

ISSUE 156

Talk THROUGH



THE MAGAZINE OF THE MINISTRY OF DEFENCE POLICE

WINTER 2013-14

Fighting Fit

FORCE WEIGHS UP
FITNESS TESTING OPTIONS

INSIDE

■ OFFICERS' BRAVERY
RECOGNISED ■

■ ACC ROBERT CHIDLEY
RETIRES ■

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"Where do we go from here?"

Chief looks ahead to the next 12 months . . .

Interview by Editor Norman Hicks
Photographs by Paul Kemp



Q&A WITH THE CHIEF

SINCE CHIEF CONSTABLE Alf Hitchcock arrived from Bedfordshire last June to take the helm of the MOD Police, the Force has become re-energised, shaking off the effects of four years' enforced marking time and moving forward with a new spring in its corporate step.

The re-set of the Force is almost complete, recruitment is under way and there is a new buzz around the organisation.

TalkThrough caught up with Mr Hitchcock as he approached the end of an action-packed eight months in charge and asked him: "Where do we go from here?"

He replied:

For me, we have achieved a significant part of the change that we started off last year and there is still more of that to be done, but we are starting to get the Force into the shape that is required.

"We are getting to the position where we understand what our new role and function is. We've still a

little way to go to understand how we should tick as an organisation, which will give us the foundation for more devolved decision-making, but I think the view would be that we are making good progress.

"When you land change it is never just how you want it to be – there are always things that aren't right. So, the next phase will be to take stock of what we need to look at during 2014, starting with a post implementation review, to find out if we have got the right people in the right places with the right skills

Talk THROUGH

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“WHERE DO WE GO FROM HERE?”

to do the job effectively, or if we still need to tweak that.

“Another factor to take into account is that we have recently had a Her Majesty’s Inspector of Constabulary (HMIC) inspection, which has given us a series of thirteen recommendations, providing us with an external view of areas for improvement.

“They will play a key part in what we do over the next twelve months in terms of command and control and the way we operate as a Force. 🌀

LEADERSHIP

Mr Hitchcock said the Force would be running leadership selection processes over the next few months for Sergeants, Inspectors and Chief Inspectors. He continued:

🌀 We should be looking at how we carry out leadership development and how we are going to support newly-promoted people in those new ranks.

“We also need to look at how we market and sell the organisation and particularly think about how we move into the more modern digital age, that the MOD is moving into, and that we should be moving into.

“Why would we want to do that? Well, partly to be part of the wider Government agenda of openness and transparency, but also to give a clear message about the Force’s operational capability to anyone who would seek to cause harm – letting them know that we are up for the job.

“I think those are the key things that we need to be doing over the next twelve months, as well as the various work strands under Op Granite that we have still got to land. The key element to this is how much can we implement simultaneously and how much of it involves having to wait for one thing to finish before we can start the next?

“For example, we may need to strengthen officer training in order to achieve all of our training requirements simultaneously.

DOING IT EVEN BETTER

🌀 Looking a bit further ahead, what we are doing at the moment is all about getting the Force into the place it should be to deliver the current requirement, to deliver it to a very high standard and to continue to improve.

“We do it well, but can we do it even better? That ability to do the job well and to do it in an exceptional way is where we are trying to place ourselves in terms of numbers and skill sets.

“We have got to get ourselves in shape, capable, competent and fit, so that we look like we are the business. Once we’ve got to that stage, it will be more likely that people within the MOD, when they’re looking around for someone to fulfil a particular role will look to us first.

“They will realise that the Department has already got its own very capable and professional police force and that they should be making more use of us. 🌀

TalkThrough asked Mr Hitchcock if his ideas for rejuvenating the Force had been largely welcomed by officers when he’d met them on his operational visits to stations:

🌀 People have been really welcoming towards me, which is good. One officer, who shall remain nameless, after I’d met him for a

second time said: “We still haven’t managed to knock the energy and enthusiasm out of you yet then!” – Definitely not!

