



Frontline

Annual performance figures released

by Avril MacDonald

THE LATEST annual performance figures for Hampshire Constabulary (April 2006/7) were made public last month when they were presented to the Hampshire Police Authority's Performance Committee.

They highlighted the following:

- Force targets beaten for class A drug detections, domestic violence arrests and fatal and serious

injury collisions.

- A drop in the number of recorded house burglaries.
- A total of 90 per cent of burglary victims are happy with the overall service they receive.
- More than £8 million worth of assets seized under the Proceeds of Crime Act (POCA).
- Many targets set show a marked improvement - especially detection rates.
- Violent crime ranking improved from seventh to fifth among our most similar forces.
- Hampshire and the Isle of Wight's low homicide rate con-

tinues, and of the 20 homicides recorded only one remains undetected.

Chief Constable Paul Kernaghan said: "The past 12 months have been a year of solid progress.

"The force worked hard to exploit the Records Management System (RMS), remained true to its values and, towards the end of year, returned detection figures which reflected fairly the hard work of police officers and police staff."

Recorded crime has increased and the constabulary believes that this is partly due to the force's absolute commitment to ethical

recording: the impact of the comprehensive RMS and improved public access via the pioneering 101 telephone system.

Reflecting on the performance figures, the chief constable said: "Our record in tackling burglary is outstanding and no less significant is our achievement in exploiting the Proceeds of Crime legislation to hit professional criminals where it hurts - in their pockets.

"The reduction in road-related deaths and serious injuries is to be greatly welcomed.

"I am confident that 2007/08 will see further improvements in volume crime performance.

"Equally, it is important that I highlight the outstanding performance during 2006/07 in relation to major crime.

"The detection rate in respect of murders is often overlooked, as is the hard work of hundreds of staff who collectively ensure perpetrators answer to the courts."

Chair of Hampshire Police Authority's Performance Committee, Councillor Jacqui Rayment, said: "The beginning of the year saw a significant decrease in performance, partly caused by the introduction of a new computer system.

"The police authority and con-

stabulary have worked very hard to rectify this and there has been sustained improvement in performance since September.

"Currently, monthly performance is now at a good level, although we always aim to do better, and I would like to acknowledge how hard a great many people have worked to achieve these levels.

"The police authority will continue to keep a close eye on performance and expect the constabulary to achieve good levels in the future."

The annual crime figures are available on the force website: www.hampshire.police.uk



RECOGNITION – Princess Anne greets Superintendent Mark Chatterton at Havant's Pride of Place shop.

Royal seal of approval for Pride of Place

By Julie Knight

HAVANT'S Pride of Place has received royal recognition after Her Royal Highness, Princess Anne visited the award-winning shop to find out about the good work that has been done to help rejuvenate Leigh Park.

Princess Anne was greeted in Leigh Park by Assistant Chief Constable Simon Cole on a wet Tuesday afternoon and walked along the shopping precinct towards the Pride of Place shop, speaking to local schoolchildren on her way.

On reaching the shop she was met by Superintendent Mark Chatterton, who was Commander of Havant when the project was first set up, and Leigh Park's Sector Inspector Ian Ogilvy, who said her visit represented important recognition for a lot of hard work by the peo-

Continues on page 3.....



Battle lines

I WARNED members last month that the opening shots of the pay review had been fired; well now the battle lines are being drawn up and tactics and armaments are being debated. No-one knows whether it will be a short skirmish or a long and drawn out bloody campaign.

Our arguments seem to be falling on deaf ears and in the current political climate if the decision is to be based on pure economics then we will receive a pay rise less than the rate of inflation. Unfortunately there seems little sympathy from the public. Our only allies at present appear to be other public sector workers who are being squeezed in a similar manner so collaboration with them would seem to make sense. As ever, all the latest information is on the national Police Federation website: www.polfed.org

Shift patterns

You may have heard rumours that, once again, the force is reviewing shift patterns. Unfortunately this rumour is true. Despite assurances at the Joint Negotiating and Consultative Committee that a period of stability was preferred, with no major changes planned, a working party has been formed to look at shift patterns. I have spoken with one



By Steve Price, JBB Chairman

FEDERATION NEWS

member of the group and voiced our concerns. The work vs life balance has to be considered as a vital factor, while it is appreciated that the needs of the force and public need providing for. The problem is that there are fewer officers available on each shift to spread across the Response and Neighbourhood teams, therefore less time available to investigate occurrences, less time to make contact with witnesses, ergo fewer detections. We will closely monitor developments.

Uniform trial

Hopefully, within the next few months, you will notice a handful of officers trialling some new shirts specifically manufactured to be worn underneath body armour. We hope to see some modern 'moisture friendly' and comfortable designs similar to those now being worn in many other forces such as West Midlands, North Wales and most of the Scottish forces.

PAVA

The force has now received the go-ahead to change from using CS spray to pelargonic acid vanillylamide (PAVA). This is as the result of a concerted campaign to replace CS after the latest reports concerning toxicity and other problems. The existing batch of CS will be used first (this is not a green light to go and empty a canister at the earliest opportunity) and it is anticipated that with PAVA there will be less

cross-contamination, there will be the ability to use it in a closed environment and that it will be effective on dogs. The current Officer Safety Training will only have to be minimally altered to get officers up to speed with the new incapacitant.

First two years' pension

If an officer resigns within the first two years of employment, then they are entitled to claim back their pension contributions. Once they have passed the two-year mark the pension can only be frozen or switched to another suitable pension scheme. This is a situation that officers who have had their probation period extended must take into consideration. A decision would have to be made by them based upon individual circumstances as to whether it might be anticipated that their services may be dispensed with after the cut-off date but before they were confirmed.

Home Office circular (IMPORTANT)

HO Circular 14/2007 implemented on 4/4/07 but only just published contains various amendments to Determinations under Police Regulations of which the below are extracts.

Annual leave

Where a member is recalled to duty during a period of annual leave or a day taken off in lieu of overtime then; if recalled for one or two days they are entitled to an additional two days' annual leave (or if they choose one day's annual leave and one day's pay). If recalled for three or more days then different rates apply. This also applies to a member who is required to work on a day scheduled to fall in a period of annual leave, NOT just if recalled to duty. So if you have already booked annual leave or time off in lieu and you are warned and required, say, for court in advance, you will receive the same compensation as if recalled.

Reimbursement of medical charges

A reminder that any expenses for prescriptions, medicines, dental treatment or 'appliances' incurred by an officer as the result of an injury received in the lawful execution of their duty will be reimbursed.

Bonus payments

A chief officer may award a payment of between £50 and £500 to a member of their force where they are satisfied that the member concerned has performed a piece of work of an outstandingly demanding, unpleasant or important nature. You may need to remind some line managers of this. Of note is that chief superin-

tendents can be awarded a 'post-related allowance' of £5,001 per year if in an OCU which has exceptionally difficult policing conditions, high public profile and complex community relations or if a very demanding post including dealing with high volumes of serious crime, high levels of deprivation and conflict in community and partnership working.

Motor vehicle allowances

These have just been increased in line with agreed indexation. Since April 1, local duty rate is now 34.2p per mile (68.4p with a passenger) and casual user rate is now 55.8p for a vehicle 1200cc and over.

Annual Conference

This year the conference will be held in Blackpool. Some 23 Federation reps and three observers will be attending from Hampshire and IOW. As well as several pertinent presentations there will be an opportunity to ask questions of the Home Secretary John Reid, Conservative leader David Cameron and Lib Dem leader Sir Menzies Campbell. Other highlights include a debate on 'Resilience, Response and Crime' This follows on from work done concerning 24/7 Response, the change to Neighbourhood Policing and how forces cope with investigating crime and the levels of CID officers. 'Restoring Discretion', facilitated by John Stapleton, will deal with the integrity of sanction detections and we have sent some examples of bizarre RMS 'occurrences' to the panel which will include the Lord Chancellor.

The Bravery Award nominations will be shown while the

home secretary is on the platform; a very sobering and humbling experience.

We will receive presentations on human trafficking, bespoke police vehicles (which will hopefully include the unveiling of a new purpose-built BMW police vehicle (other makes are not available yet!) and a closed session for officers only on counter-terrorism, containing an update of various cases. There will be a fringe meeting for RPU officers and another for CID dealing with their relevant issues and problems.

Many exhibitors will also be attending with information and examples of all sorts of gadgets, gizmos, uniform, IT, financial services and insurances and so on. Some of these firms also invite reps to evening presentations when launching new products and services, so that there is little 'down time' for some. Although Blackpool has seen better days it is still a lively town and most reps will try and ensure they sample some of the local hospitality. I will update members with the highlights when we return.

From the archives:

At a meeting of the Joint Branch Board in 1929, the secretary was asked to write to the National Joint Central Committee to inform them of an unprecedented situation. It seems that Portsmouth City Council were intending paying the Royal Automobile Club to take over 12 of the allotted traffic points in the city, displacing seven constables regularly employed on traffic duty. These RAC 'scouts' were to be paid £150 per year working from 9am until 8pm, with an hour off for lunch and a half hour for tea, during which time they were to be relieved by constables. Anarchy!



UNISON news

By Kathy Symonds

Pensions update

I doubt this will be the last time an update about the new-look Local Government Pension Scheme (LGPS) appears in this section, but I make no apologies for that as it's a crucial issue for those who contribute to the scheme.

The regulations for the scheme have been laid in Parliament and will take effect in April 2008. Campaign newsletter 57 is on the UNISON intranet site and gives a detailed summary of the changes, along with a chart showing the new contribution rates which are payable from April 1, 2008.

The government managed to insert changes to two areas that did not appear in the previous draft regulations. These concern contribution rates and ill health retirement. Part-time workers will suffer because their contributions will be at the same rate as their equivalent whole-time

pay. UNISON will continue to pursue this, and may mount a legal challenge through test cases.

Earlier this year Phil Woolas MP told us he would go out to consultation on the matter of protection until 2020 (in line with Scotland) but he has failed to do this. UNISON has written to him asking for a response with regard to this protection, the part-time workers' contributions and the ill health retirement provisions. Thereafter, UNISON members will be balloted on whether or not to accept the new regulations.

As always, we will keep you informed about the latest developments.

Sickness absence

Early in May, several UNISON branch representatives were present at an attendance management day, hosted by Personnel and Occupational

Health. It was acknowledged that police officers and staff can and do work under stressful conditions, although research referred to by the Occupational Health manager seemed to present an alternative view, finding that the psychological and physical wellbeing of police officers was no different to the rest of the general working population.

Here are some of the facts presented at the event:

- It is believed that 12 per cent of all sickness is not genuine, and based on the workings we were shown this cost the force more than £550,000 during 2006-7.

- Figures show that each constabulary worker took an average of eight days sick leave during 2006-7. This figure compares well with other large public sector employers whose average over the same period was 10.2 days, and better still

when compared to large private employers where the average is 11.3 days.

- Most sickness is attributed to musculoskeletal and psychological reasons and this has been the case for as long as we can recall. The force has introduced the employee assistance programme (EAP) to offer support for staff, but it is not clear if this service enables staff to remain at work, or if staff use it as a last resort option, so I will ask the force welfare officer what the stats show in this respect.

The need for line managers to be trained in how to deal with staff sickness was repeatedly highlighted by attendees.

How could we improve on our attendance figures? The force is considering reducing the trigger point to four periods or ten days in any 12-month period, but UNISON is opposed to this. The force is also considering rewarding good attendance

with additional leave, which might be popular with some, but would seriously disadvantage others. Clearly efforts have to be made to reduce the number of days lost through non-genuine sickness absence, but we do not think that the suggested measures will achieve this.

It is planned to pilot a new method of sickness absence reporting in Call Management later this month. UNISON's opinion is that the proposed privately run scheme is sound enough in principle, but does little that we don't or can't already do for ourselves if our processes were refined and adhered to. We have done some costings which we will share with senior managers which we hope will demonstrate that this service will represent a cost rather than a saving for the organisation.

Why you should join UNISON

A branch member writes: For the past 18 months or so I have been going through an uncertain time due to workplace reorganisation. I was diagnosed with a 'hidden' disability in February last year and was due to be moved from my usual place of work which is near my home, to another location which is five miles away. Due to my disability this would have been traumatic for me as I have every facility I need here and would not have had at the other loca-

tion. I contacted UNISON and they took on my case. After consulting with me, the disabled members' officer, Dave Hibberd, got involved. With UNISON's help I lodged a grievance, but even then no-one seemed to want to listen to what I or the union had to say and didn't seem to want to put any measures in place for me to work at the new location. The matter has now been resolved thanks to the hard work and diligence of UNISON, Dave in particular. I couldn't have asked for a better service and my contributions are well spent. I think a little commonsense could have been used in this matter and it would have saved the constabulary a lot of time and money.

Forthcoming events

Families Day on June 2 - this year we'll be hosting the usual bottle stall, raising money for breast and ovarian cancer research. Your donations of bottles of wine for the stall will be gratefully received.

Gosport Festival, June 29-30 - music event sponsored by UNISON (see intranet site for information).

GuilFest, July 13-15 - music event sponsored by UNISON and held in Guildford (see intranet site for information).

Regional Women's Forum, July 19-21 - held in Eastbourne. Any woman member of the branch is welcome to apply to attend.

.....Continued from front page.

ple behind Pride of Place and those directly affected by it.

Her Royal Highness heard how the Pride of Place project was introduced to strengthen relationships between local partnerships and the community to help improve the lives of local residents.

On meeting Pride of Place manager PC Zoe Pragnell, who is based in the shop four days a week and supported by volunteers from the community, the Princess Royal found out how the project has continued to thrive since the shop opened in Leigh Park's Greywell shopping precinct in November 2005.

PC Pragnell explained how the scheme aims to reduce crime and the fear of crime by offering activities, advice, support and training to about 56

people every week.

On entering Pride of Place, the Princess Royal was handed a posy made by 61-year-old John Butcher who has learning difficulties and regularly attends a day service at the centre.

Before leaving, she met and spoke to local councillors, volunteers, residents and representatives from the police, fire service and Victim Support about community safety.

Inspector Justin Browne, who originally set up the project, said: "It was really nice to be here today. I'm proud that I started this up and that it's still going today and making a great contribution to the local community"

PC Pragnell, who helped organise the royal visit, said: "It's a fantastic day for Leigh Park. This royal visit shows that Leigh Park and Pride of Place are taken seriously; this area has a lot to offer its residents."

