventy-eight people received cannabis warnings.

Hampshire Constabulary's Chief Constable Alex Marshall and Assistant Chief Constable Laura Nicholson, who was the festival's Gold commander, were among the officers who carried out drugs searches on the Friday of the festival.

The Festival's Silver commander, Superintendent Barry Talbot, said: "The Isle of Wight Festival lived up to its relaxed, family friendly reputation. We received positive feedback about the good atmosphere among the audience and their interaction with security staff and police officers, who worked closely within the event's Safety Advisory Group." ■

Senior officer moves

Two of Hampshire Constabulary's senior officers have been appointed as assistant chief constables at other police forces.

Ch Supt John Campbell is joining Thames Valley Police, while Ch Supt Steph Morgan is joining Leicestershire Constabulary.

The officers' last day with the constabulary was July 1.

Commenting on the appointments, Chief Constable Alex Marshall said: "This is excellent news for both officers and I wish them well in their new roles. I will, however, be very sad to see them leave Hampshire Constabulary." ■

Football fans urged to 'watch your game this World Cup'

A campaign to remind football supporters to drink sensibly and stay within the law has been launched in the South Central region, covering Berkshire, Buckinghamshire, Oxfordshire, Hampshire and the Isle of Wight.

Hampshire Constabulary, NHS South Central and Thames Valley Police have joined forces to urge fans to go out and enjoy themselves but to also be aware of the dangers of excessive drinking.

One in three Accident & Emergency (A&E) admissions each night is as a result of violence or accidents taking place after people have been drinking alcohol. Well over a million violent attacks every year are associated with alcohol, which fuels over a

third of assaults and up to three-quarters of domestic abuse.

As part of the campaign, four posters have been produced, each highlighting a different aspect of alcohol-related violence: hate crime, domestic abuse, drunken violence and drink-driving.

A leaflet entitled *Be a good sport*, containing information and advice for licensed premises when major sporting events are taking place, has also been distributed to pubs and clubs.

Sergeant Mark Voller, licensing officer at Hampshire Constabulary, "We are working closely with our licensed premises across Hampshire and the Isle of Wight to ensure that everyone is aware of

the legal consequences of alcohol-related violence."

Rethink your drink World Cup scratch cards are also being distributed across Hampshire and the Isle of Wight to encourage people to assess the amount of alcohol they are consuming – especially during the World Cup.

Visit www.hampshire.nhs.uk/rethinkyourdrink to find out your score and assess your levels of alcohol consumption.

As well as addressing alcohol-related violence and illness, the campaign will encourage people to report all associated incidents of racism and homophobia, anonymously if necessary. ■

Real Rescues makes a welcome return to Hampshire

by Liz Harding

Following the enormous success of the fourth series of *Real Rescues*, which was broadcast from the control room at Netley last summer, the team were keen to return to Hampshire to film series five.

In June the 40-strong crew once again descended on Vickery House to film five programmes in three days. Presenters Nick Knowles and Louise Minchin also returned to once again provide an insight for viewers into the day-to-day workings of the emergency services.

In the weeks leading up to the programme making, cameramen and women have been on patrol with police, Hampshire Fire and Rescue Service and crews from South Central Ambulance Service filming incidents attended and capturing footage of rescue situations.

This footage is then edited and used in the programme, where the presenters talk through what happened, and also interview either the emergency personnel attending or the people involved.

During the show Nick and Louise also talk to controllers and call takers to find out a bit more about their roles during emergency response calls, and to see what type of incidents they are dealing with. For example, Sarah Cohen talked about a call where a woman's son had gone missing but was later found, and supervisor Mark Harding showed some photos of an incident where a car had crashed into the side of a house, luckily when no one was at home.

There was also a focus on specialist areas such as forensic recovery, when Carolyn Bulpit talked about the potential for obtaining forensic evidence from a crime scene. To show the lighter side of the job, Force Enquiry Centre call taker Peter Orr even told the story of when he



Controller Jan Taylor in conversation with Nick Knowles

was working as a police officer and attended a report of a possible burglary only to be confronted with a large tortoise in the loft!

It was a very busy but productive three days, and the team from Topical Television were full of praise for the control room staff and their professionalism, especially when confronted with so much equipment and additional people in the room.

The programmes will be on BBC 1 every morning from July 5 for five days, with a further five programmes the following week, all filmed at the SCAS control room. Watch the finished product and see who you can spot! ■



Help save a child's life...

Child abductions are thankfully rarities but if one does happen a new nationally co-ordinated scheme is now in place to help track down missing youngsters.

Child Rescue Alert (CRA) is a partnership between the police, the press and the public. Its aim is to locate abducted children and bring them to safety by using the media to promptly publish details about an abducted child's disappearance to the public. When an alert has been broadcast, the public will be asked to call a dedicated number if they have information that may help in the investigation.

Hampshire Constabulary signed up to CRA in 2004, the third force in the country at the time to do so. The scheme is now being rolled out nationally by the National Policing Improvement Agency (NPIA). It's based on the AMBER alert system which has been in use in the United States since 1997. AMBER stands for America's Missing Broadcasting Emergency Response and was named after nine-year-old Amber Hangerman who was abducted, raped and murdered in January 1996.

Following Amber's death it was discovered that local law enforcement had information that might have helped to locate her shortly after she was abducted, but had no means to distribute this information.

The original CRA scheme was not capable of national broadcast. There were also no mechanisms in place to engage EU member states to prevent travel across borders and to search for abducted children moved across borders by criminals or in parental abductions. The new system is capable of national broadcasts and EU-wide usage.

Public support, vigilance and action is crucial to the success of the alert. If people think they have seen something suspicious or have information that may help the investigation, they are asked to call the dedicated CRA action line number on 0300 2000 333. This number is deployable within 45 minutes and uses police operators from across the UK, who will receive calls directed to their local call centres about the incident. A new force policy and procedure around Child Rescue Alert is currently being written, along with an action plan for the Force Control Room. ■

When is an alert triggered?

The criteria for launching a CRA are:

- The child is under the age of 18
- There is reasonable belief that the child has been kidnapped or abducted (which includes being taken under the influence of a third party)
- There is reasonable belief that the child is in imminent danger of serious harm or death
- There is sufficient information available to enable the public to assist the police in locating the child.

Not all child abductions will result in a CRA being activated. A senior investigating officer will take advice from the NPIA and then decide if a CRA should be activated. A police force's media department will then alert local broadcast media so the alert can be publicised as quickly as possible.

When a CRA has been activated, the child's safety is paramount and the overriding consideration. Arrest of the suspect is an important but secondary aim. ■

New stop and search procedures in force

Stop and search forms are being slimmed down to reduce bureaucracy and paperwork and increase the amount of time officers spend visibly working in neighbourhoods.

The official C12a form, which is used to record stop and searches, has been halved in size and it will no longer need to be scanned unless a footwear drawing is submitted.

From now on all encounters will be phoned through to the Crime Reporting Bureau immediately meaning that any

information and intelligence will become available straightaway.

Stop and search data will no longer be stored on Cyclops, and instead all information will be held on RMS. This will help the force review the figures for the disproportionate use of stop and search for black and minority ethnic communities compared to white communities.

Chief Constable Alex Marshall said it was unacceptable for an individual to be targeted because of their race: "Stop

and search is an important tool for the police, but it is essential powers are used fairly for detection, not disruption or community reassurance.

"Reasonable suspicion must be based on objective facts or information. It can never be on the basis of generalisations about certain groups of people or their religion.

"If you have the lawful grounds for a search and you have completed the C12a form then I will support you." ■

Officer raising awareness of autism on the Isle of Wight

An Isle of Wight OCU officer from the Cowes Safer Neighbourhoods team is being thanked by parents for his initiative in improving support for families affected by autism.

PC Mark O'Sullivan is part of a project with the Cowes ASD Support Group, which meets twice a month at the Cowes Children's Centre, organised by parents of children on the autistic spectrum.