“There is not an easy way of achieving our ultimate objectives, because we are trying to change a lot of things about the Force simultaneously. I do think however that people recognise that I am trying to do this not just to change things for the sake of it, but to change things to try to make us a better police force.

“Effectively, we’re trying to get us from a being a good organisation to being a great one, as the saying goes and we are trying to tick off all the things that will make us better. 🌀

SUPPORT

Given that the Force is standing behind the efforts of Mr Hitchcock and the Management Board to get it back in fighting shape, we asked him if he felt he was also getting the support he needed from MOD Main Building and the Police Committee. He replied:

🌀 The Police Committee has sought to widen its remit by including a performance and risk auditing function to its terms of reference and I think that that holding us to account is actually very helpful.

“It’s good to have independent eyes looking at what you’re doing and challenging it.



“We have also received great support from the likes of Jonathan Slater (Director General Transformation and Corporate Strategy) and Mark Preston (Director of Business Resilience), who have been helping us on this journey and who, for example, have sanctioned additional funding for kit and equipment that will help us to get the Force back to its peak.

“As I have gone around the Force, meeting officers face-to-face, I have found them to be genuinely open. They are certainly not backward in coming forward and telling me about things that they feel are not quite right.

“So I think that from these sessions, which I have been conducting for the past few months and will continue to do so throughout the rest of this year, I will get a feel for whether or not we are going in the right direction.

“What we are also looking at is some of the lessons that we have got from the MOD ‘Your Say’ staff survey and whether we can supplement that with our own in-house version, because whilst some people are happy to talk in

those focus groups, we need to make sure that there are other ways of gathering information and capturing opinions from across the Force, so that we get a feel for the things that we need to do to improve. 🌀

By Editor Norman Hicks
Photographs by Paul Kemp



Chief pays operational visits to **Oakhanger** and **Portsmouth** ...

Continuing his programme of OPERATIONAL VISITS to key locations policed by MDP, Chief Constable Alf Hitchcock spent time at RAF Oakhanger and HMNB Portsmouth in January.

At RAF Oakhanger he met Commanding Officer Sqn Ldr John Thompson for a private briefing before getting a run down of the current policing operation at the base from Senior Police Officer Sergt Bob Hutton (pictured right).



This was followed by a focus group with some of the officers based at Oakhanger. The Chief gave an update on the Force re-set and plans for a post implementation review later this year, recruitment, fitness training, the weight of equipment review and the Force response to HMIC's recommendations, following an audit of MDP's Command and Control arrangements.

Mr Hitchcock also touched on training, the debate about the appropriate retirement age for MDP officers and the current review of terms and conditions of service for the Force. He then answered officers' questions about some of these issues.

At HMNB Portsmouth he covered similar issues at another focus group and answered questions about the vehicle fleet, leadership development and occupational health matters among other topics.

Following an awards ceremony, at which he presented Royal Humane Society Awards to two officers and Chief Constable's commendations to another five (see full report on following pages) he met with the MDP's Senior Management Team at Portsmouth – Senior Police Officer Chief Insp Fiona Kerr, Inspectors Tom Huntley (marine) and Michelle Mahony (land) – and Supt Findlay MacDonald from Territorial Division, for a discussion about current operational policing issues at the Base.



Officers' actions earn high praise

■ *Portsmouth-based MDP officers involved in acts of courage and cool professionalism, gathered at the Naval Base police headquarters to hear tributes paid to their actions and to receive personal thanks from Chief Constable Alf Hitchcock.*

Mr Hitchcock was introduced by Senior Police Officer Chief Insp Fiona Kerr, who told the assembled friends, family and colleagues of the officers concerned:

“Days like these are when we recognise the actions carried out by officers from the MDP and say thank you for the acts of bravery, courage, professionalism and determination that they have demonstrated. It is appropriate that they should be recognised at the highest level. 📌”

A Royal Humane Society Testimonial inscribed on parchment was presented to **PC Amelia 'AJ' Dowler** who, as reported in *TalkThrough* issue no. 154 (Summer 2013), had previously received a Chief Constable's commendation for her actions on the night of 13 December 2013.