Achilles hits hard

MORE THAN 700 police officers and staff, including 150 from Hampshire, have taken part in one of the largest operations targeting criminal activity associated with animal rights extremism ever staged in the UK.

Operation Achilles was the culmination of a two-year intelligence-led investigation into a large-scale conspiracy to blackmail related to animal rights issues.

The operation involved forces from across the South East region, with the inquiry team led by Kent Police, and its gold commander, Assistant Chief Constable Adrian Leppard.

Key staff from across Hampshire Constabulary were closely involved from the initial stages of the investigation through to the simultaneous execution of warrants at 29 addresses across the UK and Europe.

Other forces involved were Kent, Surrey, Sussex, Thames Valley, the Metropolitan Police Service as well as South Wales, Strathclyde, North Yorkshire, West Mercia and West Yorkshire.

Liaison officers from the UK also went to Belgium and Amsterdam to oversee search warrants executed at four addresses.

A total of 33 people were subsequently arrested, of which, to date, 12 have been charged and 20 released on police bail.

One man was released without further action.

Police search teams spent all day at many addresses, and recovered items including documents, mobile telephones, computer equipment

and quantities of cash totalling around £100,000.

Specialist computer crime investigators from the Hi-Tech Crime Unit worked with colleagues from other local forces and will continue to work on extrapolating case evidence.

The operation drew massive national and international publicity, with media handling managed by Hampshire, and including a press conference staged at Netley which was televised across Europe.

Assistant Chief Constable, Specialist Operations, Steve Watts, who led the Hampshire involvement, said: "Achilles was the result of two years of extremely hard work and dedication by staff across the constabulary. It took meticulous planning, the skilled use of intelligence, and it would be fair to say that the results so far have been outstanding.

"This operation demonstrates what can be achieved by working with our regional partners and we will continue to work closely with them and the Crown Prosecution Service to hopefully bring this to a successful conclusion."

ACC Adrian Leppard said: "While animal rights extremism affects the whole of the United Kingdom, there are a greater proportion of incidents in the south-east.

"This led forces in the region to work together to investigate a range of criminal offences including conspiracy to blackmail and offences under the Serious Organised Crime and Police Act targeting animal research organisations."

The car's the star in charity trio event

AN Isle of Wight police officer's love of children's movie Chitty Chitty Bang Bang will see her travel from London to Sydney in a replica car this autumn, in aid of three charities.

PC Carolyn Pointing, an officer from the East Wight Safer Neighbourhoods team, became hooked on Chitty as a child after seeing the film and the subsequent West End musical.

For the past four years, Carolyn and her husband Nick have been building a full-size copy of the pre-war racing car, from the chassis of a 1973 Land Rover.

Suppliers on the Isle of Wight have helped create the couple's dream, with wood for the boat frame coming from boat builders Clare Lallows in Cowes.

Nick said: "Some things I have found difficult, but never-

theless achieved the tracking down of sheets of aluminium and brass.

"And with the help of the guys at Sandown Airport who rebuild Spitfire aeroplanes, I was able to make the bonnet.

"The brass fuel tank was found at an auto jumble."

The couple now plan to leave the Isle of Wight in September, taking four months to reach Australia.

Carolyn said: "The overland route should take us through France, Germany and Eastern Europe.

"From Turkey, Chitty will be shipped through to Mumbai in India.

"After driving through India, the car will be shipped to Thailand, ending up in Singapore where a sea journey is bound for Darwin, Australia.

"The Australian leg will

include cities like Perth, Melbourne, Sydney and we'll end up in Brisbane."

Three charities - one local, one national and one global - are all expected to benefit from the journey.

The Isle of Wight's Earl Mountbatten Hospice in Newport is the local charity; Multiple Sclerosis research has been chosen as the national charity; and the World Wildlife Fund for Nature is the global charity.

Personal donations as well as corporate sponsorships are welcomed.

For more information, contact the Pointings by email:

nicholas.pointing@virgin.net. You will also be able to keep up to date with the couple's progress on their website: www.chitty.org.uk

Did you donate?



LIZ WALSH, Internal Communications manager, pictured with phlebotomist Corinne Harrison at the Anthony Nolan Trust recruitment clinic held at Netley on April 18.

The clinic was visited by 32 volunteers who will now wait to see if they are potential matches for one of 7,000 patients waiting for a bone marrow transplant.

The trust says the day was a great success as they normally have between 20 and 30 volunteers.

Regional partners work together in combating alcohol misuse

by Carolyn Miles

HAMPSHIRE Constabulary, NHS South Central, Thames Valley Police and the Drink Aware Trust have joined forces for a groundbreaking, year-long campaign aimed at highlighting the risks associated with alcohol consumption.

The campaign, which was launched on Tuesday, May 8 will run across the counties of Oxfordshire, Berkshire, Buckinghamshire, Hampshire and the Isle of Wight.

The police and the NHS have an active interest in raising awareness of, and seeking to reduce, alcohol consumption - the impact on the local community in criminal and health terms can be immense.

A typical 'glassing' incident costs the NHS around £184,000 and involves 40 NHS staff (including A&E, hospital care and follow-up psychology and psychiatric treatment).

This is before the costs to the police in carrying out a criminal investigation are even considered. On a typical Friday or Saturday evening, up to three-quarters of A&E attendances are alcohol-related either as a result of assault, accident or simply too much to drink.

In Hampshire, the theme for the summer is stopping the sale of alcohol to young people. Across the force, officers will be working with retailers and Trading Standards to carry out test purchase operations in support of national work being done to tackle underage alcohol sales.

Assistant Chief Constable Simon Cole said: "For the first part of this joint campaign, Hampshire Constabulary is focusing on the resale of alcohol to under 18s.

"Selling alcohol to children, or buying it on their behalf, is a serious criminal offence and could land offenders with an £80 fixed penalty notice or a court appearance and a fine of up to

£5,000.

"Far too often, our officers seize alcohol from children in public places that has been supplied by adults.

"We are working with retailers, parents and young people themselves to make everyone aware that this is not only an offence but actually makes children more vulnerable to becoming a victim of crime.

"We are pleased to be working alongside the NHS and Thames Valley Police to try and combat a number of issues surrounding alcohol usage and to highlight the dangers and health issues linked with binge drinking."

Dr Simon Tanner, NHS South Central regional director of public health, said: "It is assumed that everyone knows drinking too much alcohol can be bad for you but still we see people turning up to A&E in a very serious condition, either having been assaulted or injured while out drinking.

"This not only places a strain on the NHS, but most importantly on people's bodies."

Thames Valley's Assistant Chief Constable Nick Gargan, said: "We are working with our partners in the NHS, Trading Standards and in the licensing trade to really highlight the risks of excessive drinking.

"We want people to go out in our towns and cities at night and enjoy themselves safely and will continue to tackle those who spoil it for others."

As part of the campaign, Hampshire Constabulary has produced a booklet for all school leavers giving advice on alcohol, drugs, knife crime, anti-social behaviour and burglary.

A number of leaflets and posters highlighting that it is a crime for adults to buy alcohol on behalf of children are also being distributed to retailers and licensees across the county.

Training for improvement in basic standards of investigation

HAMPSHIRE Constabulary has been performing at a consistently high standard with regard to high profile business such as serious and organised crime.

However, some improvements are required to basic standards of investigation in volume crimes such as theft from cars and burglaries.

The Police Crime Standards Directorate (PCSD) report suggests that we are left wanting in various areas.

This has also been supported by HMIC reports, anecdotal reports and dip-sampling of performance throughout the force.

Much work is now being done to tackle this problem head-on; one initiative suggested is a specific training course designed to fill an apparent gap in basic standards of investigation.

Detective Inspector Dave Powell was approached to take the lead in instigating the new scheme.

Back in October of last year Det Insp Powell contacted representatives from various OCUs, involving both uniform and CID officers, as well as the Crown Prosecution Service (CPS) for a round-the-table

discussion, "I came away with a long list of subject matter for inclusion in the training, with a predominant focus on detecting more crimes, catching more suspects, and sending more criminals to prison, which, from an enforcement point of view, is really what we're all about."

Initially the training had been proposed as a two-day course but with so much ground to cover, it has now been extended to three days.

It will take the form of a chronological journey from a theoretical offence being committed to the offender going to court.

The first day of training will focus largely around the crime scene itself, featuring issues such as forensic awareness, 'Golden Hour' principles, following on with powers of arrest, fast-track lines of enquiry, witness and suspect identification, and witness care.

By the end of the first day, the suspect in the simulated investigation will have been identified.

By day two, the course looks predominantly at processes and procedures at the cell block; it will tackle

interviewing, dealing with solicitors, searching premises, how to deal with forensic identification, getting TICs (Taken Into Consideration) and identification issues under PACE. By the end of day two, the suspect will have been charged.

Day three will look at bail management, including refusal of bail and remanding offenders in custody, then file preparation, witness and victim updates and what officers should be thinking about before going to court.

One of the aims of the course is that each day can, if necessary, be taken separately, offering staff on reduced hours or sick leave, for example, some flexibility.

Det Insp Powell said: "We want this to be an intensive course with a pass/fail at the end of each day of training.

"Should an officer fail, they will be referred back to their OCU commander for any remedial action, whether this is to retake the course or for a personal action plan to be prescribed."

A pilot scheme for student officers is being implemented for the beginning of April with a further pilot course to follow

at the beginning of May, in readiness for the first fully-refined programme to begin on May 21.

By May 2007 it is planned that 2,500 sergeants and constables will have completed the new Standards of Investigation training.

Thereafter, the course will be imbedded into business as usual, forming part of the standard student officer training.

ACC TO Mr. Simon Cole lends his full support to the initiative: "The new training scheme will be extremely beneficial to the force and everyone involved can expect to take something away from the course that will help us to improve our performance and the service that we give to the local community.

"Our performance over the last six months has improved, but in some areas of our work we are still not quite performing to the levels of the forces that are most similar to us.

"I know that we all wish to bring to justice those that offend within the two counties; this training will help to ethically increase their number still further."

FRMU under the microscope

by Nicola Collins

PRESERVATION of forensic evidence and delivery of a truly victim-focused service are the key aims of the Forensic Resource Management Unit (FRMU).

The forensic control room plays a major part within the FRMU. Dealing specifically with forensic calls, the controllers based within the Force Control Room (FCR) have become experts in their field.

Officers can contact the forensic controllers directly. Alternatively, the controllers will deal directly with a victim to identify whether a crime scene may have forensic potential.

If there is the chance of a fingerprint lift or DNA hit, for example, then a crime scene investigator (CSI) will be deployed. Burglary and car thefts are examples of specific crimes usually containing adequate forensic evidence.

The forensic control room takes the initial call in relation to forensic evidence, however the involvement of the unit with an incident can continue well into the investigation.

The forensic controllers also have victim-focused public contact and offer advice on forensic evidence preservation.

If it is determined there will not be sufficient forensic evidence, a CSI will be deployed to another scene.

This can result in a call from a distressed victim who needs to know why a forensic expert has not been dispatched to the scene.

The forensic controller has to remain sensitive and explain sympathetically to the victim why a forensic expert is not required at the incident.

Support Units Manager Lisa Voce explains: "One of the main benefits of FRMU Control is the prioritised, efficient deployment of Scenes of Crime staff to maximise forensic potential and utilise the force-wide resource in the most effective way."

The forensic control room is set to increase its operation hours to improve communication between FRMU and CWUN.

The control room ensures the organisation of the FRMU and maximises the distribution of resources resulting in more forensic detections and identifications.

Jim Brown's traditional policing

POLICING Southampton in the 1950s was a world away from today's policing style. Here, retired Southampton County Borough police Officer Jim Brown finishes his story. In it, he offers some interesting opinions, which are his own.

Relations with the public

Although historical records may show an apparent lower level of crime and incidents involving the police in 1952 compared with

today, this is not a true picture. The actual level was much higher because of under-reporting.

I also believe that the number of 999 emergency calls is not, in fact, truly as high today as the figures suggest because

the widespread use of mobile phones gives rise to the possibility of a large number of duplicated calls relating to the same incident.

When the forcible amalgamation of forces took place in 1967, Southampton's strength was 525. Yet in 2003, the Southampton Division fell far short of that former number - at only 485, a shortfall of 40 instead of a massive increase. This is in spite of the fact that the number of Hampshire Constabulary's uniformed officers increased from 2,435 in 1967 to 3,776 in 2003/4, and a corresponding massive increase of police staff from 312 to 2,041!

I believe the prime reasons for the decrease in Southampton's strength are the ever increasing decisions to form squads, with 'task forces', 'action groups' and sections having particular expertise, such as Scenes of Crime, Drug Squad, Crime Intelligence etc. Instead of these very useful areas of expertise being in addition to the basic policing of the town, they are at the expense of foot patrols.

At the risk of being thought chauvinistic, the fact is that the far higher ratio of policewomen

(82 in 1967 rising to 837 in 2003/4), coupled with height restrictions being abolished (minimum of 5ft 10in for males in 1952) also means that officers are far less likely to patrol on their own, especially in the early hours at the back of unattended properties, even though they now have immediate radio contact. Patrolling in pairs halves the cover.

Contact with the public of Southampton started to break down with the introduction of what was called 'Unit Beat Policing' in May 1969, otherwise known as the Panda Car system. This meant that a smaller number of 'mobile constables' covered larger areas (beats) in small cars, supplemented by 'area constables' who lived in the area they patrolled, similar to the rural village constable.

All these changes were coupled with the fact that the former Southampton traffic division was not only reduced but no longer merely patrolled within the city boundary. They now extended into what were the former county areas, meaning that the immediate response times were far longer.

All these combined factors meant that the former very detailed close contact with the public was lost, and their constant grievance was a lack of immediate response when called to what officers may regard as trivial incidents (active vandalism, etc) but regarded as important by

the general public.

The Dixon of Dock Green days have vanished, but could return somewhat if the present higher echelons of the police service adopted the decisions of Lord John Stevens when Chief Constable of Northumbria.

In order to reduce the very high crime rate he found on his appointment in 1991, he transferred 100 officers from specialist departments and headquarters into the front line. Their functions were undertaken at local command level.