PC O'Sullivan said: "People with autism have difficulties with social situations and find it difficult to cope with unexpected changes in routine.

They can come into contact with the police as a victim, witness, informant or someone who just needs help in an emergency. This can be daunting for anyone, but for someone affected by autism it can be a stressful and frightening experience.

"Our work involves lowering the fear of police. Parents identified reducing the risk of bullying as a priority. We've produced a series of skills workshops to lower this fear."

A fun day was held at the centre during May to recognise the progress made by the police and parents in raising awareness of autism and the challenges faced by the person affected, as well as improving the relationship between police officers, PCSOs and this section of the community. Plans to expand the concept to Newport are being discussed. ■

Want to know *more*?

For more information on the Cowes ASD Support Group, contact PC Mark O'Sullivan at Cowes police station.

RMS Upgrade 2010

RMS Custody is changing this month (July) in a move to improve the process for all users.

The Records Management System is integral to the work of Hampshire Constabulary staff and their ability to continue to perform at a high level.

On an annual basis, the opportunity is taken to improve the system in line with the latest functionality. The RMS Business Support team, in conjunction with the IT Services department, have been planning and testing the changes to ensure that the new processes are fit for purpose.

The RMS Upgrade 2010 will have a positive impact on how custody records are recorded, reduce paperwork and diminish the exposure to risk of both the constabulary and its officers.

The major changes are to the Risk Assessment, Rights and Release and include a new tab entitled Care Plan within the Custody Record.

The new elements are designed to assist with the accurate recording of detainee risk assessments. The overall custody process has been simplified and help screens have been provided to support those using the new custody functions.

The RMS Upgrade 2010 will allow Hampshire Constabulary to comply with changes in legislation, supply automatic updates to the planned Police National Database (PND) and act in accordance with the Management of Police Information (MoPI).

In order for the RMS 2010 Upgrade to be installed, a period of downtime has been planned for the morning of Thursday, July 22. The aim will be to keep this to a minimum in order to limit the impact on all staff. ■



PC Mark O'Sullivan with families at the Cowes Autism Support Group fun day



Families Day 2010 a sweltering

Chief Constable Alex Marshall proclaimed this year's Families Day a "huge success" following the event held on June 5 at Netley's Southern Support and Training Headquarters.

Kicking off the day at 11am prompt was the Band of the Hampshire Constabulary, providing musical merriment to complement the sunny skies which we've become accustomed to at this annual spectacle.

Temperatures remained balmy throughout the day as occasional cloud cover prevented the thousands of attendees from being scorched and their ice creams melting.

Following toe-tapping appearances by The Hattie Jacques' Playlist and the Ramsey Caledonia Pipe and Drum Band, it was the turn of the Force Support Unit to create its own symphony by way of a public order display – returning for a second time after last year's acclaimed debut – at the Inkerman Building. Pyrotechnics and officers abseiling off the top of a block of flats were two of the highlights that enthralled the spectators.

For those seeking something more refined, upstairs in Victoria House boasted reptiles, computer games and a variety of information and retail stalls. Downstairs was the departure point for the lucky winners of the draw for the Marine Unit launch trips and the visits to Command and Control. A mobile data display and later the dulcet tones of the Hampshire Police Male Voice Choir also drew in the crowds.

At Palmerston House, children and adults tried their hands at television presentation, working as crime scene investigators and increasing their awareness of energy conservation.

Outside again, the Eryngnam Retinue medieval display took visitors back to how life was during the late 14th and early 15th centuries, demonstrating cooking, dance, armig-a-knight and weapons skills.

Kidsrome Animal Farm allowed little

ones to get up close and personal with a variety of rural residents, while for the more dextrous the Portsmouth Model Boat Display Team welcomed a hands-on approach to their radio-controlled vessels.

Pyrotechnics and officers abseiling off the top of a block of flats were two of the highlights that enthralled the spectators...

The constant chugging and tooting of Trigger the Train made for comforting background noise from all corners of the site, interrupted at times by the neigh of a pony at one of the equine rides on offer. Drowning out both, however, was the Air Support Unit's contribution – the police spotter plane Boxer performing a brace of spectacular flyovers in the afternoon, leaving both young and old



success

open-mouthed and achy-necked.

Even louder than Boxer was Kiddies Corner, where the likes of magician The Great Randini fought for the attention of youngsters who were otherwise tempted by ball pools, bouncy castles and giant inflatable slides.

The impressive Emergency Services Display was temporarily a vehicle down when one of Hampshire Fire and Rescue Service's engines was summoned to an emergency call. Likewise, only an hour into the festivities the Maritime and Coastguard Agency's search and rescue helicopter took to the skies to help those in distress.

The Police Federation hog roast proved as popular as ever, with the queue at one point some 50 people deep. This was eclipsed in admiration only by the Police Dog Display at



Hollyleigh House, with the Dog Unit once again proving a top-draw attraction for fans of canine capers.

Roll on 2011... ■

Impressive island hailed for reducing energy consumption

Setting a high standard for energy efficiency has seen the Isle of Wight OCU rewarded for its performance.

The first annual Energy Reduction Award was presented to the OCU's deputy commander, Superintendent Norman Mellors, by Michael Coombes, director of Finance and Resources.

The IOW won the inaugural competition for 2009/10 by reducing its energy consumption by 8.4 per cent, compared with its own performance in the baseline year of 2008/09.

The amount of CO2 saved by this reduction was 33 tonnes, which is equivalent to filling seven hot-air balloons and equates to a saving of nearly £10,000.

As a reward, the OCU has received eco kettles to replace inefficient models that are currently being used.

Energy management officer Sarah Thorpe said: "Congratulations to the IOW OCU on its success. The staff have set the standard for all Oculists to aim for as we all look to make a positive impact on energy usage over the coming months."

Overall, the force reduced its energy



L - R – Michael Coombes, director of Finance and Resources, Sarah Thorpe, energy management officer, and Superintendent Norman Mellors

consumption by 1.9 per cent in 2009/10 compared with 2008/09, equating to 450 tonnes of CO2, enough to fill the Royal Albert Hall twice.

This reduction has saved the force in the region of £75,000. Hampshire Constabulary did not achieve its target of a 5 per cent reduction for 2009/10, with the severe weather conditions experienced in January and February cited as one of the main reasons why this is the case. ■

Adventure day puts youngsters to the test

Team building, problem solving, leadership tasks and a daunting assault course were just some of the challenges facing 40 youngsters at an Army Adventure Day led by PCSO Jim Leggat of Whitehill Safer Neighbourhoods team.

Following on from a successful pilot event last October, a multi-agency team held the day at Longmoor Army Camp, Bordon, in June.

The event was organised and staffed by members of Hampshire Constabulary, Army recruiting and various agencies under the umbrella of East Hants District Council.

The group of youngsters, aged 14 to 17, were nominated by schools and other agencies across east Hampshire to have the opportunity of a free day out under the supervision of a specialist Army recruiting team.

The budding recruits were divided into teams of 10 for the various activities, and in the afternoon they were pitted against each other in races over the assault course for a place in the final.



Winners medals were awarded by Chief Superintendent Mark Chatterton, commander for North and East OCU.

PCSO Leggat said of the event: "We are really pleased to be able to give these young people a chance to try something completely different.

"It is amazing to see how they have grown together as teams during the day and how willing they have been to challenge their own limits.

"Many of them started the day telling us they were afraid of heights yet ended it scaling a 30ft-high cargo net. In my book that's real courage." ■

Online action supports force's stance on domestic abuse

In issue 154 of *Frontline* we ran a centre spread on the specialised training officers go through to effectively investigate and deal with domestic abuse incidents. Now two new websites have been launched which are dedicated to the subject.

The Hampshire Domestic Abuse Forum (HDAF) recently teamed up with Southampton-based engagement specialists Five by Five People to create two websites. The first, www.hdaf.org.uk, is a site for professionals seeking advice and information, while the other, www.hampshiredomesticabuse.org.uk, is designed for the public and provides factual information, advice and support, as well as personal stories from people who have escaped abusive relationships.