Together with **PC Richard Le Moignan**, she had been sent to the area of 2 Basin in the Portsmouth dockyard, following a report expressing concern for the welfare of a heavily intoxicated Naval Rating seen heading that way.

Insp Michelle Mahony, reading from the RHS citation, said that when the two officers arrived, they soon became aware that there was a person in the water, lying face down and not moving.



“PC Dowler removed her boots and outer clothing and, assisted by PC Le Moignan was lowered into the water using a life buoy. She swam out to the person and rolled him face up before pulling him back to the jetty.

“Additional officers then arrived at the scene and the male was placed in the recovery position on the pontoon. Paramedics subsequently arrived at the scene and the casualty was taken to hospital, where he later made a full recovery.

“It is evident that this Royal Navy Rating only survived by the fortunate reporting and actions by various parties. Both MGS (the MOD Guard Service) and MDP assisted in his survival; however, it was the unselfish efforts by PC Dowler, who made an instinctive decision to go in the water to rescue him, that inevitably saved his life.”

The Testimonial for PC Dowler reads that she ‘at personal risk, courageously assisted in saving the life of a man who was in danger of drowning, near the floating jetty in No. 2 Basin, HMNB Portsmouth’.

PC Le Moignan (pictured left), who had also been presented with a Chief Constable's commendation on an earlier occasion, was also recognised by the RHS, which commended him ‘for his praiseworthy action in assisting in saving the life’ of the same man.

Mr Hitchcock also presented commendation certificates to five other officers who were involved in a separate incident, described by Insp Tom Huntley, Portsmouth Marine Unit Commander.

He outlined the events of 8 April 2011, when a man was shot dead on board a Royal Navy vessel during a goodwill visit to Southampton.

He said: “Specialist Marine Unit officers **Sergt John Taylor**, **PC David Kennedy** and **PC Matthew Smith** were water side alongside DSG officers **PC Ray Springer** and **PC Owen Parker**, land side, on an operation to provide policing and Force Protection to a strategically vital Defence asset, HMS Astute, a submarine at that time positioned in Southampton Docks.

“During the course of that shift it was reported by a member of the submarine's crew that shots had been fired on board. Marine Unit officers showed no hesitation in coming alongside the jetty and taking up armed containment positions, whilst DSG officers boarded the submarine, detained the suspect and took control of the complex crime scene.

“Strong decision-making was evident throughout that incident, including the decision to self-arm. It was a confusing situation with officers unsure whether this was a lone threat or part of a wider, larger co-ordinated assault.

“All officers took responsibility and placed themselves in potential harm's way that day to protect the crew, the public and the Defence assets, thereby providing armed protection, command and co-ordination with the unfolding events,’ said Insp Huntley.

“It was a tragic incident in which Lt Commander Ian Molyneux lost his life and three others were seriously wounded. Able Seaman Ryan Donovan was arrested by MDP officers and subsequently charged and convicted of murder and three counts of attempted murder.

“That day those MDP officers clearly demonstrated the qualities demanded of our Defence police but rarely spoken of – courage, selflessness, resilience and quiet professionalism.”

Following the presentations, Mr Hitchcock told those in attendance – including Captain of the Base Col Mike Tanner and Base Security Officer Simon Harfield – “It's always a pleasure to come out to a station and see people who have done amazing things and it's always very humbling to be reminded of the work that we are doing day in and day out to protect the public and those who operate within a Ministry of Defence environment. He added:

“I'm incredibly proud and honoured to be the Chief Constable of this Force and it is a great honour to meet this group today. 📌”



VIPER training leads to Afghan Identification parade

TO HELP CID CLYDE INVESTIGATE an alleged fraud committed in Afghanistan and a linked money-laundering inquiry in Scotland and elsewhere, three uniformed MDP officers undertook specialist training in how to conduct video ID parades.

The suspect was then a serving member of the Armed Forces. Under Section 11 of the Criminal Procedure (Scotland) Act 1995, given specific circumstances, the case could be prosecuted in a Scottish Court, even though the fraud was alleged to have taken place in Afghanistan.