He also instructed 300 traffic officers to tackle criminals in cars rather than motorists committing traffic offences and changed the whole culture of the force. It became a priority once again to have officers on the street, intelligence gathering and dealing with incidents as they occurred. Response times were greatly reduced, and the detection rates improved beyond recognition.

If this were done in Hampshire in 2007, perhaps relations with the general public would also be greatly improved, and the old days of the 1950s traditional policing would return to some degree.

It is also very true, of course, that the ignorant meddling of politicians in the police structure (continuing to the present day) gives rise to a voracious demand for useless facts and figures. These are required to merely answer equally useless questions in Parliament, and means that the 1952 brief summary of facts, usually on a few sheets of paper, has been replaced by officers spending considerable time in the station filling in substantial duplicated forms with information that has to be transferred onto a computer database.

JWM Brown



Obituaries

The Chief Constable deeply regrets to announce the death of the following retired police officer:

PC Janet Louise Hobbs who died on April 1, 2007.

She served with Hampshire Constabulary for 25 years, retiring on October 31, 1989.

She served at Winchester, Newport and Lymington.

Frontline have learnt of the death of serving **Special Constable Graham Voysey** who died on April 28, 2007.

Graham joined Hampshire from Thames Valley in 1991.

In November 2006 he moved to Scotland and transferred to the Central Scottish Police.

A director with British

Telecom, Graham assisted in moving the special constabulary forward in areas such as uniform, insignia and the driving policy.

He received chief superintendent's congratulations for his professional manner and chief constable's congratulations for his tenacity and diligence.

Concert's payout

THE Chairman of the Constabulary Band, David Basson and the Chairman of Portsmouth's Milton Glee Club, John Baker recently presented a cheque for £1,000 to the Chief Executive of The Rowans Hospice, Ruth White.

It was proceeds from a joint concert held in Portsmouth Cathedral on 3rd March.

Old helmet returns home



RETIRED Portsmouth City police officer Jim Cramer, who joined the force as a boy clerk in 1933, was delighted to get his hands on a little bit of history recently.

The policeman's helmet, which Jim is pictured with, can be dated to between 1868 and 1895 and is the oldest example that we know of within the constabulary region.

The helmet was donated to the constabulary by Len Woodley of the Police History Society.

Len bought the helmet for about £10 in the early 1970s at an antiques shop in Edgware Road, London.

Jim Cramer, who is a keen police historian and an expert on the history of the old Portsmouth Police Force, said: "I have never seen one like it before.

"Helmets as old as this rarely survive, and helmet

badges are more common."

Jim explained that this particular helmet was introduced to replace the stove pipe hat in 1868.

Although we do not know which officer wore this helmet, the black and white photograph shows PC 26 James Allen wearing a helmet of this sort.

PC Allen, who was born at Westbourne, Sussex in 1863, served in Portsmouth from 1891—1897.

He received one commendation from the Watch Committee 'for stopping a runaway horse when it was at full gallop. It dragged him about forty yards.'

The old helmet is a valued addition to the artefacts held by the Police History Society.

The curator of the society, Derek Stevens, is looking into restoration of the helmet so it can be on display.

HISTORY AT HAND – Jim Cramer proudly displays the late 19th century policeman's helmet. And at right a period image of PC 26 James Allen wearing this pattern of helmet.



Diversity - The way it is Jacqui bolsters charity

THE new Diversity Champions framework was launched at Marwell in March.

The day was designed to help OCU and department personnel teams establish Diversity Action Groups, with volunteer champions, to help drive forward the diversity agenda.

The volunteer champions are drawn from across the force and all have an interest in diversity. Their role is to raise awareness of diversity issues.

Staff will be informed of who their champions are and the range of activities happening in their locality in the near future

The day was opened by Chief Constable Paul Kernaghan who praised the work and successes already achieved in this area, particularly highlighting the recent 11th place ranking in the Stonewall Workplace Equality Index, which recognises the UK's top 100 employers for gay people.

Her Majesty's Inspectorate of Constabulary (HMIC) lead staff officer (Diversity) Robyn Williams discussed the importance of diversity in society and its impact on policing.

A number of staff, each representing a strand of diversity, then talked about their positive experiences in their daily lives working for Hampshire Constabulary.

A short film, produced and narrated by two

Hedge End PCSOs with dyslexia, was shown, which highlighted some of the problems and obstacles they face on a day-to-day basis.

Comedian Laurence Clarke, who was born with cerebral palsy, then used his routine to highlight the serious issues and discrimination that people with disabilities face, challenging the audience's perceptions.

The personnel managers and diversity champions met to form their local Diversity Action Groups and develop local action plans.

The day concluded with the six force lead champions (the six OCU Commanders) and representatives from Personnel management hosting an open forum to address some of the issues and concerns and pledge their support for the diversity champions framework.

Paula Sacree, from the Media and Corporate Communications department, commented: "The workshop was a good learning point for me and it is reassuring to know that there are dedicated people to turn to who can offer support and advice to Hampshire Constabulary employees."

Liz Bailey, Performance and Diversity manager said: "For many, the inspiring sessions performed by our own staff were the highlight of the day as they demonstrated the enthusiasm and commitment our staff have for their work and the respect they have for each other."

HAMPSHIRE Constabulary's involvement with the Prince's Trust has reached new heights since police staff member Jacqui Neil was seconded as a team leader.

The secondment opportunity was only opened up to include police staff in July last year.

The Prince's Trust is a UK charity that helps young people overcome barriers and get their lives working.

Jacqui, from Recruiting, reflected on her achievement at the Prince's Trust final presentation in April at the lecture theatre, Netley.

It marked the end of a 12-week development programme for a team of ten young people aged between 16 and 25 teaching them valuable skills aimed at getting them into employment.

Jacqui was team leader for Southampton from December to April.

She said: "I found the whole experience a challenging rollercoaster of emotions but thoroughly enjoyed it."

Jacqui has undoubtedly made a real difference to the lives of the young people she worked with.

The Prince's Trust is a fantastic opportunity for the constabulary to engage with young members of the community and we are proud to support it.

If anyone would like more information about the secondment opportunity, please do not hesitate to contact Sgt Rachel Upfold via email or on 71-1223.

Molo's out and about for charity



A FUNDRAISING dog from the Isle of Wight is keeping an online blog of his attempt to Walk the Wight.

Molo, a three-year-old Cocker Spaniel, is aiming to cover 72 miles by the end of May in aid of the Earl Mountbatten Hospice in Newport.

Molo regularly updates his website, which is written from his perspective, and includes photographs and descriptions of the many walks he's been taking since September.

Molo is, of course, getting a helping hand from his owner, Rachel Brown, who is the Isle of Wight's police crime analyst.

Rachel said: "The nice thing about it is that I am discovering parts of the Island that I never knew existed.

"It's given me a chance to do things I enjoy - walking my dog, enjoying the Island and taking photographs."

The last 14 miles of Molo's fundraising feat will be the Carisbrooke to Alum Bay leg.

Last year's event raised £200,000 for the Earl Mountbatten Hospice, which specialises in looking after people with life-shortening illnesses.

To find out more about Molo's fundraising efforts, log on to www.xanga.com/iwlass

Gender equality strategy

HAMPSHIRE Constabulary has published its first Gender Equality Scheme, setting out its commitment to tackle harassment, discrimination and champion equal opportunities within the force and in the communities it serves.

The strategy follows the introduction of the Equality Act 2006 which requires all police and public authorities to eliminate unlawful discrimination, harassment and to promote equal opportunities between women and men.

Chief Constable Paul Kernaghan, the force's Diversity Champion, said: "As chief constable of Hampshire Constabulary I am committed to

providing a service that recognises the needs of the diverse community we serve.

"Our aim is to remove any barriers caused by discrimination or harassment and to promote equality of opportunity for men and women, boys and girls, both in the service we provide to the community and the way we employ people.

"There will be many challenges but I am determined to embed equality and diversity in this force."

The Gender Equality Scheme is published on the force's website: www.hampshire.police.uk

PMAS Awards



INSPECTOR Steve Jackson and Constable Andrew Wooders receive certificates from Chief Constable Paul Kernaghan in recognition of their work on behalf of Police Mutual. Insp Jackson is the assistance force authorised officer for Hampshire and received the President's Certificate of Commendation. PC Wooders was awarded the Police Mutual Certificate of Service in recognition of his long service to Police Mutual.

Retired superintendent gets national SIO honour

A FORMER senior Hampshire detective has received a major national award in recognition of his outstanding contribution to the field of homicide investigation.

Retired Detective Superintendent John Fox, who was head of the Specialist Investigations Department for many years until his retirement last year, was presented with the ACPO Homicide Working Group (HWG) Award at the annual National Senior Investigating Officers' conference in front of his peers.

Every year at this prestigious event two awards are presented, one for SIO of the Year, the other being the HWG Award.

Mr Fox said: "I was invited to be the dinner guest of the chair of the HWG, Chief Constable Jon Stoddart from Durham.

"I was naturally delighted to be invited as his guest, but completely unbeknown to me, I had been selected to receive the actual HWG award."

Mr Fox was a member of the HWG for

eight years and held the lead portfolio role for Forensic Pathology and Infant Death.

It was the latter area that attracted most comment on the citation read out by Commander Dave Johnston from the Metropolitan Police Service.

The citation also recognised the contribution Mr Fox had made during his time representing ACPO on the Attorney General's review of infant deaths and Baroness Kennedy's working group.

Mr Fox says he was staggered to receive the nomination.

"I felt quite awkward walking up to be presented with my certificate and engraved fountain pen because all I could think about were the other 200 or so other SIOs in the room who, for different reasons, would have had as much if not more of a claim to such a prestigious award as I did.

"It was a very humbling experience but nevertheless a huge honour."

International Day Against Homophobia

THE International Day Against Homophobia (IDAHO) took place across the world on May 17 and Hampshire Constabulary played its part in supporting the event.

In Southampton, the force worked with its partner agencies involved in the event and publicised the constabulary's Lesbian and Gay Liaison officers (LAGLOs).

The city's Public Protection Unit has been working hard with the council to encourage people to report all hate crime, such as homophobic

abuse and assaults, as part of a long-running campaign in Southampton.

A display about the work the police and council are doing to cut homophobic crime and to encourage people from the gay community to report such incidents was hosted at local gay venue The London Hotel in Terminus Terrace.

A number of LAGLOs attended the venue on the evening of Saturday, May 19 to explain their role and answer any questions people had in an informal atmosphere.

Basingstoke officers on top form

C SHIFT at Basingstoke recently took part in a three-day team building event where they climbed the Crib Goch mountain ridge in North West Wales.

This photo was taken just before the team conquered the ridge, which can be seen in the background.

The officers that took part were APS Rachel Corry; Sgts Graeme Eaton and Nat Scott; and PCs Keith Poultney, Nick Beech, Andy Panter, Michelle Carrig, Adam Buckland, Marcus Morley, Alix Davis, Mandy Simpson, Amy Williamson, Mark Gallagher and Karen Andrew.



Protecting the needs of children and young people

by Gaetana Prassede

SAFEGUARDING the welfare and needs of children and young people is the main focus of a newly established force strategy group.

Hampshire Constabulary's Children and Young Person's Strategy Group was formed a year ago, harnessing the vision set out in the Every Child Matters agenda, and responding to the requirements of section 11 of The Children Act 2004.

In 2003, the government published a green paper entitled Every Child Matters alongside the formal response to the report into the death of eight-year-old Victoria Climbié in 2000.

She was horrifically abused, tortured and killed by her great aunt and the man they lived with.

The green paper prompted debate about services for children, young people and families, and wide consultation followed.

Section 11 of the The Children Act imposes a statutory duty on specified agencies (including the police), to ensure the constabulary's functions safeguard and promote the welfare of children.

The Children and Young Person's Strategy Group comprises representatives of specific units within the force (including Specialist Investigations), members of the Specialist Operations Operational Command Unit (such as the Roads Policing Unit) and other OCUs, as well as the Police Authority.

"Bringing together representatives of different areas of the force as part of one strategic group means we are able to focus and adhere to the specific requirements set out in Section 11 of the Children Act," said Community Safety Chief Inspector Cliff Williams.

"The group looks at safeguarding the welfare of children in everything we do as a force.

"For example, tackling underage drinking is focused on reducing the harm to children and young people in the same way as legislation to seize tobacco and cigarettes from children under 16 is to safeguard their health and welfare.

"When the constabulary identifies a young person who may be in need of support or intervention, we have a duty of care to pass on information to the appropriate partner agencies so that the correct course of action is taken."

North & East Beacon council lighting the way

BASINGSTOKE and Deane Borough Council has been named as a 'beacon council' for excellence and innovation in preventing and tackling anti-social behaviour.

The council's bid highlighted the innovative work the council does together with the police, fire service, other partners and local communities to tackle problems and make local neighbourhoods safer.

Sponsored by the Department of Communities and Local Government and run by the Improvement and Development Agency, the Beacon Award scheme recognises excellence and innovation in local government.

It gives high-performing councils the opportunity and funding to share what they do well with other

authorities and their partners across the country.

Angela Smith, Minister for Local Government, said: "I would like to congratulate all the authorities that have been awarded Beacon status this year.

"You really are our local champions who have demonstrated service excellence, innovation and determination to share your expertise and act as a catalyst for improvements in other authorities too.

"The real prize of the Beacon scheme is the improvements to public services that everyone relies on day-by-day.

"This year we have a comprehensive group of Beacons that I hope will be proud to share their knowledge and excellence throughout the country across a wide range of public services."

Fleet-footed PCSOs ensure peace in North & East

FOUR police community support officers (PCSOs) in Fleet have been helping to tackle youth nuisance in the town and recently played a key part in the identification and detention of a youth who had assaulted the manager of McDonald's in Fleet.

The PCSOs had responded to complaints of youth nuisance outside the restaurant, and on arrival discovered the manager had been assaulted.

PCSO Eaves viewed CCTV footage and identified the suspect and PCSO Greenwood contacted Hart District Council CCTV control room to ask them to look for the offender.

The suspect was spotted and all four PCSOs then began an area search - two on foot and two in the patrol car.

With direct communication with the control room, the suspect was sighted again, however each time he was approached by an officer he ran off.

The search continued and on the third sighting, at local playing fields, the PCSOs managed to position themselves to catch the offender.

PCSO Evans detained the offender and he was arrested, interviewed and charged with assault.