The force has also now adopted the new Domestic Abuse, Stalking, Harassment and Honour Based Violence risk assessment process, otherwise known as DASH. The assessment form contains carefully selected questions, and the information provided by people enables officers to make a more accurate judgement of operational risk factors to victims, their families or any children involved.

Issues related to domestic abuse such as honour based violence and female genital mutilation are not often talked about, but are still serious offences that officers and staff need to be aware of.

Police officers may be the first point of contact for disclosing these incidents, and a sensitive and knowledgeable response and handling of the report is vitally important.

Detective Inspector Nigel Scott said: "This work represents the commitment of all agencies in the Hampshire Domestic Abuse Forum to provide support for those who are affected by domestic abuse.

"It is estimated that 56,000 women and girls have been a victim of domestic abuse in the last year in Hampshire. Talking openly about this issue is a key factor in raising awareness and creating confidence in tackling abusive behaviour, because this is an issue which has a devastating effect on people's lives." ■

Pedal-power policing takes to Ringwood's streets

It's green, silent and has no carbon emissions...

PC Keith Waller, from the Ringwood Safer Neighbourhoods team, hit the national headlines recently with the launch of his new pedal-powered police car.

But anyone alarmed at the prospect of coppers trying to keep up with criminals fleeing in larger modes of transport can relax – PC Waller has been working with students from Ringwood Comprehensive School to design and build the vehicle in time for the British Pedal Car Grand Prix in Ringwood this July.

The vehicle has five gears and a top speed of around 20 mph. PC Waller's team of drivers will include PCSO Sam Knight, teachers from the school and a Year 12 student.

The project has been funded locally by the town council, local businesses and the Ringwood Pub Watch scheme. Hampshire Constabulary has provided the blue lights, the siren and the chequered Battenburg design.

PC Waller said: "I like to arrange a community project for the young people in Ringwood to get involved with each year.

"The pedal car grand prix is a fantastic local event which brings the community



PC Keith Waller in the pedal-powered panda, which he has designed with a group of school pupils

together. Getting the youngsters involved with it in this way has given them something positive to work on, through which they can learn new skills and work together as a team.

"It is something they can all be very proud of. I would like to thank everybody

involved with the project."

Money raised by the team will benefit the school's Jubilee Fund to refurbish the school hall.

The race will take place on Sunday, July 11, at 2pm, on closed roads around Ringwood town centre. ■

ACT Now scheme shows how officers tackle extremism

■ by Kat Harding



Prevent is one of four key strands of the national Contest strategy, aimed at raising awareness of the steps police, partners and communities take to reduce extremism.

Detective Chief Inspector Darren O'Callaghan is the force lead, and oversees work with partner agencies on this issue. One of the tools for talking to our communities about Prevent is

through school presentations.

Giving school children a better understanding of the dilemmas the police are presented with in potentially dangerous terrorism and extremism-related situations was the aim of the first ever All Communities Together Now exercises held recently in Portsmouth.

ACT NOW exercises, which are being run nationally, are part of the strategy of being open about how the police are working with the public to protect communities from the threat of terrorism and violent extremism.

Around 150 students aged 13 to 15 from the city's Charter Academy took part in the ACT Now sessions, which were run over four days by Community Engagement Sergeant Simon Roberts and several PCSOs.

In each session the students learnt about police actions in relation to extremist activities. Immersing

themselves in the fictional roles of police officers, the students were presented with potential problems that real officers must take into consideration when dealing with risky situations.

Sergeant Roberts explained: "The ACT Now exercise consists of a short film that the audience watches and then makes logical decisions about what actions must be taken that will have the least impact on the community and the force."

During the exercises, the students wrote down their findings and shared their thoughts with other participants in the room. PCSOs from the Central and Cosham sectors of Portsmouth volunteered to assist pupils in their discussions, helping them to analyse the scenarios they were presented with.

PCSO Steve Pearce said: "There was some very positive interaction and engagement between the students during these exercises." ■

Let's get physical: new fitness

■ by Terri Clarke

Depending on your role, working within the police service can be physically demanding. Our officers and staff need to be fit enough to do the job, so as of July 1 Hampshire Constabulary is piloting compulsory annual fitness assessments for all employees who have to complete personal safety training (PST).

Officers and police staff will now be required to complete a timed shuttle run, known as the bleep test, at the start of their PST session. Everyone must reach level 5.4 on the bleep test, which is the same level required of new recruits. The test is the same for both women and men, regardless of age.

Chief Constable Alex Marshall says that he wants his staff to be fit and healthy: "This is not about running marathons or amazing feats of strength. It is about meeting public expectations that we have the physical capability to perform our duties.

"Given the physical nature of some of our tasks, I expect all personal safety trained staff to complete the assessment.

"It is good for all of us to remain fit, and we will look for ways to encourage

all staff to lead a fit and healthy lifestyle. I'm sure this is the right way to go and the right time to do it.

"We will work with staff who don't pass the test at the first attempt to help them reach the required standard."

Everyone must complete a physical activity readiness questionnaire (PAR-Q) prior to a taking part in the fitness assessment. If anyone answers yes to any of the questions then an occupational health assessment will be carried out by the force fitness adviser.

This is not about being super fit. We are making sure that staff are physically able to carry out their role.

Those who do not reach the required level will receive support to help them reach the standard. They will be referred to the force fitness adviser who will give them a development plan, and they will have to retake the test within eight weeks.

ACC Steve Dann said: "This is not about being super fit. We are making sure that staff are physically able to carry out their role."

"It's only right that we are fit to do

our job and that is why these assessments are very much part of the overall commitment I have to promoting fitness and wellbeing.

"We are following the steps of our colleagues in North Wales and Suffolk, and anticipate that other police forces in the UK will introduce minimum fitness standards in the next 18 months.

"I recently took the bleep test at Netley gym and passed. Knowing that the assessment was looming made me nervous and I can understand some officers will feel apprehensive, as I did.

"However, I'm a firm believer that everybody must take responsibility for their own fitness. In the weeks leading up to the assessment I downloaded the bleep test and had the excuse I needed to get back into exercising.

"Practice sessions are being organised, and the force has a new fitness adviser in post who is here to offer advice and support to those who need it.

"I want staff to take pride in their health; if they're not already, I want them to get and remain fit."

The newly appointed force fitness adviser, Nicola Rawson, advises all candidates to prepare in advance of the day. She said: "The bleep test can be

What is the bleep test?

A fitness assessment will now be conducted before personal safety training. You will be asked to complete a bleep test up to level 5.4.

The bleep test involves running to and fro along a 15-metre track to a series of audible bleeps.

If you arrive at the end line before the bleep sounds you need to wait for the bleep before resuming running and adjust your speed. The timing between bleeps is slow at first but the bleep becomes faster as the test progresses and it becomes more difficult to keep up with the required speed.

You will need to reach a minimum of four shuttles at level 5 to pass. ■



DCC Cole, ACC Dann and Ch Insp Andy Houghton taking the bleep test at Netley gym

assessment launched



really daunting and understandably people may get nervous beforehand. The key to passing is preparation and remembering to pace yourself.

“There are five levels to the bleep test, and each level is approximately 49 seconds long. So in total you’re expected to run at an increasing pace for around four minutes. Obviously, the longer it goes on the harder it gets.

“I recommend that you download the bleep test online, or if you get a chance go to a practice session at Netley gym.

“The PAR-Q form will help us assess your needs – there is a team of people here that can support you.”

Inspector Julie Fry, who took part in a trial assessment, said: “There will be some individuals who will not complete the assessment at the first attempt because of fitness levels or technique. We recognise that everyone has different lifestyles and various care responsibilities placed upon them.

“However, given time and supportive guidance, the levels are achievable. But for some it may mean a concerted effort to focus time for

themselves.”