On the direction of the Crown Office and Procurator Fiscal Service, Serious and Organised Crime Division in Edinburgh, detectives from CID Clyde, with the assistance of MDP Afghanistan Police Unit, organised a VIPER ID Parade in Lashgar Gah.

VIPER stands for Video Identification Parade Electronic Recording and is a system used by 30 UK police forces.

The video ID parades which are shown to witnesses, replace the old fashioned line-ups of suspects. They allow

witnesses to identify a suspect without the need to confront them face-to-face.

The video ID parade is played to witnesses from a DVD onto a television screen, which can be located in a police station, or even at their home on a laptop, to promote witness care.

The service – co-ordinated by the National VIPER Bureau – has a number of advantages to assist forces in conducting video ID parades quickly and effectively.

In keeping with Scots Law Procedure and following the necessary training with Police Scotland VIPER Unit, the three volunteer uniformed MDP officers travelled to Lashgar Gah and successfully achieved their objective, conducting the VIPER ID Parade, with four Afghan witnesses taking part.

Said Det Sergt Peter Cassidy: "Partly due to the success of the VIPER technology, we secured a conviction in the case."

CID CLYDE – FRAUD AND MONEY LAUNDERING INQUIRIES

■ In an unconnected fraud and money laundering inquiry, detective officers from CID Clyde recently travelled to Belfast, where they arrested a suspect and under the Proceeds of Crime Act seized an Audi A4 motor vehicle and three motorcycles (pictured right). The suspect was a retired member of the Armed Forces.

■ A further unconnected money laundering inquiry saw CID Clyde officers obtain Proceeds of Crime Act (POCA) search warrants which were executed at two residential addresses in the South West of Scotland, resulting in property being seized, suspected to having being used in connection with money laundering. The suspect in this case had been a civilian contractor, working in Afghanistan.



Op Granite

– some quick wins and long-term goals

■ **AS THE PACE OF CHANGE around the Force gathers momentum, the programme designed to pull it all together – Op Granite – has been ticking off some notable successes.**

TalkThrough caught up with Chief Supt Rob Hoblin, Head of Central Operations, and Supt Derry Montgomery, Head of the Organisational Change Unit – set up by Chief Constable Alf Hitchcock last summer to manage the change programme – and asked them for an update on its various work strands.

FIREARMS LICENSING

RH: Firearms Licensing is a really good news story. In June last year, for the first time in seven years, we were given a firearms licence without a development plan. Usually there is always some kind of caveat that goes with it, but back in June there was none and that was thanks to good work done by the then Head of the Operational Capability Centre (OCC), now Force Firearms Officer (FFO), Supt Kevin McAndrew, Chief Firearms Instructor (CFI) Insp Jeff Renton and their teams.

In December it was confirmed that we had still got the licence without a development plan, but this time with a caveat that we must have a training database. That's all going ahead, with the intention of getting the new software (Chronicle) installed by the end of March.

We've always relied on HRMS in the past, but it doesn't really do what we need it to do, because the bottom line is it wasn't designed for police use.

Chronicle is a training database used by 36 other police forces, and will meet our needs not only for firearms, but eventually for the whole training side of the business. At the moment it is specifically for firearms and all those



By TalkThrough Editor, Norman Hicks
Photographs by Paul Kemp



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things that go with that training area. So we've moved on a lot with firearms licensing in the last twelve months.

The other thing that is worth noting is that, with Kevin's appointment in January this year, our 54 OCC firearms trainers have now got a separate line management command chain leading up to the FFO, which has not happened before.

HMIC AUDIT OF COMMAND AND CONTROL

DM: Following the HMIC Inspection, this is now a new project and will embrace all the various work strands and recommendations of the HMIC report.

RH: We have had an HMIC audit of command and control, recommendations have been placed before the Police Committee and we now have an Action Plan to take forward as a new project being led by Supt Kevin McAndrew, the FFO, which will be driven through Op Granite.