Hart district commander, Chief Inspector Norman Mellors, said: "PCSOs are an invaluable resource to the OCU and as they spend most of their time patrolling the streets they are able to respond to these types of incidents and can make a real contribution to helping us prevent and detect crime.

"On this occasion they worked together to ensure the offender was caught and I would like to thank them for their quick-thinking actions.

"PCSOs are a key part of our Safer Neighbourhoods teams and by engaging with the public and providing a service that is responsive to their needs, they can help make the area an even safer place to live, work and visit."



KEY PLAYERS – CCTV operator Tamy Finlayson greets community safety co-ordinator PC Lou Gidley, behind are PCSOs Dan Eaves, Gwilym Evans, Karen Easy and Nick Greenwood.

Remembering police reforms - forty years on

MARCH 31, 1967 will be remembered by many members of the National Association of Retired Officers (NARPO) as the last day before the amalgamation of police forces in England and Wales as a result of changes brought about by Roy Jenkins, then home secretary.

Every year since, former members of the Portsmouth City Police have attended a reunion at the local police club.

A year ago several members suggested something special should be organised to commemorate the 40th anniversary.

On Saturday, March 31, 2007 more than 200 former members sat down to a three course lunch at the Hilton Hotel, Portsmouth. Although not limited to NARPO members, almost all of the planning and organisation was undertaken by members of the Portsmouth and Gosport District Branch of NARPO under the able chairmanship of Hughie Thornton.

John Hyde, the present branch chairman, gave the welcome address.

The loyal toast was proposed by Chris Scott, long time treasurer of the branch but the main

speaker was Ken Hampton who for many years was chairman of the branch and remembered by many NARPO members for his contributions at annual conferences.

Ken gave a very witty address on the subject of 'The Police of Portsmouth', which earned a standing ovation.

'Absent friends' was proposed by Goronwy Evans GM, the oldest member present, who had been awarded his medal for rescuing people during an air raid on Portsmouth during the Second World War.

At the end of the function, members of the Hampshire Constabulary Band, who had played during the lunch, struck up with The Pompey Chimes followed by Auld Lang Syne when everyone joined hands and sang.

It was a most enjoyable occasion with much reminiscence and friendships renewed. Many thanks to all who worked so hard to make this reunion possible.

John R. Lee, Vice Chairman, Portsmouth and Gosport District Branch, NARPO

Isle of Wight officers take on triathlon challenge

TWO Isle of Wight police officers are going the extra mile for an Island charity by taking on the equivalent of half the Iron Man challenge.

On June 18, PCs Paul Dixon and Matt Wilford will be swimming, cycling and running around the Island. The pair are raising money for the Kerry Green Trust, an Isle of Wight-based charity which helps children with life-threatening or terminal illnesses.

The challenge will start at Sandown Pier, with the officers swimming the 1.5 miles to Shanklin. From there, they will cycle 53 miles, stopping at every Island police station before finishing at Ryde. From

Ryde, the officers will run around the coastline back to Sandown pier, a distance of 12 miles.

PC Dixon said: "We've both been involved in endurance racing before and were looking for something more challenging.

"By coming up with our own event we found that we had the opportunity to set our own limits and raise money for a local charity at the same time. If all goes well, it has the possibility to become an annual event open to all emergency services."

Anyone who would like to sponsor PCs Dixon and Wilford should contact them at Newport police station on 0845 045 45 45.

101 service celebrates its first birthday



THOUSANDS of Hampshire and Isle of Wight residents have taken this advice over the past year and picked up the phone to report non-emergency crime.

On May 15, 2006 Hampshire and the Isle of Wight was the first area in the country to launch the new single non-emergency number (SNEN), 101.

Since then, the service, provided by local authorities and Hampshire Constabulary, has received more than 250,000 calls reporting anti-social behaviour issues.

Top of the list of reported issues is harassment or intimidating behaviour, with more than 30,000 calls since the launch.

This is followed by 12,000 noise-related complaints. More than 8,500 callers reported drunk and rowdy behaviour, closely followed by 8,000 calls reporting abandoned vehicles.

On average, the 101 service receives 800 calls per day.

Head of Call Management, Superintendent Nigel Hindle, said: "The main purpose of the new service was to make Hampshire Constabulary and all 15 local authorities more accessible for non-emergency situations.

"This has been achieved, with more than 15 per cent of the local 1.8 million population calling during the first year."

Hampshire residents who have made use of the service are positive about their experiences.

In regular surveys, 9 out of 10 customers say they would use the service again and recommend it to others.

101 Project Manager Richard Gibson said: "We recently launched a text message pilot for deaf people and speech impaired people.

"This year we will also see the implementation of a 'tasking system' that will give partners online access to all the requests sent to them.

"Alongside this development, the project team is working with the Crime and Disorder Data Information Exchange (CADDIE) project to enable intelligence on anti-social behaviour to be made available over the internet.

"Members of the public will be able to see on a map the areas where 101 calls are being taken."

The Home Office is currently assessing and evaluating the 101 service in all five regional Wave 1 areas.

The outcome of this work in autumn 2007 will inform plans for further development and a potential national roll out.

talbot advert

Offenders encouraged to Wipe the Slate Clean

OPERATION Clean Slate, which highlights offences taken into consideration (TIC) to offenders, police officers and staff, was launched in Hampshire in early April. It is part of a wider drive by the force to increase the level of sanction detections being obtained.

Custody inspectors in each OCU have been sent a pack of material including Wipe the Slate Clean leaflets for every prisoner coming into custody, sets of posters to advertise the campaign internally and externally in custody suites and A5 flyers to promote the campaign.

Accompanying these packs is a personal letter from Assistant Chief Constable (Territorial Operations) Simon Cole to each custody inspector emphasising the importance of this campaign.

ACC Cole said: "A great deal of effort has been made over the past few months to increase the level of sanction detections being obtained across the force area.

"It is very important that we maintain this focus as we move into the new performance

year.

"One of the ways to reach the goals of 'narrowing the justice gap' is by ensuring that we ethically encourage offenders to ask for other offences that they have committed to be taken into consideration.

"This not only helps victims but reduces the burden on our investigative capacity.

"It is essential that every appropriate prisoner and interviewing officer is aware of Operation Clean Slate and the benefits to all those involved."

The subject of TICs has also been included in recent frontline training and will be added to the new forthcoming Right First Time - Standards of Investigation Training currently being piloted and due to be rolled out forcewide in May.

The RMS procedures for offences TIC have also been simplified.

Prisoner Interview and Intelligence Teams (PIITs) and Priority Crime Units (PCUs) on OCUs will be able to offer advice and assistance about how to get offences TIC'd.

Independent company to conduct satisfaction surveys

THE Home Office now requires all police forces/authorities to collect their satisfaction data from victims of crime using telephone surveys.

Until recently the force has conducted postal surveys but the decision to change to telephone surveys was made by the Home Office following analysis of satisfaction data from 2004-5 which showed that results obtained through postal and telephone surveys were notably different in some aspects.

Standardising survey methodology across all forces is aimed at improving the comparability of user satisfaction data, which plays an important part in assessing force performance.

Hampshire Constabulary has now selected an independent market research company called mruk research to conduct our telephone surveys.

The aim of having an independent company is to provide objectivity and also deal with potential resource issues in having to make 13,000 telephone calls a year and is therefore more cost-effective.

The centre for Procurement

Excellence in the Police Service (PEPS) dealt with the procurement requirements for all police forces.

Seven suppliers were identified as having submitted the best tenders in terms of price, quality, capacity and track record.

Hampshire Constabulary was then able to identify mruk research as most able to meet our needs and deliver best value for money.

Clare Simkin, consultation manager for Hampshire Constabulary, said: "Hampshire Constabulary has been working with mruk over the last year in relation to anti-social behaviour telephone surveys and surveys of our call management department.

"We have seen client testimonials about the quality of mruk's work from other forces including Merseyside, the Metropolitan Police Service, and Devon & Cornwall Constabulary and we are confident that they will meet our needs."

As mruk will be contacting victims of crime on our behalf

they will be supplied with a number of details on a courier-delivered, password-protected Excel spreadsheet including the occurrence reference number, the type of crime/incident, name, age, ethnicity and telephone numbers.

This will not include any details of the particular incident.

The data will be cleaned by the force Consultation and Research team to ensure it does not include sensitive cases, ie domestic violence incidents, under 16 years of age, PVI's etc.

The mruk telephone consultant will speak only to the victim of crime.

The questions asked will be very similar to the ones used in the postal surveys but the survey is now more telephone friendly.

Most of the questions are mandated by the Home Office, but there are a few unique to Hampshire Constabulary, which have been devised after consultation across the force and will provide information to help get our service Right First Time.

Love Southampton, hate crime

by Emma Apter

IT SEEMS a strange way of cutting crime, but police in Southampton are actively trying to encourage people to report more.

In a special year-long campaign, Southampton's Public Protection Unit (PPU) has joined forces with the city council's Community Safety department to raise awareness of hate crime and how to report it.

The high-profile campaign is the first for the dedicated PPU, which was introduced a year ahead of other Operational Command Units (OCUs) across the force.

The specialist unit was set up in April 2005, consisting of not only a Community Safety unit, but also a dedicated Public Protection Investigation team - something that had never been in place in the force previously.

Headed up by DI Craig Dibdin, the team actively investigates hate attacks and incidents of domestic violence, particularly those that are believed to be motivated by race, faith or sexuality. The vast majority of victims of these kind of crimes feel unable to come forward and report to the authorities.

The 'Love Southampton, hate crime' campaign aims to change that by making it easier for people

who may have suffered for significant periods of time in silence to come forward.

Working with the Community Safety team at Southampton City Council, the partnership has put in place new facilities which enable the reporting of any kind of harassment or hate crime at any council location.

The changes will mean that anyone who is uncomfortable with approaching police officers or going to their local police station will instead be able to talk about the problems to specially trained council staff.

The doors of every library, leisure centre, art gallery and many other public buildings will now be open to anyone wanting to report any hate-related incident.

Special pocket-sized contact cards and information leaflets have been distributed across the city, and hard-hitting imagery carrying dedicated contact numbers can be seen at bus stops, in busy shopping areas and in public buildings - all with the aim of encouraging more people to come forward and report these crimes.

In the long term this will inevitably increase crime figures for the region - but this is exactly the desired effect the unit is after.

If Southampton is going to tackle hate crime and domestic

abuse head-on the PPU and the council need to know exactly what kind of a problem they actually have in the area, and that means finding ways of increasing reporting.

DI Dibdin said: "We believe that hate crime is significantly under-reported in Southampton, and although we may not have a huge problem in the city, we need to know exactly what the problem is, where it's happening and why it's happening before we can even start to tackle it.

The PPU has been set up specifically to look at public protection issues, and we want to get to a position where there are no hate-related incidents. Once we have an accurate picture we can do that.

"People need to have confidence in us, and know that we have specially trained officers to deal with these kinds of incidents.

"By teaming up with the council in this way we're hoping that as more cases go through court people's confidence will grow, and more of them will be encouraged to approach us and report crimes."

The definition of hate crime covers a huge area, and many people have a lack of understanding of exactly what a hate crime is.

This campaign aims to raise awareness that hate crimes can be anything from property being vandalised with crude graffiti, or people being the target of cruel jibes, right through to victims enduring violent attacks.

The common factor in any of these instances is that the victim has been targeted because someone has taken exception to the way they look, sound, dress or live their life.

Since its creation the PPU has seen significant successes, including the arrest and conviction of a teenager responsible for a homophobic attack on Southampton Common last year.

Muhammed Afzal, 17, was arrested following a targeted operation on the common, which used both uniformed and covert officers, alongside the tactical cycle team and city patrol colleagues, following a spate of attacks against predominantly gay men.

Afzal was jailed for three years as a result of the work carried out by the PPU.

After the success seen already through the hate crime campaign the PPU is now working to increase the confidence and reporting of victims of domestic violence.

A three-pronged campaign is

planned for later this year to target specific areas of the community, and raise awareness of the city's new domestic violence advocacy project, which went live in January this year.

Southampton's dedicated community intelligence officer is working alongside DI Dibdin to get the backing of the local faith councils to create a campaign to promote within the Black and Minority Ethnic (BME) communities.

Similarly, work is ongoing with partner agencies to tackle domestic violence in same-sex relationships, to build on the success of the recently launched Breaking Venus DVD, as well as in heterosexual relationships.

The level of work being carried out by the unit is something that should be praised.

The high level of skill and experience the unit now has is being utilised more effectively by the OCU and reaping great successes as a result of it.

With other OCUs now bringing their PPU teams up to the same strength, residents across Hampshire and the Isle of Wight should feel safer, and have the confidence to know that the force can call on such dedicated and highly skilled professionals.

Date for your diary

THE board of directors of the Southampton Police Club Trust Fund would like to advise all pledged members and beneficiaries of the following important dates.

The AGM of the trust fund will be held on Monday, June 4, 2007 at Netley Training School, starting at 7pm.

Pensioners Night this year will be held on Tuesday, October 16, 2007 at Netley, starting at 7pm.

There will be a free bar and food provided.

More than 200 retired members of staff attended last year and had a tremendous evening.

Further details will be circulated closer to the date.

The Trust Fund Dinner Evening will be held on Friday, November 16, 2007 at Netley, starting at 7.30pm.

This event is headlined this year by the well known Southampton band Rufus Stone. Further details will be circulated closer to the date.

Welfare fund latest

THE latest Welfare fund memento price lists can be found on the intranet at Home>Staff Services>Hampshire Police Federation>General and Miscellaneous>Welfare fund memento price list.

Engaging with the community

by Carolyn Miles

IT HAS been a year since the Initial Police Learning and Development Programme (IPLDP) began and during that time 250 student officers have taken part in community placements across Hampshire.

An integral part of IPLDP focuses on engaging local communities in the training of student officers.

A total of 129 organisations have taken up the challenge in the past 12 months and have provided a placement.

However, there is still a need for more to join up.

Student officers are deployed to work within an organisation during week four as part of their 23-week initial training.

The officers are placed based on their past experiences (voluntary work, paid work, etc) in order to give them a new insight into policing, and are positioned within an organisation that serves the area that they will be posted to.

One of the organisations currently taking part in the scheme is Inscape, which provides a service to lesbian, gay, bisexual, transgender and heterosexual communities who have questions and concerns about sexuality and sexual health.