Chairman of Hampshire Police Federation John Apter said:

“I support the constabulary’s desire to promote a healthy lifestyle for officers and staff.

“I am yet to be convinced that it is necessary for all those officers who attend PST to undertake the assessment. However, I support this initiative for specialist roles where physical demands are greater because this has been well thought out and has scientific research behind it.

“The federation both locally and nationally will watch this trial with interest.” ■



Force fitness adviser
Nicola Rawson

Want to know *more?*

To download the bleep test visit the Fitness Assessment Homepage on the intranet.

How can I prepare?

A good way to prepare for the assessment is to practise the test beforehand.

Step one: download the test

Download the bleep test onto a personal laptop, mp3 player or CD.



Step two: mark your section

Measure out a 15-metre section and mark each end with a marker, such as a cone or a book. Ideally the surface should be flat. You could use the gym, garden or a local park.



Step three: warm up

Make sure you are fully warmed up. This could be a light jog followed by gentle stretching. The aim is to raise your heart rate and increase blood circulation to muscles.



Step four: begin the test

Remember – you must always ensure that you have one foot on or beyond the 15-metre marker at the end of each shuttle run. If you reach the marker before the bleep then you should wait at the marker until you hear the bleep and then resume running.



If you suffer from a medical condition then you should consult your GP or force fitness adviser before taking up any kind of exercise regime. ■

How did you prepare for the bleep test?



ACC Steve Dann

“This test brought about the nervous energy that I needed to get back into a regular exercise routine. I downloaded the bleep test app on my phone and practised in a field with my nephew and my dog.” ■



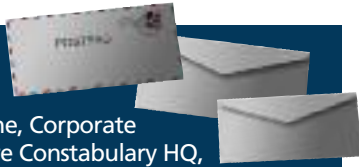
Supt Rich John

“I am lucky to have a supportive family and manage to find the time to run six miles, three times a week. I found this more than enough training to pass the bleep test.” ■

Postbag

Send your letters to Frontline, Corporate Communications, Hampshire Constabulary HQ, Romsey Road, Winchester, Hants, SO22 5DB. Email: frontline@hampshire.pnn.police.uk.

Please keep submissions to no more than 200 words.



Road rage

When I saw the article in issue 154 of *Frontline* about the mopeds being seized in the Southampton clampdown I was encouraged that the force is keeping to its word in taking a strong stance against anti-social behaviour (ASB). I live in Portsmouth and regularly witness ASB close to my house. At times it has left me feeling extremely isolated and vulnerable. On two occasions I have called the 0845 number to report acts of ASB and criminal damage to cars and shop fronts. On both occasions police did not attend. So I read the article with hope that finally action was being taken.

However, I was utterly dismayed to read that even though the offenders were driving without a valid licence or insurance they were not being prosecuted. The reasons given were they could face three penalty points, a £60 fine which invariably would be met by the parents, and an increase in insurance costs in the future. What about the costs incurred by the victims of their crimes?

I am not criticising the work of the officers involved I am just horrified that we are in essence letting the offenders off.

Perhaps there is more going on behind the scenes with this clampdown but this was not made clear in the

article and I feel sure others would be enraged to see what looks like a too softly-softly approach being made by the police. ■

Name and address withheld

PC Dan Golding, Roads Policing Unit, replies:

From an RPU perspective, in the majority of cases the moped riders do hold a current licence and insurance but it's the fact of the moped being overpowered (which is only confirmed at the check point) that puts the vehicle in a different licence category, which the rider cannot hold by reason of age. The majority of riders are unaware of the consequences an overpowered vehicle has on their licence and potentially on their insurance, but in every case the vehicle is seized. If we can show guilty knowledge of the de-restriction and/or that the vehicle is used anti-socially then firm action will be taken in the form of vehicle seizure and prosecution. This guilty knowledge usually comes after an initial check of the moped as per the *Frontline* article. This policy is balanced and proportionate, considering the needs of all, and gives the effective deterrent of avoiding a further £150 recovery charge plus storage costs, avoidance of future prosecution and the opportunity of rectifying an

issue they were totally unaware of. This policy is clear, firm and fair.

Portsmouth OCU Commander, Ch Supt David Peacock, replies:

We take an active stance on ASB in Portsmouth, so I am disappointed that the letter writer's concerns do not appear to have been addressed. These type of incidents are best managed by the relevant sector inspector and therefore I ask that the writer makes contact with us again and we will look into the matter. Issues of this nature can also be raised at the relevant Portsmouth Community Tasking Group meeting which, are held every four weeks to discuss current community issues and how to tackle them. Details can be found on the force website.

Call to arms

I have been listening to the latest rumblings regarding call out allowance with resignation and anger. I think most officers accept that 24-hour CID coverage makes sense both financially and to providing the best service to the community. What I find hard to swallow is the cynical manner in which the organisation is delaying paying a reasonable amount for call out allowance during the time it will take to sort out the night rotas. It would be reassuring to hear that the force has not offered a paltry £10 per night for call out in order to delay payment until such time as the night rota is in place. The policy on not paying back pay for this allowance would mean that

they get officers' time for free a little bit longer.

The police force as a whole has relied on officers giving up weekends, staying within force, being accessible 24 hours a day just in case the call comes in. For free.

Now to cap it all the constabulary seeks to abuse this goodwill just a little bit longer. I accept that finances are an issue, however let's not forget we were in trouble before the credit crunch and this issue has been around for some considerable time.

I really hope that this perception is wrong. That the constabulary is prepared to pay the going rate and that the delay will still result in officers being paid what they are due. However the offer of £10 per night and the inevitable delays is both insulting and an abuse of the commitment of officers throughout the force. ■

Name and address withheld

John Apter, Chairman, Hampshire Police Federation, replies:

I find myself in the unique position of having to defend the constabulary with regard to the call out allowance. The negotiations in relation to a call out allowance have been between the Police Negotiating Board (PNB) and the national Police Federation – this is not a local issue. There has been an agreement over the principle of a call out allowance but the difficulty is in agreeing what that payment should be. The letter writer is correct that an amount of £10 per call out period was offered, but this was offered by the PNB, not the constabulary. The amount of £10 was rejected by the

What was your reaction to the recent emergency Budget?

Jonathan Lee,
Corporate Communications Officer, CQ

"The Budget was always going to be an uncomfortable experience in the current climate, but it's reassuring that we're all in it together as a nation."



PC Ray Niblock,
Service Delivery Department, CQ

"How do you look at things? I think we see things the way we are, not how they are. Previous generations would still be envious of our relative wealth."



Police Federation as an insult.

The current situation is that there has been a failure to agree registered so the matter was referred to the Police Appeals Tribunal (PAT) for them to make a decision on the amount payable.

Unfortunately the government elections have delayed the process which the federation was hoping would have been resolved some time ago.

Once the PAT has made a decision I will ensure that officers are made aware of the outcome.

We are one team

I have read with interest recently the press release issued on behalf of Paul McKeever, chairman of the Police Federation, entitled *Public could be at risk as police service resilience is threatened*. Within the release it is implied that the public are at risk as more and more roles that were once occupied by police officers are now being civilianised.

Whilst I understand the federation's belief that the only way policing can meet public expectation is by conducting a thorough and

independent review of policing which must include the public and all the policing stakeholders, I do feel that Mr McKeever's use of language within the release was particularly unhelpful.

Mr McKeever states that 'we have more increasing numbers of unaccountable, unidentifiable police staff who do not have the flexibility or resilience to give what is needed as an emergency service'.

Having been a police officer with Hampshire Constabulary for over 17 years I have seen both very capable and dedicated police officers and police staff working together. The vast majority of people I have worked with genuinely want to work together to make a difference. I also believe I am privileged to be a police officer and that police staff colleagues are very often, if not more so, just as accountable, identifiable, flexible and resilient.

I find it incredibly disappointing that the chairman of the federation, of which I am a member, should choose to make such comments at a time which is clearly going to be incredibly

challenging to the service regardless of whether or not you are 'staff' or an 'officer'.