Scott Deacon, Inscape outreach co-ordinator in Portsmouth, said: "The police student placement scheme is a very well received initiative.

"It helps bring the services, clients and the struggles and

issues these people face on a daily basis to the attention of newly recruited officers.

"This experience will help guide new officers in accessing their local and diverse communities, enabling contact working, involvement, awareness of cultural differences and the needs of specific groups.

"Trust and confidence in the police by these groups will ultimately help to reduce crime."

Hampshire Constabulary's

Community Engagement co-ordinator, Sarah Purdue, said: "We have received great feedback from all student officers after they have completed their week's placement.

"The link between the community and the police is beneficial to all concerned and we hope that we can encourage more organisations to get involved.

"The placement scheme allows the officers to get a better understanding of the people and the

area that they will be serving once they get posted.

"It is also a good opportunity for community members to get to know their local officer and to see them engaging with the local people."

The Community Engagement team need your help in identifying more community groups and organisations within your OCU who would be interested in providing sustainable placement opportunities for student officers.

For more information please contact Sarah Purdue on 023 8074 5081 or email ipldp.community@hampshire.pnn.police.uk.



DIVERSE SEXUALITY – PC Nicole Houghton and Inscape's outreach co-ordinator Scott Deakon discuss the range of material available to Inscape visitors who have questions about their sexual orientation.

Help for domestic abuse victims

OFFICERS in Central Operational Command Unit have joined forces with a mobile phone supplier to offer a lifeline to victims of domestic abuse.

Orange is donating reconditioned mobile phones to the Community Safety Unit (CSU) in Fareham to distribute to women who have been identified as being at high risk of domestic violence and abuse.

The phones come complete with SIM cards and are ready to

use, with no bills or paperwork being sent to the women's home addresses.

The CSU took delivery of the first 10 phones in April and has started to distribute them.

PC Sarah Ridler came up with the idea to try and collect donated mobile phones and contacted all the retailers in Fareham for help; Orange were the first to respond.

She said: "These phones will be a lifeline to women who will be able to use them to make

emergency calls if needed.

"In many cases of domestic abuse, a woman's finances are controlled so she is unable to buy her own phone.

"No-one but the woman needs to know that she has the phone and she can obviously take it with her wherever she goes.

"Although women identified as being at risk from domestic abuse can have a Safelink line installed in their homes, the link is only useful if the violence occurs at

home.

"A mobile phone can be taken to work or on the school run so the woman will have a means of calling for help whenever she needs it."

Amanda Wallace, the store manager at Orange in Fareham, said: "We are more than happy to support such a good cause.

"When I got the letter from the police asking if we would help I thought it sounded like such a simple but effective idea.

"Orange does a lot of work for charity but this seemed like an opportunity to help the local community."

PCSO makes child's play of Eastleigh 10K

by Alan Smith

HEDGE END-based police community support officer (PCSO) Scott Weston took part in this year's Eastleigh 10K road race to help raise funds for a playschool on his beat.

Since he started patrolling his beat at the end of last year, Scott has become a popular figure in and around the Hamble area.

In the weeks following his appointment, he made a point to meet as many people as possible to outline his role and what he hoped to achieve as the local Safer Neighbourhoods PCSO.

One such meeting brought him into contact with the local village playschool and after chatting to staff Scott found that they desperately needed toys for the children to play with, but were struggling to raise the required funds.

Sympathising with their plight, Scott decided to run the Eastleigh 10K and raise money for the children through sponsorship, setting himself a target of £1,000.

Scott is keen to develop links between the police service and young children. He said: "I feel it is an important part of

my role to work and spend time with youngsters as it will hopefully help break down some of the barriers that often exist between police and children."

Although Scott is not what he considers to be a natural athlete, his overwhelming desire to try and help the children gave him the drive, enthusiasm and motivation needed to finish the event.

Scott completed the race in 53 minutes and 42 seconds. Afterwards he said: "I had never done anything like this before and really looked forward to competing. I thoroughly enjoyed it even if I did ache a bit the day after."

So far Scott has raised nearly £700 and hopes that colleagues, friends and family will help him reach his target of £1,000 with some late donations.

Scott is now training for the Netley 10K race around Victoria Country Park in May, when he hopes colleagues will join him in raising money for the charity Visualise based at Waterside House, Netley.

Anyone wishing to join Scott on the run, sponsor him or make a donation should contact him at Hedge End police station or by email.

Raising Deaf Awareness

by Liz Harding

MORE than nine million people in the UK have some level of hearing impairment, which equates to around one in every seven of the population.

May 7-13 was Deaf Awareness Week, and this year carried the theme 'Look at Me', giving people the opportunity to consider the various ways available for communicating with those who are Deaf, Deafblind, deafened or hard of hearing.

In Hampshire, Police Link Officers for Deaf People (PLOD) attended and held various events, including talks by Sergeant Glen Barham MBE at the Fareham Pension Service, and the Sound Advice open day at Newport, IOW.

On Thursday, May 10, student officers at Netley Southern Support and Training HQ were given talks by Glen, along with Media and Corporate Communications Officer Liz Harding, informing audiences about Deaf Awareness Week, advising on communication tactics and the PLOD service.

PLOD was set up around

seven years ago and aims to promote access to the police service for those with hearing impairments.

Officers who have varying levels of skills in Lip Reading, British Sign Language and Deafblind communication are available across Hampshire and the Isle of Wight on a call-out system.

They are able to assist and advise officers and staff, and can attend to aid communications in some situations.

These events were also a chance to promote the established emergency text number, 80999, for those who are unable to use the speech service, and the recently launched non-emergency text number, 66101.

This has been set up alongside the non-emergency phone number 101, for reporting incidents such as rowdy behaviour, graffiti or low-level damage.

Details of the PLOD service and officers involved are available both on the constabulary website - www.hampshire.police.uk - and the intranet, and they welcome all enquiries.



LIFELINE – PS Sarah Ridler, Sgt Mark Alleman and Fareham's Orange shop manager Amanda Wallace, with some of the mobile phones that will be used to help some of the most vulnerable victims of domestic abuse.

Spotlight

Spotlight on Assistant Chief Constable Operational Services David Pryde

What do you currently do?

Assistant Chief Constable of Operational Services, incorporating criminal justice, call management and custody.

How long have you been in that role?

Since April 30, 2007.

Tell us a little about yourself and your job history:

I joined Kent Police in 1987. My last role was chief superintendent - Area Operations, responsible for criminal justice, forensic science and volume crime performance.

Not in any order I have also headed Kent's Force Control Room, been in charge of the Major Crime Unit and was a BCU Commander at Medway, which is not dissimilar in size to Portsmouth.

I went on secondment as a DCI to the South East Regional Crime Squad in 1997 and was promoted to Detective Superintendent when this organisation changed to the National Crime Squad.

I held portfolio responsibilities for Firearms and U/C Deployments as well as operational control of three branch offices deploying 12 surveillance teams.

I took the lead on developing Project Reflex, the UK response to people trafficking,

following the 55 deaths of Chinese people at Dover.

Drug trafficking, money laundering and people trafficking investigations meant I travelled all over the world and I have worked with law enforcement agencies in North America, Colombia, Brazil, Australia, Hong Kong, China and most European countries.

What attracted you to working for a police service?

I left school and went straight to university. When I graduated I thought 'what on earth do I do now?'. The police service was one option, the Royal Navy the other.

I applied for a commission in the navy but then elected for the police, mainly because they were able to offer an immediate appointment.

Was the police service a good move?

Definitely - I have never regretted it, never regretted moving to Kent and am unlikely to regret a move to here.

I really like what I have seen so far in Hampshire.

Have you seen many changes in the service?

Funnily enough I was watching Life on Mars the other week and that was exactly what it was like.

It takes me back to my time as a young DC in Glasgow, and while you can look back fond-

ly, there are a lot of things that have changed for the better.

What are you most likely to be heard saying?

'Annabel - stop doing that!' (Annabel is ACC Pryde's two-year-old daughter, who is into everything.)

What annoys you?

Missing two-foot birdie putts.

What makes you happy?

My children and of course, my other half. (ACC Pryde has three children: Annabel (2), Alex (14) and Andrew (20))

Favourite smell:

Chanel.

Who would play you in a film?

Sean Connery or Ewan McGregor.

Not because they are Scottish, although that helps a little bit, but because both have immense talent, are popular and good-looking!

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

Back to the past. I often wander around cities and towns, particularly London, look at the houses that have been converted into offices and flats and wonder

what they looked like when they were built.

I was walking down Buckingham Palace Road the other day admiring the Georgian houses which back on to the palace and would have loved to have seen them in their original state.

I guess this might be based on the fact that I have a degree in Economic History and am quite used to looking back to work out what happened.

Top three dream dinner party guests:

Jonathan Ross
Rickey Gervais
Stephen Merchant
That would be a giggle!

Chocolate or vanilla?

Chocolate.

What did you want to do when you grew up?

For some strange reason I wanted to be a lawyer, and originally when I went to university I wanted to do law.

After a year I decided it wasn't such a good idea and switched courses.

What would your dream job be now?

Golf professional - I would truly love to be able to play decent golf rather than hacking my way round the course as is the case now.

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

I recently spent some time with the Federation reps and we were talking about their

concerns over sickness, so I guess I want to look at the work-life balance and see what we can do to improve everybody's lot.

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

I once played Barbra Streisand singing Hello Dolly in drag in the Scout Gang Show.

That has been one of my best-kept secrets and I suspect I may live to regret sharing it!

What would be your ideal summer holiday?

Beach and warm weather.

What do you hope to bring to the force?

A fresh pair of eyes and someone who will ask the question 'why?'.
This is a key attribute, as the world moves on so quickly sometimes you don't realise existing practices and processes are no longer relevant.

I hope my experience with Kent Police, as a similar sized force facing similar challenges, will add value to what I bring to the constabulary.

Most importantly, I can challenge and question because I am new and have a different perspective on how business is done.

It is remarkable that forces do day-to-day business so very differently when you consider we all have the same partners and performance measures.

As time passes, I hope I will still be able to keep asking 'why?'.
How do you feel about your



appointment?

I am very pleased to be a part of Hampshire Constabulary.

It is a very good force and rightly jealously guards its reputation as a high-performing force.

The officers and civilian colleagues I have spoken to are very proud to be part of Hampshire Constabulary and even after only a week in post I share this sentiment with them.

What do you hope to get out of your experience with Hampshire?

I hope that I can make a positive difference, be happy with what I achieve and enjoy myself in the process.

I hope the people working with me equally enjoy themselves and feel they are valued as colleagues who have much to offer.

The interview with DS Darren Rawlings which should have appeared in this issue will now appear in the next issue.

Lottery passes the £2,000 first prize barrier

FOLLOWING an email sent to all constabulary staff in January, many new members have joined the force lottery enabling the first prize to be boosted to £2,150 from the previous jackpot of £1,800.

Inspector Glenn Cairns, who runs the lottery for the force in his own time, said he was pleased with the latest figures and hoped that members could

maintain the first prize above the £2,000 mark.

The lottery is open to all serving constabulary staff and all contributions are deducted from your pay by Payroll.

Joining or checking results couldn't be simpler; just type the words 'Force Lottery' into the force's intranet search engine to bring up the relevant page.

knight polson advert

Plain sailing for former constabulary employee

AFTER a mere four decades with the constabulary, former Force Search Co-ordinator Bill Morris has run away to sea.

His nautical departure marked the end of 41 years' service with the force, where Bill served as an officer with the Dog Support Unit from 1965 to 2000, before taking on the civilian supervisory search role until August last year.

Since retiring for the second time, Bill has taken on his new role as ship security officer with Norwegian Cruise Lines and is enjoying the sights of far-flung corners of the world.

Speaking to Frontline from on-board ship, Bill said: "Having worked aboard several of the great cruise ships when in Southampton docks, I recognised the role of ship security officer and often felt that the position had a lot of appeal.

"In February I was appointed my first ship position.

"I am now the ship security officer on board Norwegian Dawn, based in the Manhattan Terminal, New York.

"The Dawn is currently cruising between NY and the Caribbean.

"At the end of 2007 the Dawn

will reposition to Miami and will then operate out of there as home port."

Bill is responsible for all security issues relating to the ship, guests and crew, and reports directly to the staff captain.

The Norwegian Dawn carries around 2,200 passengers and some 1,200 crew.

Bill now heads a security team of 12 ex-Ghurkha soldiers, which provides guard and secu-

rity duties around-the-clock on board.

In his new role, Bill is deployed for three months on board then has three months vacation period, when he will be reunited with his wife Pam and family back in Southampton.

"Some of the more pleasant responsibilities involve meeting passengers, attending social events and hosting guests while representing the senior officers on board the ship," Bill said.



SHIPSHAPE - Bill in 'tropical whites' on the deck of the Norwegian Dawn while in port in Puerto Rico. It's a tough job, but somebody has to do it.

Old friends

I REFER to the obituary of my late very good friend, Basil Willshire (Issue 127, March 2007).

Basil joined Portsmouth City Police on July 5, 1939 and we both attended police classes together. In 1942, along with so many officers under the age of 27, we were called upon to perform military service. Basil joined the Royal Navy and rose to the rank of lieutenant and commanded a landing craft on Gold Beach on D-Day.

He returned to police duties in January 1946 and served in both the uniform and detective branches, retiring on July 18, 1964 after 25 years' service.

After the three Hampshire police forces amalgamated on April 1, 1967, Basil became a Portsmouth Police representative on the Hampshire Police Welfare Fund. He resigned in 2005 due to ill health.

Further to the foregoing, it was pleasing to learn that annual force inspections will still be carried out by Her Majesty's Inspectorate of

Constabulary. I enclose a photograph showing the front rank of 'A' division of Portsmouth City Police undergoing an annual inspection in 1960 on the parade ground of the Royal Marines Barracks, Eastney.

The HMI was Mr Johnson, an ex-detective superintendent from Portsmouth City Police who became the Home Office's first chief inspector of constabulary. The photo shows his first inspection in that capacity; Mr Johnson can be seen talking to the right-hand marker of 'A' division - the good-looking sergeant (me!).

As it was a force inspection all five divisions of the city force were on parade, ie A, B, C, D and HQ's divisions, the latter being represented by the Traffic department.

Also in the photograph can be seen the chief constable, William N Wilson, and Supt A Organ, the officer in charge of 'A' division.