Surely this is the time for all of us to work together. Personally I believe his comments to be incredibly unhelpful and divisive. ■

Det Con Brad Wanless, Major Crime Department

John Apter, Chairman, Hampshire Police Federation, replies: I

appreciate the comments Det Con Wanless makes but the reality is that over a 10-year period police officer numbers have been increased by 8 per cent compared to 86 per cent in police staff over the same period.

Accepting that a professional police service needs to adapt and be able to withstand the scrutiny of the taxpayer, the federation is concerned that the massive increase in staff recruitment should be subject to a period of reflection and rationalisation. The police budget is being placed under immense pressure and it would be wrong that the federation, the rank and file's representatives, does not highlight their concerns.

I agree with Det Con

Wanless that there are many members of staff whose contribution to policing is a testament to their professionalism, but in some forces the proportion of staff is greater than that of police officers. Although difficult, the questions about the numbers of officers to staff, and whether that mix is correct, should be debated by colleagues and the public.

Family credit

Sincere thanks to all those who were involved in the planning and presentation of Families Day this year. The event was on a par with the weather for the day – very, very good. Speaking for the "oldies" that travelled across from the Isle of Wight, we were looked after very well by all the "helpers" with nothing seemingly too much trouble. I would also like to pay tribute to Lynn for the way she looked after our needs during the time that we were in the dining room. To the organisers, keep up the good work and I look forward to my visit next year. ■

Derrick Boucher, Retired Ch Insp, Cowes

Making a difference

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

I write to commend PC Robert Ellis for the manner in which he handled the difficult task of imparting the details surrounding the sudden death of my brother at his home. PC Ellis coupled the qualities of sympathy and compassion, with the necessary formality. Well done to PC Ellis and the force also for the training given to those who have to undertake this most unpleasant duty. ■
Poole

I witnessed someone breaking into my car on my driveway recently but they cycled away before I could challenge them. I reported the incident to the

police immediately and have been so overwhelmed by the quality of service provided. The operator was genuinely interested in my call, a patrol car was immediately sent to my house, and 45 minutes later I was informed that a suspect had been detained. Fingerprints were also dusted for at my property. While no further action has been taken with the suspect the whole experience has left a truly positive impression. ■
Gosport

I write to express our gratitude for the professional response of your officers during a prolonged operation to stabilise

and dispose of a large World War II explosive device in London Road, Southampton.

The response involved cordon initiation, mass evacuation, highway management, media management and not least a protracted delicate military operation to disarm and remove the bomb. This was a fine example of collaborative working between the military, police and city council to ensure the safety of a large number of people within a busy urban conurbation. ■
Southampton



by Kathy Symonds
Branch Secretary

We had a fantastic result at Families Day this year and I'd like to thank all those who supported our stall. With your help we raised £850 for the Andover Young Carers charity – the best effort yet. We know this will help some local children enjoy a bit of fun and respite from their caring, if only for a short while.

We've developed a rapport with the Professional Standards Department as a consequence of dealing with a large number of disciplinary cases, and I can't help feeling that a fair few of them need not reach this stage if only people were to speak to each other. For instance, if someone makes what you think is an inappropriate comment – why not tell them, not their supervisor? Perhaps the organisation needs to prepare staff with line management responsibilities to deal with the more difficult aspects of management? They ought not to be wary of speaking with their staff to give advice or to get someone "on the right track". Instead, cases that could and should be dealt with informally end up being reported to PSD. We are not

saying that serious matters should not be dealt with formally, but on occasions all that is required is early intervention, clear leadership, guidance and sometimes a bit of support and development. The result would surely be a more motivated employee, rather than one who is resentful of the organisation or individuals.

As I write this the government's Budget statement is fast approaching. We've been told to expect severe cuts which will undoubtedly mean fewer jobs, a reduction in services, and little prospect of any growth. At the recent UNISON conference, where feelings were understandably running high, a message was sent out that we'd strongly resist such moves. Members will be updated in the usual ways, but I'd urge you to ensure your contact details are correct as you are likely to be contacted by both the branch office and national office in the coming months. Now is the time for non-members to join UNISON, because it's your job, your pension and your livelihood that are under attack. ■

New fed chair appointed

Hampshire Police Federation has elected John Apter as its new chairman. John takes over from Geoff Crowe, who is retiring from the force.

John joined Hampshire Constabulary in 1992 and served in Lymington and Southampton Central before joining the then Traffic Department.

John became a federation representative in 2001. He became the chairman of the Constables Branch Board before being elected as the vice chairman of the Joint Branch Board.

On taking up his new role John said: "I am immensely proud to represent the rank and file as their chairman. I accept that I am taking this role at a difficult and uncertain time. There is little doubt that policing with



be placed under the microscope of scrutiny and future budgets will become even tighter. We are in exceptional times, but I am confident that the federation will continue to represent and assist its members effectively during these times." ■



by Cllr Jacqui Rayment
Chair

With the new government now in place, the pace of change is growing and we are only just beginning to take in the impact of proposals for directly elected commissioners to oversee the police and reductions in public sector spending. Over the last few weeks, the scale of the financial problems we face as a country has become clearer.

Policing services are not immune from these spending cutbacks – in fact last month we were told we had to save £2.9 million from this year's budget. And it looks set to get even tougher.

As a police authority we will do everything in our power to protect frontline policing, but we all have to share the pain. We can't continue to spend money we don't have and there will be some tough choices to make. One way ahead is more collaboration with other forces, and we have already made good progress on the project to establish a shared IT department for Hampshire and Thames Valley, which will save both forces around £5 million a year.

On a personal note, I am delighted to have been re-elected as chair of the Police Authority. With Adrian Collett, my vice chair, we look forward to working with the constabulary to ensure that residents of Hampshire and the Isle of Wight continue to have the best possible policing services.

We will also be recruiting to fill a key post in the top team, following the departure of Simon Cole. I am also pleased for Steph Morgan, who is joining Simon in Leicestershire, and John Campbell, who is heading to Thames Valley. We wish them all well for the future.

Families Day on June 5 was a huge success, so thanks to all the team for their hard work and effort. The weather was kind to us as well, and it was great to see so many people there.

Next month sees the "topping out" ceremony of the new Southampton police HQ on July 20, which will transform policing in the city, and we will be proud to show off the new building to guests and the media. ■

Obituaries

Christopher James May

Christopher James May died on June 9, 2010. He was appointed to Hampshire Constabulary from October 7, 2002, to June 19, 2007, as a security and facilities assistant at Netley, and from July 3, 2007, as a caretaker at Southwick Park.

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

Detective Constable William Tudor Williams died on June 4, 2010. He served with Dorset Police, Southampton City Police and Hampshire Constabulary for 30 years before retiring on January 31, 1985. He served at Southampton Central, Dog Section, 'O' SWSHQ Drugs, 'O' Criminal Intelligence and 'OS' FIB.

Police Constable David Alex Bloomfield died on May 19, 2010. He served with Hampshire Constabulary for 30 years before retiring on March 22, 1993. He served at Havant, Gosport, Cowes, Newport Traffic and Prosecutions Department, Cowes.

Chief Inspector Peter Anthony Allen died on May 18, 2010. He served with Portsmouth City Police for over 30 years before retiring on December 8, 1988. He served at Cosham, Southsea, Portsmouth Central, Fratton and Havant.

Constable Theodore Frederick Lovegrove died on May 8, 2010. He served with Portsmouth City Police for 30 years before retiring on December 17, 1976. He served at Headquarters, Southsea, Cosham, Kingston and Fratton.

Police Constable Kenneth Wesley Grout died on April 28, 2010. He served with Hampshire Constabulary for over 28 years before being medically retired on April 16, 1985. He served at Southsea and Cosham.