Eddie Wallace



Families Day 2007 HAMPSHIRE CONSTABULARY



Saturday, June 2 from 11am until 5pm
Southern Support & Training HQ, Hamble

Events and activities on Families Day are subject to change and the committee reserve the right to replace or omit attractions should circumstances deem it necessary.

©Hantrop Reprintgraphics 10409 - 01/07



June 2 is families day - make sure you don't miss it!

FAMILIES DAY offers some new attractions this year, when the force Training and Support Headquarters at Netley opens its doors from 11am Saturday, June 2.

Making a first appearance at the annual event is the Erpyngham Retinue, a medieval living history display group.

They will demonstrate the fine points of medieval cooking and put on an archery display, including an English war bow in action.

Also making an initial visit is the Dorset Police helicopter which will be open for viewing as will a Chinook helicopter, a popular attraction for several years.

Musical entertainment will feature a first Families Day appearance for rhythm and blues vocalists Emma and Jack.

Other tuneful performances will come from the Hampshire Police Choir, rock and comedy from the Reejacks, the kilted Ramsey Caledonia Pipe and Drum Band and the Band of Hampshire Constabulary.

Visitors who want a trip on the police launch or a tour of the CWUN control room are advised to arrive early and make their booking.

Both attractions rapidly become fully booked.

Firm favourites returning this year are the Portsmouth model boats, the reptile display, the IT room, the Murder Mystery trail, Trigger the Train, pony rides, the Great Randini, clowns, the arts and crafts marquee, face painting and a variety of bouncy castles and skill-testing side shows.

Budding television reporters can experiment in the TV studio.

This year's classic vehicle display will be the biggest yet with 40 cars and 20 motorcycles on show, including a 1960s Renault police car - coming all the way from France.

Pride of place will be a 1965 Humber Super Snipe estate, trialled by the force against the Volvo Amazon.

The Volvo won but the force kept the trials Humber.

It survives to this day in private hands, the only one of its kind on display in the country.

And, if all the entertainment promotes a big appetite, there will be a variety of food and snacks available from the usual Netley catering team, the Police Federation Hog Roast and a variety of stands with ice cream, candy floss, cool drinks and doughnuts.

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

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

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

Professional

Congratulations on the Frontline publication which I read with great interest as a retired Hampshire Constabulary police officer.

The Past Times article by Clifford Williams re: Her Majesty's Inspectorate of Constabulary in edition 126 was especially interesting.

Former Assistant Chief Constable Jack Ellis was one of the first Assistant Inspectors of Constabulary (Crime) Hampshire to serve in the inspectorate. I think at present I am probably the most recent Assistant Inspector of Constabulary (Training, Personnel etc) from Hampshire and I served on secondment at the Home Office for six years until retirement (after one day back in force) on December 31, 1991.

The role of HM Inspectorate

has changed greatly over the years and I am sure will continue to play a helpful advisory role in national policing.

Keep up the good word. Frontline is a very professional publication.

RO West QPM BA FCMI

Big thanks

I feel the need to write a letter of thanks to the officers that I worked with at Southampton while working as a response inspector.

I got promoted to the rank of inspector in 2006 and moved to the Southampton Operational Command Unit (OCU) after spending most of my previous 17 years working at Portsmouth. I thought that I had seen it done it and read every book available to do with uniform shift work and custody.

It was somewhat of a sur-

prise to see such a difference when I moved to Southampton. One of the biggest adjustments was how big an area the city officers actually covered. I know it is such a stupid thing to note but the reality was that I got lost on most occasions and only really felt confident finding the custody centre.

The second surprise was the fact that I constantly worked alongside a shift which for most of the time had four acting sergeants and minimum shift strengths. These shifts had workloads which were incredible, with the acting sergeants doing what can only be described as a miracle to keep it in check.

The amount of Records Management System tasking and number of crimes was, quite frankly, mind-boggling.

The custody centre had staff that were totally dedicated and again did an incredible job.

I was constantly impressed with the dedication shown by all the shift officers I worked with. They were constantly being asked to do the impossible and had little in the way of resources to provide it. They regularly dealt with serious incidents and crimes, to the extent that it had become the norm rather than the exception. I have never felt the need to put pen to paper before even though I recognise that this sounds familiar to most who read this.

I would now like to say a massive thank you to all the officers and staff I worked with on this OCU. (This includes the CID.) I greatly

admired their attitude of 'the job must get done' and thank them for all the support which they gave me while I was there.

In a time where we seem to pay so much attention to minor issues we sometimes forget the other 99.9 per cent of the work where we actually do an excellent job.

I would especially like to thank all the sergeants and acting sergeants for their help and dedication. Sometimes a thank you is all that is required.

Insp Eddie Charlton

Fluid rules

I feel I have to add my penny's worth after being told by CWUN recently that I was no longer allowed to ask for insurance details of motor vehicle as part of a moving vehicle check. This I was told is now force policy and unless I have the vehicle stopped and have suspicion of no insurance I can no longer ask for these details. Once back at Havant I contacted CWUN in order to find out when this became policy. They informed me that this was now the case, however 'it is fluid'. No further explanation was forthcoming. I have continued to ask around and I have been given many explanations ranging from 'it's because it breaches the Data Protection Act' to 'it's because we are not filling out enough HORT1s'.

I consider road-related matters to be right up there with all other areas of policing within our county as, believe it or not, CRIMINALS USE CARS! As such, every measure available to us as a service to the vast majority of law-abiding citizens within our borders should be utilised.

The ability to do a simple PNC check on a vehicle which includes all the relevant documents PRIOR TO STOPPING is not only common sense, but vital when you are at best 15 minutes away from back-up when you are on your own, and the area car is committed elsewhere. This does not happen often I grant you, as I am lucky enough to have a very good shift and area car crew.

I have been told that the insurance database is not controlled by the police, but the information regarding vehicle details held by ANPR is on a different database and can be used whenever justified. Why, therefore cannot we use this database for everyday moving vehicle checks to include all that we need to help prevent offences on the road, or is ANPR now going to be outlawed as a breach of someone's human rights/Data Protection Act/cub scout guide!

As a closing note, over the preceding few months, I have used PNC to check several vehicles prior to stopping and have been told 'insurance details not held'. Most of them would not have been stopped at the time had this not been said, as the reason for them coming to my attention was so minor. However, to the best of my memory, most have resulted in summons for no insurance after HORT2 have been received. Many, many more countywide

have resulted in arrests and that magic word - detections — for serious crime.

PC 24012 Adi Rosser, Havant

RPU Superintendent Mark Bradford replies: *There was a degree of confusion over our ability to carry out insurance database checks on moving vehicles — this has been resolved by Data Protection following RPU discussions with them and I can confirm you can check moving vehicles on that database. ANPR access to this database is subject to different rules to those that apply to a moving vehicle checked by an officer at the time. I share the letter writer's enthusiasm for this database — it has led to many arrests since its introduction and deprived many more of access to uninsured vehicles.*

As regards changes in respect of exceeding the speed limit, there is a report for our ACPO being progressed by the RPU which addresses a number of driver training and vehicle issues which have manifested themselves during the emergence of the Road Safety Act 2006, the proposed Corporate Manslaughter legislation, the SNT/TPT policing model and forthcoming work from the IPCC. That report is due to be considered by ACPO shortly.

We have made huge advances with ANPR as a force although there is much more we can and will be doing.

Our evaluation of the use of Section 165 powers and associated costs is now complete and we will be rolling out a Portsmouth OCU-based trial shortly.

More forms

In relation to the new C12 forms I have a couple of queries. First, now that we have received the new C12a books for use on patrol, am I right in thinking that in order to accommodate these forms and books we will be issued combat trousers as the books do not fit our current stab vests, jackets, etc? Did the decision makers consider the size of the books and the limited size of the stab vest and jacket pockets before they spent the money ordering them?

Combat trousers would be the much needed solution to the problem as they are totally practicable, completely indispensable and much needed by all frontline officers.

As it stands, officers are appearing untidy in the eye of the public as we're laden with forms and books. This is the same public that perceives the police as being overburdened with paperwork and needless form-filing instead of fighting crime. Do we wish to reinforce this cliché or equip ourselves with the tools for the job and underline our professionalism?

PC 3520 Philip Holderness, Gosport

Ch Insp Bob Maker, RMS Enhancement project manager, replies: *The new C12 forms are a vast improvement on the previous forms. PC Holderness is correct in that the size of the*

books is not ideal and work is in hand to rearrange some of the data on the front of the tickets to help reduce the size. This will be realised in future print runs of the tickets.

There are several benefits to the new system for the organisation and the service we provide. One benefit is improved data quality whereby incidents are properly and accurately recorded with the data legible for all to read and act upon. As with any new system, there are teething problems and the size of the books is one that the implementation team are aware of and addressing. I am afraid I cannot do anything to address the officer's perception that they are doing too much paperwork. We are and always have been accountable for our actions and the need to accurately record our encounters with members of the public will never cease.

Diminishing numbers

I refer to 'retired skipper' Chris Stanley's letter in edition 126 of Frontline.

He is correct on the diminution of officers actually available for the so called 'front line'.

In 1966, when I first attended Eastleigh Police Station, each shift paraded 22 officers, all male. The parade room was packed, and stank of sweat, tobacco and runaway testosterone.

Now and again, our chief inspector, Mr Childs, would come in for the nights and support us till we'd put the pubs to bed. After the pub chuck out and checking out shop security, (there were so many of us on duty) we were falling over each other till shift end.

When I started at Shirley in 1978, we paraded around 18 officers or so, but by the time I retired in 1991, we regularly paraded a mere four officers. By the end of Nights week, with injuries and court, we'd be fortunate to keep even those.

If those early 1990s patterns are repeated around the force, someone up there at Headquarters is making a terrible mistake.

I now live in Lilburn, GA (close to Atlanta), and when I go out for a drive it is rare indeed that I don't see a police car cruising. Cops are 'all about' and extremely visible.

Whatever others will tell you, America is nowhere near as dangerous as most UK citizens believe, and I am at least legally permitted to carry my Heckler & Koch P7M8 should I need to defend myself.

I make around six visits to the UK each year and the sight of a uniformed police officer is vanishingly rare - a 'real' police officer on foot patrol a fictional vision from history.

Those officers I talk to indicate that, indeed, post-war officers like me had the best of it.

Good luck to those currently serving.

Brendan Stallard, Lilburn, USA

phil williams advert

SUDOKU prize CHALLENGE

HERE is this month's Sudoku PRIZE Puzzle.

Complete the grid by filling in every column, row and 3x3 square only using the numbers one to nine, each number must only appear once in every row, column and square.

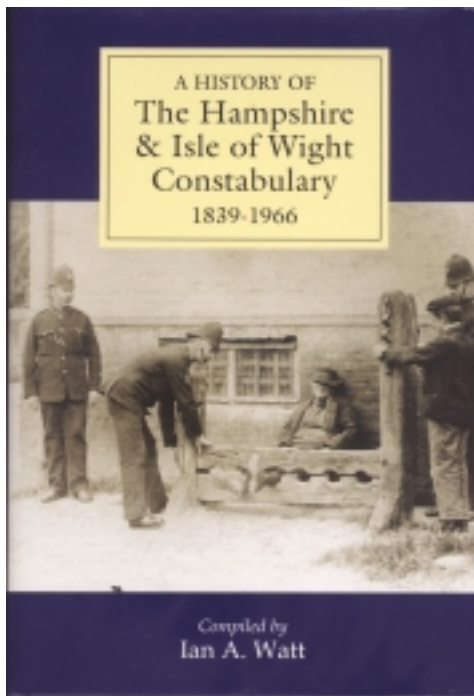
The solution to this prize puzzle will appear in next month's Frontline along with a new puzzle for Sudoku fans.

The first winner drawn for this month's Sudoku prize puzzle will receive a copy of the book 'A History of the Hampshire and Isle of Wight Constabulary 1839 - 1966', shown below right, donated courtesy of the publisher, Phillimore and Co. Ltd.

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

Shown above are the answers to our puzzle from edition 128.

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



● The Force History Society has its own web site. Its address is: <http://www.hants.gov.uk/hchs/>



was then in blossom and the chief constable was following the old saying 'Cast ne'er a clout til May is out'?

The may tree (or hawthorn) blossoming marks the cusp between spring and summer.

A further uniform order was issued in July when 'summer serge, white cap covers and white gloves' were ordered to be worn.

The Traffic Division photograph from 1968-69 which

appeared in both issues 127 and 128 has continued to generate correspondence.

A number of readers have now identified the 'unknown' officer as Jack Slayton, who spent quite a substantial part of his service in the New Forest.

Please note that the new History Society website address is: www.hchs.hampshire.org.uk



Past Times by Clifford Williams

THE photograph featured here came from an album that belonged to Frederick Clayton. DC Clayton served in the Southampton County Borough Police Force from 1920 to 1951. He was a uniform officer at the time of this photograph.

He is marked with an 'x', forming part of the procession at the funeral in 1928 for one of the Southampton police surgeons, Dr William Robert Yeates Ives, who served Southampton police from around 1900 to 1928.

Dr Ives lived in Portswood Park and together with CH Saunders and PM Roberts, provided medical services to the police.

An entry in General Orders of 1921 states that 'in case of sickness, all members of the police service will apply to the police surgeon in whose respective district they perform duty'.

In Dr Ives' case he covered the Bargate and Portswood districts and his consulting hours for the police were 9am to 10am and 6.30pm to 8pm.

The procession of police officers for Dr Ives' funeral demonstrates both the esteem with which the police surgeon was held in those days, and also the closer involvement the police surgeon had in the force.

April was a particularly warm month this year.

In past years it was often dur-

ing April that orders were issued to cease wearing heavy winter overcoats on day duty.