Sergeant Keith Roy Whiting died on April 26, 2010. He served with Hampshire Constabulary for 30 years before retiring on September 30, 1984. He served at Winchester, Yarmouth, Brading, Headquarters and Southampton Central.

New look for Victim Support

Victim Support, the national charity for victims of crime, has been rebranded. Many Hampshire Constabulary officers and staff will be familiar with the charity, which provides free and confidential help to victims of crime, witnesses, their family, friends and anyone else affected across England and Wales.

Victim Support became a national

charity in July 2008 following the merger of 77 regional offices. There are now 26 divisions across England and Wales, and former Hampshire Constabulary inspector, Steve Mote, is divisional manager for Hampshire and the Isle of Wight. Steve is in charge of 37 staff working in two offices, based in Eastleigh and Basingstoke.



"There are two parts to Victim Support," explains Steve. "The first is the Community Service, the second is the Witness Service."

"The Community Service offers both practical and emotional support to victims of crime. Victims are referred to us by the police via daily data downloads from the Records Management System and we can then make contact with victims."

Steve and his colleagues receive around 500 referrals a week, 98 per cent of which come from Hampshire Constabulary. The referrals are dealt with by the Victim Care Unit (VCU), whose staff maintain a database of victims' details. The VCU relies on volunteers to help with front end work, providing emotional and practical support and advice. Volunteers work from home, and there are currently 170 of them across the two counties.

"The Witness Service operates within the courts, both crown and magistrates," explains Steve. "We take referrals from Witness Care Units. For example, if you are a victim of crime or if you witness a crime and the case goes to court, a Witness Care Unit will contact you and assist you in attending court if necessary."

"This service isn't solely for members of the public – we also support police officers who have to go to court as witnesses." ■



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'Special' crackdown on anti-social behaviour sees eight arrests

Hampshire Constabulary Special constables helped make eight arrests during a crackdown on anti-social behaviour at Basingstoke and Woking rail stations in May.

Specials from the constabulary, Surrey Police and British Transport Police (BTP) conducted the initiative at the stations as part of Operation Oscillate, targeting anti-social behaviour, public order offences and fare evasion.

Special Constable Mark Halls, based at BTP Guildford, said: "We launched the operation to combat people loitering at the stations, drinking alcohol, using illegal substances and generally being abusive to other passengers and rail staff.

"This sort of behaviour is absolutely unacceptable and makes people feel uncomfortable and unsafe in what is otherwise a very safe environment."

Basingstoke:

- A 20-year-old man from Basingstoke was arrested for possession of a class B controlled substance

- A 25-year-old man from Farnborough received a penalty notice for disorder (PND) for possession of a class B controlled substance

- A man was arrested for immigration offences

Woking:

- A 14-year-old boy and a 16-year-old girl, both from Woking, were arrested for public order offences and were given reprimands

- An 18-year-old woman from Esher, Surrey, received a PND for public order offences and was reported for fare evasion

- A 50-year-old man from Battersea, south London, was arrested for immigration offences and on suspicion of possession of a class A controlled substance with intent to supply

- A 25-year-old male from Woking received street warnings for cannabis

- A 32-year-old male from Epsom received street warnings for cannabis

A South West Trains spokesperson said: "We support any measure that protects the safety of our passengers and our staff, and we hope that operations such as this will send out a strong message that anti-social behaviour of any kind is unacceptable."

Special constables are a force of trained volunteers who provide a valuable link between the police and the local community.

With the same powers and wearing the same uniform as full-time, regular police constables, they work in their free time on a variety of police duties for a minimum of 16 hours per month. ■

Police support volunteer contribution recognised

A police support volunteer from North and East Hampshire Operational Command Unit is to be commended by his chief superintendent for the hard work and support that he provides to his team.

Jon Wingfield, who volunteers his own time to assist the Safer Streets team based at Fleet, is described by Sergeant Dan Alexander as "a hard-working and helpful gentleman who has proved himself capable of working with the many systems we use, such as RMS and Business Objects, to provide great assistance to the team in what can be complex and demanding work.

"Jon reports for duty every week, even in the most trying times when he has been suffering quite serious illness. He produces work of the highest quality and always seeks to improve by learning from colleagues like the full-time data analysts." Jon will receive his award at a 3OCU award ceremony later this year.

If your team could benefit from the support of a volunteer like Jon, please visit the Volunteer Scheme Homepage on the intranet or contact Inspector Julie Rawson. ■



On June 13 the sun really did have his hat on in Winchester as around 50 ladies from Hampshire Constabulary took part in Race for Life. Pictured is ACC Laura Nicholson (left) warming up with her MA, Tracy Lister. Head of PSD, Ch Supt Ann Wakefield, also took part in the 5k event to raise money for Cancer Research UK. This is the second year that Inspire – the new name for Gender Agenda – has co-ordinated a Hampshire Constabulary event. Last year the force's Race for Life runners were joined by PC Karen Price, who sadly lost her battle with cancer shortly after the event. This year many of the 50 women took part in memory of Karen and also in support of other colleagues, friends and family members who are still battling cancer. The force's team wore pink sashes with the wording 'Hampshire Constabulary – Cancer is a killer even the police can not bring to justice.' ■



IT helpdesk

Worried by Word, perplexed by your printer or being driven mad by your mailbox? Email the Frontline mailbox and then the IT helpdesk will endeavour to answer your questions in the next issue.

What happens to the old desktop computer cases that we often see lying around the stations before they disappear? Down in Netley Force Support Unit, all our desktop PCs were replaced with new ones and for several weeks the old ones were lying around before disappearing. Are they disposed of?

PC Terry Wickens, Netley

Graham Ramsdale, Service Request and Communications Support Manager, replies:

On advice from the force solicitor we do not sell, donate or give away our IT hardware assets or equipment when we have no further use for it. The law (unfortunately) does not relieve us of accountability or responsibility for it, even if we get the recipient to sign a waiver or disclaimer.

To overcome this we use a registered

and licensed disposal company, RDC, who deal with everything on our behalf, and liability is passed to them at the point when they collect the equipment from us.

RDC will take away almost anything and everything that we no longer require (PCs, telephones, servers, racks) and process it in accordance with all the modern legislation and restrictions governing the handling of waste products.

Between November 2008 and October 2009 RDC disposed of 45 metric tonnes of equipment on our behalf, all for a cost to the force of about £15,000.

How do they do it? They start by remarketing anything that has any residual value. We had about a 50 per cent remarketing success by quantity of items, which accounted for 32 metric tonnes by weight. The remaining assets are fed through a series of material recycling and reclamation processes, which have



resulted in, for example, the recycling of over eight metric tonnes of iron/steel and two metric tonnes of plastic.

Of the 45 metric tonnes of equipment disposed of on our behalf, nothing went to landfill – amazing! ■

The HR forum

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

We are on more and more occasions being rostered to work a nightshift followed by a late shift. The night shifts are either 2100 – 0700 hours or 2200 – 0700 hours, depending on which day of the week it is. This is then followed by a 1800 – 0300 shift. This equates to working 13 hours in a 24-hour period. Why is this being allowed to happen?

The forum replies:

“Thank you for bringing this to the attention of the forum. The CARM team has confirmed that for duties other than nights there needs to be a minimum of 11 hours’ daily rest between duties.

However, night workers should work no more than 12 hours in any 24, which means there should be a 12-hour rest period between duties (except due to various dynamic exigencies).

Where there is a 0700 finish and no RD following, the earliest time to start the next duty should be 1900.

All the resource teams have been trained to avoid this situation and give the correct amount of daily rest, but on looking at the roster other examples have been found.

The central CARM team will write to the resource teams to highlight the issue and remind them how they should be managing it.

To see all the questions and answers, visit ACC Dann’s monthly HR Forum on the intranet. Questions for the next forum must be submitted to the HR questions mailbox by August 1.” ■

SPOTLIGHT



Under the glare of the spotlight this issue is Graeme Barbour

How long have you been in the force?