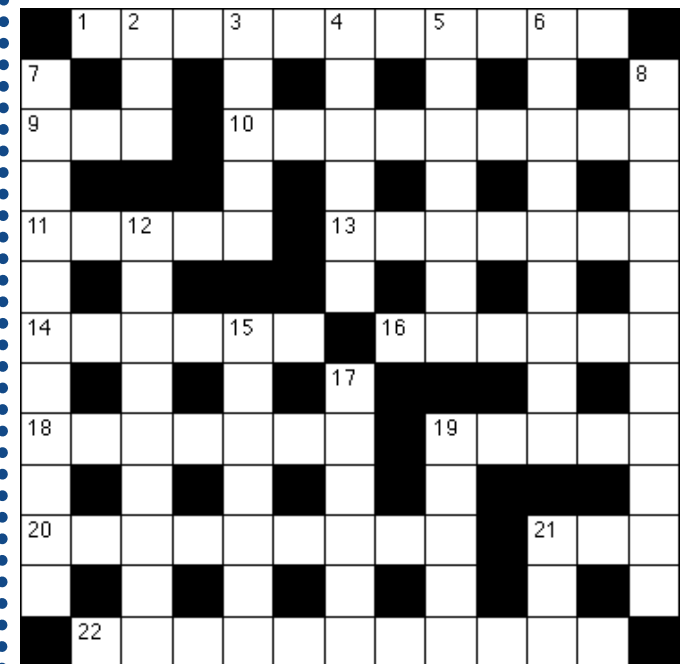
Such an entry on April 16, 1927 appeared in the General Orders of the Southampton County Borough Police.

'On and after tomorrow (Sunday) the wearing of grey-coats on day duty will be discontinued, and Norfolks and black woollen gloves will be worn.'

Did this mean the may tree

Crossword no. 129

Frontline are currently seeking sponsorship for crossword prizes. In the interim we will not be offering a prize and the crossword will be just for fun. Please watch this space and we will notify you when we are once again able to offer a crossword prize. The winner of the prize from edition 128 is Trevor Johnson of the Fingerprint Bureau, Netley.



SOLUTIONS TO 128

Across: 1 Alba; 3 Bastille; 9 Malleus; 10 Epode; 11 George Smiley; 13 Aegean; 15 Agassi; 17 Blackcurrant; 20 Green; 21 Realgar; 22 Nitrogen; 23 Flea.
Down: 1 Armagnac; 2 Bilbo; 4 Assisi; 5 The Ginger Man; 6 Lioness; 7 Eden; 8 Belgian Congo; 12 Wisteria; 14 Gilbert; 16 Écarte; 18 Angel; 19 Ogen.

ACROSS

- Detective priest created by G.K. Chesterton (6,5)
- Large deer found in Asia and Europe (3)
- Game played with a shuttlecock (9)
- Stevie, singer-songwriter associated with rock group Fleetwood Mac (5)
- 13 and 19 Down. Nickname given to Hunnish King Attila (7,2,3)
- B., author of novel *The Treasure of the Sierra Madre* (6)
- Name formerly given to the eastern shores of the Mediterranean Sea from W. Greece to Egypt (6)
- André, French general who defeated the Russians at Zürich in 1799 (7)
- Daisy with long white petals (5)
- Stuart, film director whose works include *Cool Hand Luke* (9)
- "A Pocket Full of ---", Agatha Christie novel (3)
- The stern part of a ship's upper deck, usually reserved for officers (11)

DOWN

- Seabird with short wings and black and white feathers (3)
- Sir John, known as Jack, English cricketer who made 197 centuries in first class cricket (5)
- Plant of the mustard family eaten raw in salads (6)
- Thick horizontal underground stem of plants such as the iris (7)
- Political scandal associated with U.S. President Richard Nixon (9)
- English actor who played pilot Douglas Bader in film *Reach for the Sky* (7,4)
- 1954 novel by Iris Murdoch (5,3,3)
- Romanian President shot in 1989 (9)
- Forename of Mrs. Roosevelt (7)
- A cell that functions in reproduction by merging with another of its kind to form a zygote (6)
- See 13 Across.
- Gigantic bird of Arab legend (3)

Frontline crossword scribble pad.

Investment in intelligence analysis

by Liz Walsh

DURING the re-structure of the force under Forward Together last year, one area of business which was identified as requiring significant expansion was the support provided by the Intelligence Analyst team.

As a result, each OCU and many departments, such as Roads Policing, Major Crime, Force Intelligence Bureau, now has a dedicated analysis team which can include a senior intelligence analyst, intelligence analysts and researchers.

Recruitment across the OCUs and departments is now almost complete and the analysts are keen to ensure that officers and staff know where they are, what they can do and the processes required.

Over the next few months there will be a targeted internal

promotion of the analyst teams in a bid to communicate how they support the day-to-day business and the tools they have available to conduct high-quality intelligence analysis.

Not only did the force have to invest in human resources but also in software as following the implementation of the Records Management System (RMS) the analyst team was no longer able to extract the crime, incident and intelligence in the same way as before.

It was quickly identified that a software solution had to be found along with appropriate funding.

Sandra Lambert Parsons, head of Intelligence Analysis said: "It is mainly thanks to financial support from the Head of Crime OCU and OCU Commanders that a solution in the form of the

'I2 workstation' was able to be implemented."

The I2 workstation extracts all the data from RMS and this then enables the analysts to collate and organise the data.

It also includes display tools which assist the analysts in the presentation of their data essential for the tasking and co-ordinating group (TCG) process.

The project dealing with the software implementation also looked at a mapping package called MapInfo.

The MapInfo project closed in March this year under budget and on time and now provides a way for the analysts to display information geographically.

Detective Chief Superintendent Ray Webb, head of Crime OCU, said: "The demand for our service is both comprehensive and complex as

we seek to reduce crime and make our communities more secure.

The only realistic option we have is to embrace an intelligence-led approach where all of our staff and partnership resources are directed to the problem.

"I truly believe that effective and timely concentration on identified prolific offenders, repeat victims and hot spots will reduce all crime and nuisance, while slowly reducing our own workload.

"Analysts are pivotal to that process and we have invested heavily in tools to enable them to do this job over the past 12 months.

"I2 analysis workstations and MapInfo should speed up the process of identifying those targets so we can respond."

I2 and MapInfo assist the force TCG process mostly as the analysts can easily display geographically where things are occurring, which although possible previously was more time-consuming and not always cost-effective.

Sandra said: "It is good news for us and for the force that we were able to implement the MapInfo project so successfully under budget and on time and this is mainly thanks to project manager Linda Waterfield and Ray Webb.

"Now our analysts have an integrated IT software solution with MapInfo and it is working really well."

The Central OCU (1 OCU) analyst team consists of a senior intelligence analyst, three intelligence analysts, a researcher and a Public Protection Intelligence analyst.

Vicky Corbett is the Senior Intelligence Analyst at 1 OCU. She said: "Our roles as intelligence analysts have seen many changes and developments over

the past year and as a result we are now an integral part of today's policing.

"Improvements in technology, increased numbers and the expertise of analysts have enabled us to structure our resources to support the OCU and focus on the key criminal activities that affect the communities we serve.

"Through our analysis of intelligence, information, incidents and crimes we are able to identify patterns and trends of criminal activity, potential links and associations and advise officers in the development of effective policing activity and lines of enquiry, enabling front-line officers to reduce crime and make our communities more secure."

The future for the force analysis team includes plans to set up User Groups to assess how MapInfo and I2 are working as well as look at identifying corporate standards, maintain good practice and raise standards where necessary.

Contact Frontline

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

For news and views

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

Mailing list enquiries to:
Frontline admin
01962 871057
01962 871056

For advertising

● To advertise in this newspaper contact Media 3, PO Box 46, Gosport, Hampshire, PO12 4YH. Tel 023 9235 1920; Fax 023 9235 1925; brian.seeney@media3.co.uk or www.media3.co.uk also frontline@media3.co.uk

● **FRONTLINE On Tape** – the talking version of the Force newspaper – brings all the latest Hampshire Constabulary news to subscribers who are blind or visually impaired.

The paper is produced on tape by volunteers from Winchester Talking Newspapers for the Blind using the recording equipment in the studios at the Royal Hampshire County Hospital at Winchester.

It is edited into a speech-friendly format by group volunteer retired superintendent Keith Vincent.

If you would like to subscribe to Frontline On Tape, please contact Keith on 01962 884088 or by e-mail at Keith.Vincent@uwclub.net

Sell out

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



THULE ALPINE 100 roof box in excellent order generally, although needs a new lock or repairing - £45. 01264 730665 or 07860 760166 anytime
MAXX TRAXX TOWBAR mounted cycle carrier. Used only once. Good quality and in excellent order - £40. 01264 730665 or 07860 760166 anytime
LAND ROVER 90/110 roof bars - 2 sets £30 for each pair. 01264 730665 or 07860 760166 anytime
THULE fully adjustable roof bars. Bought to fit Volvo estate. Good order - £30. 01264 730665 or 07860 760166 anytime
PIAGGIO SKIPPER SCOOTER LX125 1999 5,200 M.O.T. July '07. New battery, new tyres, new exhaust, excellent condition with black helmet box, red metallic colour. £750 ONO. Tel 01703 268386
SELMER: BACH, CONN and more. Rental/sale. Contact PS2896 May ZDiv or email gary@puretonemusik.co.uk (Auth business interest) Quality at an affordable price.



HOLIDAY APARTMENT - Orocklini Cyprus. Award-winning one-bedroom luxury apartment sleeps four, fully equipped, village location, 3k from Lamaca Bay Lift, pool, Jacuzzi, air con. Les on 02392 326933
FLORIDA large 4 bedroom villa close to Disney with 3 en-suite bedrooms, great for 3 couples sharing, 2 separate lounges, private pool. Mandy 02392 429063 or 07852 195266 - great prices
TENERIFE. Los Christianos - one and two bed well equipped, good quality apartments, sleep up to six. Close to all amenities. Tel Diane 0034 6299 66760 or e-mail deedee1512@hotmail.com
BLUELAMPTRAVEL.COM - website designed specifically for holiday rental homes for Law Enforcement Staff in the UK, USA and Canada. Mark Rendell - Sussex www.bluelamptravel.com
A FLORIDA HOME for you? Call Alan or Shelley 0871 900 8830 if you would like to move, buy or sell a home in Florida. www.FrontlineFloridaRealty.com
LANZAROTE, Costa Teguisse. New 2 bedroom apartment on gated development. 3 swimming pools, police owned. Chris and Karen McAulay 01625 431373 or 07881 614045 www.lanzarotesun.net
VENDEE FRANCE activity holidays. Stay in mill house with swimming pool. B&B packed lunch, English hosts www.franceleisureholidays.com 00 33 2519 72367 or 0871 2501850
FLORIDA - close to Disney World - luxurious villa on gated estate. 4 double bedrooms, 3 bathrooms - 2 ensuite, 2 living rooms, 30ft pool with decking, beautifully furnished, fully equipped with TVs, DVD PS2 - 01446 760704 www.roach-rooke.co.uk

rooke.co.uk
DISCOVER the little-known wines from the vineyards of the Vendee in Western France. 5 nights wine tasting, B&B and picnic lunch from £150. Tel. 0871 2501850
SOUTHERN BRITANNY - two self catering gite, countryside setting. La Baule famous beach 45 mins, Max 6 in each. Dogs welcome www.giteessouthbritanny.com
FRENCH ALPS nr CHAMONIX, two bedroom chalet apartment with garden, sleeps 5/6, set in village, south facing location, viewing Mont Blanc. sightseeing, cable cars, mountain railways and lakes. Sports in summer, skiing in winter 0208 460 9334
PORTUGAL: Ground floor luxury apartment, large living room, kitchen, 2 bath, 3 bedrooms (sleeps six) and has shared pool. Looks over golf course, close to beach and fantastic restaurant. Ideal for golf breaks and family holidays 02392 389639
GOLF RESORT VILLA - gated community, 3 bed, sleeps 8. Hot tub, clubhouse, restaurants, pool. Rural setting 5 minutes drive Mar Menor Inland Lagoon. 10 mins Mercia Airport. £450 pw. For info: 02392 421586 susan.williamson@ntlworld.com
RIVIERA near St Tropez - studio 50 yards from med sandy beach and lake. Birdwatchers paradise. Fabulous views, secure parking, cheap flights, air con, French TV £150 to £350 pw. Ex-police 01430 441709 policebooks@aol.com
SIDMOUTH DEVON Thimble cottage holiday accommodation, sleeps 4, 10 minutes from beach/town, 2 bedrooms, 2 bathrooms, quiet area n sorry, no pets. Parry 01395 516111 paste@bwal.freeseerve.co.uk
TENERIFE Los Christianos One and two bed well equipped good quality apartments sleep up to 6. Close to all amenities Tel Diane 0034 629966760 or email deedee1512@hotmail.com
DISCOVER the little known wines from the vineyards of the Vendee in Western France. 5 nights wine tasting, B&B 7 picnic lunch from £150. Tel 0871 2501850.
HOLIDAY APARTMENT CROKLINI CYPRUS Award-winning one-bedroom luxury apartment sleeps four Fully-equipped Village location 3k from Lamaca Bay Lift; pool; Jacuzzi; air con. Contact Les: 02392 326933
LANZAROTE, COSTA TEGUISE. New 2 bedroom apartment on gated development. 3 swimming pools. Police owned. Chris and Karen McAulay. Tel: 01625 431373 Mob: 07881 614045 or view www.lanzarotesun.net
FLORIDA-ORLANDO 4 bed, 3 bath villa. Sleeps 8/10. SE facing pool/spa. 15 Mins to Disney, excellent golf. New 2004. 2 living rooms, TV/DVD/Video/PS2, games room, over looks forest, air con, privately owned, from £400px Martin Sommers 671-373 or 01489 574439
FLORIDA Close to Disney World: luxurious villa on gated estate. Four double bedrooms; three bathrooms (two en suite); two living rooms; screened 30ft. pool with extended sun decking. Beautifully furnished; fully equipped with six TVs, DVD, PS2. Call 01446 760 704 or visit www.roach-rooke.co.uk
CENTRAL BRITANNY, recently restored stone cottage in small hamlet, lovely countryside, sleeps 5 +cot. all mod cons. Call Tony Fryer 01264393698 or e-mail tonyfryer@ntlworld.com
SW BRITANNY traditional Breton Stone Cottage, sleeps 8, all 'mod cons', large garden, quiet countryside location, beautiful beaches - great family holidays, walk-

ing, cycling, golf www.brittanycottage.org.uk. Paul 07967 987519
FLORIDA SALE! - 5 bed 4 bath executive villa. Games garage and themed bedrooms for the kids. Private pool. 7 minutes to Disney. UNBELIEVABLE PRICES. call Karen on 01562 851264, 07866 420767, johndanakaren.keamey@virgin.net
FLORIDA Luxury 3 Bed 2 Bath villa, master en suite, heated screened pool, 1/4 acre private landscaped gardens, 10mins from Disney. Prices from £345.00 pw. Tony & Lee Turner 02392 863400, zea2612@aol.com, www.bentleyoaks.com
FLORIDA: 3-4-5-6-7 bedroom pool homes for sale and to rent. Very close to Disneyworld, golf and shops in Orlando, Kissimmee Florida. Alan Martin 0871 900 8830 (after 1pm UK time) or e-mail Alan@FrontlineFlorida.com
***COSTA BLANCA - APARTMENT**: La Zenia nr Torre Vieja. Two bedrooms, sleeps six, fully-equipped kitchen, lounge, dining area and large sun terrace with communal pool. Close to all amenities, beaches and golf courses. Discount for long lets. 01244 544694 or 07711 333080 email: ianandrach@btopenworld.com
***FLORIDA**: Luxurious 4 bedroom holiday home on private gated estate, set amongst orange groves and only 15mins from Disney and other major attractions. 2 bathrooms, air conditioning and a beautiful private pool. Sleeps 10, nearest golf 350 yards. Owned by serving officer. Dave Yarwood 01928 735609.

visit our wedding and birthday cake show-room
DRIVING LESSONS. Discounts for police staff/families. Covering 15 mile radius from Southampton. Visit www.diamonddrive.co.uk for more details or call freephone 0800 0921411 SC Russ Baker
***FOREST BEAUTY** offers 25% Discount off all holistic or beauty treatments to Hampshire Constab employees. Tranquil home based treatment room. Ashurst. Contact Wendy 02380 292332
PLASTERING AND PLASTER MOULDINGS All aspects of plain and decorative plasterwork. Moulding showroom at Bitterne Triangle, Southampton. CSCS, CIS and member of Plasterers Craft Guild. Chris Crosby former contractor. Tel. 01489 797072 mob 07753 729767
AMCROFT BOARDING CATTERY - safety and comfort for your cat. Peace of mind for you. Viewing available and police discount available. Phone Gary on 02380 270332
WEDDINGS AND SPECIAL OCCASIONS. Wedding car, vintage Ford Model T 1923 open tourer for weddings or other occasions. call Peter Yeoman 01329832595 or email peteyeoman@discreetequip.co.uk
***CATERING**: Top quality outside catering for all occasions, business or pleasure. Becky - 023 8089 0565 to discuss requirements.
***CONSERVATORIES**: by Discount Windows Centre Ltd in U-PVC, 10 year guarantee, own building company and fitters, built to your design free quote and drawings. No pressure selling call Jeremy Bromley 02380 470390



WEDDINGS and special occasions - Wedding car, vintage Ford Model T 1937 open tourer for weddings and other special occasions. Call Peter Yeoman 01329 832595 or peteyeoman@discreetequip.co.uk
QUALITY CAKES and Sugar models for all occasions prepared by professional City and Guilds staff. Call Lesley/Geoff on 07967 688374 www.classiccakes.co.uk



POLICE BADGES: Southampton, Hants and Isle of Wight Inspectors and PCs cap badges of pre-amalgamation era. Also So'ton helmet plates. Bob Kendall. 023 8077 9047

PLEASE USE BLOCK LETTERS.

I would like my advert to be placed in (section).....
Number of entries.....Fee.....
Name and Address.....
.....
.....
Phone No.....
Signed

Your advert will be printed at the earliest opportunity. Adverts will be published at the editor's discretion.

Dealing with depression

THE following article has been submitted to Frontline by a serving officer, Sgt Phil Chester, detailing his experiences as a Hampshire Constabulary employee affected by depression.

According to figures published last December, 30 per cent of the UK's police workforce suffer or have suffered from a stress-related illness.

We have seen, after years of introducing computers and performance figures, more officers diverted to desk squads, pumping out figures and taming the ever more complex software, leaving our beleaguered frontline to serve the public in continually restricted circumstances.

This increases the strain at all levels, and one of the effects of this is that promotion is often seen as a road to a better pension rather than a better job.

Depression, like an insidious epidemic, spreads slowly, seeking out the most vulnerable, hard working, conscientious perfectionists who make sure their dedication to duty is reflected in their work and who carry the highest workload without grumbling.

Being tired is just the start of it, then there's not taking long holidays because you have no deputy and you know the work will be piling up for when you return.

These experiences are symptomatic of your belief that you really do make a difference and need to be valued.

When your performance drops, you put yourself under more pressure to retain your high standards.

Then what happens is you become weakened, you stay at work when you are ill and the situation escalates until your brain has used up all the serotonin (which should be controlling your moods) and so you feel depressed.

The illness can be treated by cognitive therapy and taking Prozac.

This helps re-ignite the sensor in your brain to send signals to produce serotonin and keep you from pitching down too far in your moods.

So it is not a good idea to belittle someone who is suffering from depression or tell them to 'snap out of it' because it is not within their mental capacity to cope with the situation.

Further relapses can occur where another sensor at the brain stem, which also is a junction point for the serotonin sensor, fails to work and this stops the production of adrenalin.

When adrenalin levels become depleted this makes you tire quickly, a condition commonly known as burn-out.

This can take years to recover from and requires additional drugs to inhibit the sensor from closing when activated.

There are many books on the subject of depression.

Reading these and taking regular exercise such as walking can help, but work is an uphill challenge with any setbacks seeming an enormous challenge.

I have been ill with 'depression' for more than three years,

having returned to work twice after lengthy absences.

My sickness record before this started was exemplary and I have had very good appraisals throughout my career of 23 years on the front line.

This is not an illness for the weak-minded - many celebrities and professionals have suffered from it.

So if you feel yourself slipping, don't panic, you are among friends and many others of all ranks.

It is so important under the pressures of this job to identify the signals of stress and deal with any depressive illness.

Our force has support from the Occupational Health department, Employee Support, the Federation and your OCU appointed Occ Health nurse.

I have spent three sessions at Flint House, a wonderful resting place which you can attend even before you get too ill to take sick leave, where around a third of patients are suffering with this illness.

Depression makes you moody and tired beyond your control.

There are no other outward signs as with any other injury.

The mental state is only partly controlled by the drugs; the rest is down to the patient.

The overwhelming feeling that there is no point to life cannot easily be described, and I read of one doctor suffering from depression who said: "This is the worst illness I can imagine and I wouldn't want anyone else to suffer it."

The work environment is a wall to climb.

The brain has a knack of shutting down when it faces being injured again, so every day has to be taken carefully, working through problems cognitively and keeping as positive as possible.

Ignorance from colleagues is a major hurdle with comments like 'How can they go shopping or go on holiday when they are supposed to be ill?'

The working day takes up most of your woken day - you sleep or take power naps during the day and sleep through a broken night to face the next day tired again.

This you get used to, like having an injury in plaster, but instead of a month or so in that state you have years of it to look forward to.

So what about the workplace? Why are there no policies in place to safeguard against stress-related illnesses?

Surely Health & Safety that clearly works for physical problems should be as relevant for mental injury?

More instruction is needed in the workplace and a better attitude towards those who suffer from depression.

These people will not fly a flag or describe their condition like someone who has a physical disability.

Sufferers should all say: "I am overloaded with work, I cannot perform my function if given any more."

Managers, please identify with those who are becoming swamped.

They may be very efficient but it just could be that efficiency that

attracts more work to them.

If you need help then ask for it before you become seriously ill like I have been.

Response from Personnel

We are pleased that Phil Chester has highlighted this very important illness.

The force acknowledges the demands placed on staff and it is therefore more important than ever that staff and managers become more aware of stress and depression, so that they can identify symptoms and take action early.

Greater awareness will also help reduce the stigma wrongly attached to psychological health matters.

This should encourage those suffering from a psychological illness to seek support early and ensure they have the vital understanding and support from their manager and colleagues.

We are pleased that Phil has used the support services offered by the force and found them beneficial.

We would like to reinforce that support is available to all staff through Occupational Health and Welfare and the Employee Assistance Programme.

If you are experiencing stress, try to raise your concerns with your manager at the earliest opportunity and work together to find solutions that will reduce identified stressors, wherever possible.

Even if the cause of stress is outside your manager's control, or if it is personal, it may help them understand your situation and offer the support they can.

The Personnel department will shortly publish a procedure and guidance manual aimed at helping individuals and managers identify and manage stress.

We will ensure these documents are well publicised.

In the meantime you can contact your Personnel manager or the Force Welfare officer, Quita Jones, for advice.

Support Services contact details and information about stress and depression is available through the Occupational Health and Welfare Services Intranet page at: <http://intranet/Intranet/Director+of+Personnel/Personnel/Occupational+Health+Safety+and+Welfare/Welfare+Services.htm>

**Natalie Crates
Personnel Performance
and Diversity Manager**

new
advert

Hampshire officers' cycling tour de force

by Alan Smith

TWO Hampshire police officers are aiming to cycle along the Champs Elysees in Paris ahead of the Tour de France competitors in this year's prestigious world-famous cycle race.

On July 25, Western OCU's Steve Wilcocks and his FSU colleague Dave Matthews will be joining around 500 cycle enthusiasts from all over the UK in a fundraising exercise for the charity Action Medical Research.

The four-day, 300-mile race starts in London and follows three different routes through the French countryside, finishing on the Champs Elysees a day before the Tour de France begins.

Steve was motivated to compete in the race by

his wife Cathy who is a physiotherapist at the Royal South Hants Hospital, Southampton, and recommended the charity to him and Dave.

The charity carries out research into premature births, something that affects many people's lives every year.

The two officers have set themselves a fundraising target of £1,000 each and are appealing for donations or sponsorship from friends and colleagues.

Alternatively, others keen to contribute are encouraged to register and join Steve and Dave in the race. Details for entering or for making donations can be found by accessing the charity website at: www.action.org.uk



FUNDRAISERS – Steve Wilcocks, shop manager Andi Windsor and Dave Mathews.

new advert police credit

Marathon

POLICE officers and staff from Hampshire Constabulary were among the thousands pounding the streets of London for this year's marathon in April.

Competitors from across the force pulled on their running shoes and between them raised thousands of pounds for charity.

Among them were:

Det Sgt Rob Brocklehurst from Aldershot who completed the event in 3hrs 58mins, raising more than £2,000 for the Anthony Nolan Trust.

Det Sgt Justin Norris and Ch Insp Steve Wallace from Fareham who ran together and finished in 4hrs 52mins. They raised around £1,800 for the Multiple Sclerosis Society.

PC Ann Vasey from Lyndhurst who completed the event in 4hrs 37mins and ran for the NSPCC.

PC Joanne Hopgood from Eastleigh who finished in 4hrs 30mins, raising around £1,000 for Whizz-Kidz.

PC Chris Loynes from the RPU at Cosham who completed the course in 4hrs 53mins and raised £750 for the Foundation for the Study of Infant Deaths.

Insp Richard Taylor from Southsea who completed the course in 4hrs 15mins. He raised £2,000 for Children with Leukaemia.

Congratulations to everyone who took part.

Officer strikes gold in World Police and Fire Games

by Katie Wilson

BASINGSTOKE PC Jayson Richards has won a gold medal for Great Britain in the 2007 World Police and Fire Games in Adelaide, Australia.

The beat officer from Bucksland picked up a gold in the 4 x 100m relay as well as finishing fourth in the 400m finals.

Jayson was joined in the relay



TOP CLASS – Jayson Richards with his gold medal.

team by two officers from UK Customs and Excise and an officer from Nottinghamshire Fire and Rescue.

These three men all run for the Great Britain Masters Team and compete at international events at that level.

PC Richards said: "The games were an excellent opportunity to race alongside such great competitors as Hendrick Mokganyetsi (who represented South Africa in the Sydney and Athens Olympic Games).

"He won the individual race and also won the 200 metres.

"Luckily he wasn't in the relays!

"I would like to thank Superintendent Chris Brown, Chief Inspector Jill Baldry and Inspector Clive Marsh who offered their full support and helped me sort out my annual leave to allow me to go.

"I would also like to thank Kev Wragg, a Special constable who arranged support via his company, Computer 2000, and Basingstoke and Deane Borough Council who have put me on their sports award scheme."

Runners coast home in Cromer cross-country

THIS year's Police National Cross Country Championships took place in the Norfolk coastal village of Cromer on March 14.

The ladies field comprised around 100 athletes who had to cover 4.5 miles.

Hampshire's Katherine Willoughby took second vet over 40, finishing 14th overall. Heather Engley, still recovering from illness, took 56th place and Gwen Williams finished 65th, completing the Hampshire ladies team line-up.

The men had a gruelling two laps to contend

with, totalling eight miles.

With Steve Cairns from Lothian and Borders and Hampshire's own Steve Rees-Jones missing through injury it was a very open race.

Hampshire's Paul Cardy finished in a fantastic 20th place, Derek Nichols was 168th, Chris Brier 170th, Greg Roulston 200th and Kerry Scrivens 202nd.

Anyone interested in taking part in any running or athletics events please contact Katherine Willoughby by email. Come and join in the fun!

Ladies golf

THE Police Ladies National Golf Competition will take place at Moray Golf Club, Lossiemouth, Scotland on August 30/31.

The Police Ladies National Golf Championship committee is trying to promote golf for all female police officers and support staff throughout the UK and to encourage maximum participation in the national competition.

If there is sufficient support at regional level, it is hoped that matches might be arranged between local forces.

More details about the Ladies National Golf Section can be found on the police sport website at www.policessportuk.com.

Football players wanted

HAMPSHIRE Constabulary has a men's county football team and we are always looking for good players to join the squad. Players need to be fit and play at a decent standard, ie Wessex Premier, Div 1 or 2 or similar. This request is made to all serving staff and officers. Please call or email Richard Bateman, DC 1471 Serious & Organised Crime Unit, if you are interested in playing in the 07/08 season. Phone 07919 395826.

Angling

KEEN anglers or those who are interested in trying the sport are being invited to join Hampshire Constabulary's Coarse Fishing Section.

The group has around 20 members but is keen to encourage beginners or more experienced anglers to its fold.

Members compete individually in one match within the group and as a team in one regional match each month.

Since forming in 1973, the group has enjoyed success in a number of both regional and national competitions.

It struck gold for the first time in a regional championship in 1982 and went on to win both the regional and national competition in 1992.

For further information about the group contact Ian Jones at Basingstoke police station on 0845 045 45 45 or via constabulary email.