I am one of three crime prevention officers for North & East OCU. I am responsible for the Rushmoor district, which covers Aldershot and Farnborough, and I am based at Aldershot police station. I have been in this role for just over three-and-a-half years. I work closely with other partner agencies, such as the council and housing associations, to identify vulnerable members of the community, problem areas or matters of concern. I am also a trained crime prevention design adviser.

How did you get into the job?

I worked as a police officer in South Africa for 11 years before emigrating to the UK in 2005. I first worked briefly on contract in the Incident Management Unit department at Basingstoke police station during the implementation of RMS. I then worked for a short period as a community warden in the Community Safety department at Basingstoke and Deane Borough Council before returning to the constabulary in my current role in October 2006.

Describe a typical day for you.

I review all occurrences that have happened in Rushmoor over the past 24 hours and look at whether any crime prevention issues need addressing. I also attend the daily district management meeting. Much of my day involves visiting victims of crime or providing reassurance or home security visits to the elderly or vulnerable, looking at issues with my SNT colleagues and looking at ways to reduce particular crimes.

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

It's difficult to pinpoint any single experience as almost every day I deal with victims and the vulnerable. Seeing the positive impact on them makes them all memorable.

What's been your worst or most embarrassing moment?

As a police officer in South Africa, I once had a bull damage my police vehicle after teasing it by going "moo" over the vehicle's PA system! Expensive lesson learnt! Needless to say, I wasn't very popular with my station commander, nor indeed with the young boy herding the

cattle and the bull's owner.

What are you most likely to be heard saying?

"Don't worry, leave it with me."

What is your best quality?

I would say being reliable and flexible within my working environment. I am sure most of my colleagues would agree that I am able to adapt to the needs and requirements of a crime prevention officer. I am also a renowned practical joker!

What is your worst quality?

I do like to moan a lot! I would rather say what needs to be said than keep it "stewing" inside.

What annoys you most?

I really dislike being late for meetings as it looks unprofessional. People who like to talk but not listen also tend to really annoy me.

What is your dream job?

A sports or wildlife photographer.

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

I would go back to my childhood to spend more quality time with family members who have passed on. I would also study much harder at school.

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

Clint Eastwood in *Dirty Harry*.

What would you spend a lottery win on?

I would probably start a charity for Aids orphans in South Africa. I would also invest in some nice new camera gear.

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

I once met Nelson Mandela. It was in 1994 at his inauguration and I was working for the South African Police Service. ■

Past Times

Produced in partnership with Hampshire Constabulary History Society

“All hell’s let loose in Kingsclere”



PC Gwynn at Kingsclere station in the mid-1950s

The village of Kingsclere had its own police station from 1855, and that station remained in use for over 100 years. The building, which was situated at what is now 55 Newbury Road, comprised a front office, charge room, cell block and accommodation for three officers and their families.

At one time the building was a divisional headquarters with a superintendent in charge. One of the early superintendents was Thomas Fey.

During the Second World War, Sergeant Alfred Dudman was in charge and Kingsclere was a sub-division. Sandbags were placed to the front and rear of the station and the “guard room” near the cells was reinforced with galvanised metal sheets. Thick posts were erected around the building, with barbed wire fencing.

In the rear yard was a pigeon loft where 40 pigeons were kept, the intention being they could be used to take messages to Andover as there was only one telephone in the building. The pigeons were never used, and Sgt Dudman wasn’t too keen on having them in the yard because of the mess they made.

Other officers who served on the sub-division during the war included Police Constables George Howe, George Bulley, Reginald Amess (Baughurst), William Dodge (Headley), John Hurst (East Woodhay), Alfred Green (Whitway), Cecil Winter and

William Twiddy. There were also two War Reserve Constables, Police War Reserves Lewis and Hutchins, plus a Special constable, Mr Inglewood.

The presence of soldiers at camps in the area attracted prostitutes, many of whom were taken to the cells at the police station. PC Howe’s wife, who lived at the station, often acted as matron for these women and accompanied them to Holloway Prison (the usual sentence was three months).

Nearby, at Sydmonton Court, the American military had a base where a number of US convicts were stationed. These convicts had been released from American jails on condition that they join the army. Because of their potentially difficult nature the military police generally confined these soldiers to barracks and kept a close eye on soldiers who visited Kingsclere.

In October 1944 a unit of American soldiers was transferred to Sydmonton from Exeter. Soon after arriving they started checking out the local nightlife. Wandering into Kingsclere incorrectly dressed, they came across the Military Police. Disliking the way they were approached by the MPs they returned to camp determined to seek revenge.

A few hours later a most dramatic incident occurred. Armed with their rifles, the rebellious soldiers looking for the military police started firing shots from the churchyard in Kingsclere into the Crown Inn. The landlady, Rosa Napper, Private Joseph Coates and Military Policeman Jacob Anderson were all hit by gunshots and died as a result of their wounds.

Sgt Dudman telephoned Andover police station for reinforcements, reporting “All hell’s let loose here.” Ten American soldiers involved in the shooting were rounded up and court-martialled at Thatcham in November 1944. Nine of the soldiers were convicted of “deliberately killing without premeditation”. They were

sent back to the USA to serve time in a military prison in Kansas.

Kingsclere station was closed in 1969 and its last occupant, PC JA Birnage, transferred to Tadley. The old station was demolished and Hampshire Police Authority built a beat house and two other houses on the site; one for a CID officer and the other for a motor patrol officer. In time both of these houses were sold off, with the beat house closing later still. In 1995 a police office was opened in George Street.

Today PC Brian Dixon and PCSO Rachel Harrison patrol Kingsclere.

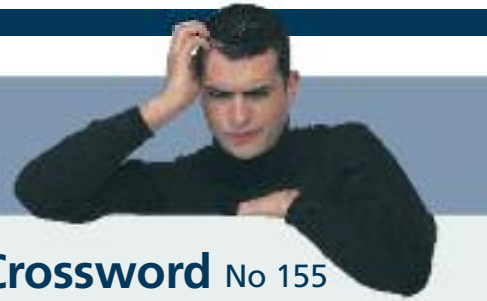


Painting of Kingsclere station hanging in the Fieldgate Centre, Kingsclere

Solved?

Thanks to several readers who contacted us with the names of the two officers in the black and white photo on the Past Times page in issue 154. Former Supt Kenneth White, who retired in 1974 after serving in Hayling Island, identified PC 212 as Frank Tilbury, who was a police photographer in Fareham in the 1950s before later retiring as a chief inspector. Stood next to PC Tilbury is Sergeant Ray Dennis, who was identified by Mr White, former Det Ch Insp Tom Bechelet and Mr Dennis’ son, Paul, who himself was a detective constable with the force before he retired in 2000. Sgt Dennis retired in 1979 and then became a member of police staff for many years in CID Admin at PHQ. Paul’s two daughters are now also employed by the constabulary – Anna, station enquiry officer at Parkgate, and Nicola, controller at Netley.

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



Puzzles

Sudoku Prize Puzzle No 155

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



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

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

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

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

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

The winner of puzzle 154 is Jonathan Lee, Corporate Communications, CQ

SOLUTIONS TO 154

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

Prize Crossword No 155

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. Vouchers are also redeemable online at johnlewis.com and ocado.com.



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

Across

- José, Cuban chess world champion 1921-7 (10)
- 1980 Olympic men's individual ice dance champion (5,7)
- See 7.
- Bovid mammal of Africa and Asia such as the gerenuk (8)
- Max, 1934 world heavyweight boxing champion (4)
- Hollow organ which in higher vertebrates contains the vocal cords (6)
- White odourless powder derived from morphine (6)
- Japanese port on Osaka Bay devastated by a 1995 earthquake (4)
- "Chimes at ---", 1966 Orson Welles film which chronicles the story of Shakespeare's Falstaff (8)
- Small marine food fish of the herring family (7)
- Cephalopod mollusc with a torpedo-shaped body (5)
- Shakespeare tragedy about general Caius Marcius (10)

Down

- John, Italian explorer who landed in North America in 1497 (5)
- Firth, channel between the mainland of N. Scotland and the Orkney Islands (8)
- In anatomy, the muscle that flexes the forearm (6)
- fortis is an obsolete name for nitric acid (4)
- Illinois port which houses the Sears tower (7)
- Collective name of Lakes Michigan, Superior, Huron, Erie and Ontario (5,5)
- Either of the two tides that occur at or just after new moon and full moon (6,4)
- Alfred, poet whose works include *The Charge of the Light Brigade* (8)
- Mr. Duran, 1978 undisputed world lightweight boxing champion (7)
- The --- gland is a pea-sized organ in the brain that secretes melatonin into the bloodstream (6)
- Karl, German mathematician after whom the cgs unit of magnetic flux density is named (5)
- Group of islands in the Pacific whose capital is Suva (4)

SOLUTIONS TO 154

Across: 6 Chaucer; 7 Smike; 9 It's; 10 Black hole; 12 Butcherbird; 15 Rastafarian; 17 Bagatelle; 19 Ape; 21 A Gift; 22 Van Eyck.
Down: 1 White; 2 Hur; 3 Tell; 4 Amphibian; 5 Skylark; 8 Scheer; 11 Luftwaffe; 13 Coffee; 14 Falange; 16 Spock; 18 Lear; 20 Ben.

The winner of puzzle 154 is Michelle Adams, BAPS, CQ

Send entries to Prize Puzzles, Frontline, Corporate Communications, Hampshire Constabulary HQ, Romsey Road, Winchester, Hampshire, SO22 5DB. Closing date July 23, 2010.

Crimestoppers can help your neighbourhood

Members of Safer Neighbourhoods teams across Hampshire Constabulary should have received a copy of the *Crimestoppers Neighbourhood Policing Practitioner Guide* in the last month.

The guide, produced with the support of the National Police Improvement Agency (NPIA), gives clear guidance on how Crimestoppers can help with Safer Neighbourhoods work. From finding out community concerns to crime investigation and youth engagement, Crimestoppers can help.

Crimestoppers is an independent charity with a 24-hour hotline (0800

555111) and website (www.crimestoppers-uk.org). The identity of the person who gives information to Crimestoppers is never revealed to the police. In the past four years there have been at least 900 arrests in Hampshire and the Isle of Wight as a result of information passed to Crimestoppers, and they claim that 800 crimes have been disrupted as a result of



timely information.

Next time you're working on a community issue or struggling to find a missing link in an investigation, consider asking Crimestoppers to see how they can help.

If you have not received a copy of the *Crimestoppers Neighbourhood Policing Practitioner Guide*, you can download one from www.neighbourhoodpolicing.co.uk or contact PC Simon Wright or Simon Theobalds. ■



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Case studies in the Neighbourhood Policing Practitioners Guide include:

- An example of where Crimestoppers was used to get information about drugs, criminal damage and drink driving on a particular housing estate.
- A case of a murder in Lancashire where information given to Crimestoppers helped build the case against the arrested person. The local co-ordinator said: "The police had received some information from eyewitnesses, however Crimestoppers received a huge number of calls related to the murder. This reinforced the eyewitness accounts, providing enough evidence for the victim's attackers to be arrested and brought to justice."
- A community issue which may never have come to light if the option to call Crimestoppers anonymously was not available. The resident said: "Our son-in-law came round at the weekend to clean our outside windows. When he put the ladder up at the front, he could see the neighbours were growing cannabis in the front bedroom. I couldn't ring the police in case they came round to our house and the neighbour will know we rang." The police executed a search warrant the following week and recovered 160 skunk plants and expensive hydroponics set up. The occupants were arrested and charged." ■

Sell Out

Send your adverts to Frontline Admin, Service Delivery Department, 6th Floor, Hampshire Constabulary HQ, Romsey Road, Winchester, Hampshire, SO22 5DB.

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

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PAPHOS – CYPRUS

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Leisure & Sport

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The Kat's whiskers: Grimmett ecstatic after gold and bronze medal wins

The force's Kat Grimmett was elated following her double medal-winning efforts in duathlon and half-marathon events in May.

On May 1 the Lyndhurst-based detective constable took bronze as part of the British Elite team at this year's European Duathlon Championships held in Nancy, France.

Kat said: "The race went well for me. I ran in the front pack on the first run, and was in the front pack on the bike where two athletes broke away.

"I came out of T2 in sixth position and had a cracking second run. I ran up the last straight into the spectacular square when a man handed me the Union flag to run with. I'll savour that moment – it's one I'll remember.

"Crossing that finish line with the flag floating in my arms was a moment of sheer delight and my biggest sporting achievement so far. It tasted even sweeter after such a challenging winter for me."

Just a week later Kat was made to eat her words as she eclipsed her bronze win by claiming gold in the Little Belt Half Marathon in Middlefart, Denmark. Kat said: "I was absolutely thrilled to win and to do it representing England in an international race. It was a very proud moment for me and a special moment to treasure.

"When the gun went off I shot off with the men and held on for about 1km. I had a moment of madness and thought 'I'm going to run this race with the men', but my lungs then told my brain that this was a stupid idea.

"The course was up and down with a few hills, cool in temperature and the wind was blowing but not too hard. I ran alone for around 7 to 8km and then the Danish favourite, Maria Siq, caught me up and she then drafted me for the next 8km.

"This was fine with me; I was happy controlling the pace and she thanked me after the race for taking the wind so I was really appreciative of her good sportswomanship.

"I then pushed on a bit and when I reached 20km I looked back and couldn't see Siq any more, so I thought I'd treasure the moment on the straight home run in front of cheering crowds.

"The race announcer was speaking loudly in Danish which I could not make out a word of apart from 'Kat Grimmett'. What I didn't know was that the Dane was sprinting behind me. Thank god I crossed that line before she caught me!" ■



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Western OCU defeats North & East to win John Davies Cup for the first time

In an historic first, Western Operational Command Unit beat their North & East opponents 3-1 to reign victorious in this year's John Davies Memorial Cup Final played at Farnborough FC.

The John Davies Cup is an inter-OCU annual event that has been running since 1980. It was started by the Davies family in memory of their son John, a Hampshire police officer who died tragically in 1979 on his way home from duty. John had been a member of the constabulary for three years and served at Havant and Portsmouth, before being attached to the vice squad.

Territorially, North & East had the better of the first half, with Western goalkeeper Jamie Wiseman pulling off some fine saves. Just before half-time, however, Western went 1-0 up against the run of play after a back pass was intercepted, Tom Blyth crossed and Andy Booth slotted home.

During the second half the game became more and more stretched, and it was Western who capitalised by scoring twice more after Craig Fielding headed home and then Paddy Coughlin nodded in the third from an Aaron Smith cross.

North & East missed a number of chances to bring them back into the game before Stuart McQuade scored a consolation goal from the penalty spot after Blyth handled in the box.

The game was well attended by supporters of both sides, including Supt



The victorious Western OCU side

Mark Chatterton, Supt Robin Dexter and ACC Dann.

ACC Dann presented the John Davies Cup to Western manager T/Det Sgt Jamie Wiseman.

The James Drew Trophy, awarded to the man of the match in memory of PC James Drew who was tragically killed in a road traffic collision in January 2009, was presented to Western OCU's skipper, Sergeant Paul Towler, for a solid defensive display.

Representatives from the families of John Davies and James Drew were present.

Donations in aid of Det Con Terry Kimber and Cancer Research UK were collected during the game.

Organiser Det Con Gary Steward said after the game: "Thanks go to Farnborough FC for allowing us to play the final in the north of the county this year, and also to PC Ian Parish for his help in organising things.

"The game was extremely competitive and shows that Hampshire football goes from strength to strength.

"I thank the Davies and Drew families for attending once more." ■



The outstretched Ben Chivers (North & East) is beaten to the ball by a determined Paddy Coughlin

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