FITNESS

RH: With new recruits and NEOFs (New Entrants from Other Forces) we have set the fitness level at 7.6 on the 15 metre Multi Stage Fitness Test (more commonly called the bleep test); we currently identified eleven officers who are Physical Training Instructors and as part of their Continuous Professional Development they have received MSFT standardisation training, ensuring that they have a minimum Level Two nationally qualified level and we're looking to make that up to 12 as a minimum. We've appointed Insp Brian Abram (pictured below left with DBR Mark Preston) to an interim position as the Force Fitness Lead.

We will soon be advertising for a qualified Force Fitness Adviser, and we are going to expand the Occupational Health side from one to three full-time staff, to provide guidance and advice pre and post fitness test.

Five venues have been identified in the country for facilitating the MSFT and facilities may increase as a result of ongoing work being done alongside our Tri-Service Fitness Working Group colleagues.

DM: We are currently working to expand the number of training venues to provide more local options and are exploring the merits of increased PTI numbers and additional qualifications or capabilities.

RH: The fitness tests will initially be voluntary for existing MDP officers, but not for new entrants or transferees, for whom it forms part of their terms and conditions of service.

For everybody else it will be part of consultation with the Defence Police Federation around future fitness testing.

We are engaged with the Institute of Naval Medicine on two fronts. First, with Dr Pieter Brown, who is leading on the provision of a fit for purpose, non discriminatory fitness test for AFOs in the MDP.

The DPF are fully engaged with this and have representation via PC Karen McKeown.

The second work strand with the INM is with Dr Fran Gunner, who is leading on the health and well-being front and getting people prepared for the fitness test. She will also be able to put in a remedial training pack for people who are unable to meet the standard, as well as advising on things like food, nutrition, general health and well being, in addition to educating our PTIs around the science of fitness testing and developing their knowledge.

Information about all of this can be found on our Fitness pages on the MDP Intranet:

Central Operations/OCC/Fitness Programme
and on Dii: **MDP MOSS home page/Business functions/Fitness, Health and Wellbeing.**

It is anticipated that we will have identified a fit for purpose fitness test for MDP AFOs by December this year. That is a year earlier than previously expected, so another good news story.

We will be looking for up to 100 volunteers in the summer to come to HQ over a two-day period to undertake initial testing and subsequent pilot of the INM's proposed fitness test.

It is important that we run a selection of tests to a 50:50 ratio of males and females, therefore validating the research and supporting our officers to ensure the right fitness test and level is recommended.



WEIGHT OF EQUIPMENT

RH: We've established through Management Board (MB) agreement a two-tiered approach towards setting up the procurement of uniform and personal protective equipment (PPE). The first tier is at Divisional level, where Superintendents for Divisions – and I include Central Ops in this as well, as a kind of third Division – will look on a quarterly basis at any requests for new items of uniform or PPE kit and equipment. They will do that with a small Board of attendees from Division which will include LGBT Unite representation, other groups, DPF representation and SHEF.

The proposal will then come up to Headquarters, to a strategic meeting chaired by Head of Central Ops where also will be present the same groups as before, plus Procurement, Training and Firearms representation.

Where an item is given the green light, this is where the INM come in on an assisting basis, checking for compliance with Human Factor Integration (HFI) and with interoperability with other kit and equipment that we have already got. This is what we've never done before, this is the new way of working with kit and equipment – looking at new purchases on a 'requirements' basis as opposed to a 'policy' basis and, in my view, it is a good positive story.

We sent Ron Staples, in his new role of Operational Capability Delivery, out to one of the stations that got them – the CNI sites and SEG – to check the fitting of the MOLLE. He found that nobody was wearing the right size and, as a result, there is now a process of identifying how we fit the right-sized equipment to every officer in terms of these MOLLEs.

DM: To address this challenge, clear written instructions and a DVD have been developed to show officers how to size, adjust and correctly wear MOLLE body armour.

RH: The real positive news is we have now engaged with Subject Matter Experts from DE&S on what they call 'Virtus Scaling', which looks at all kit and equipment being used by the military in theatre, to assess and evaluate it. They have offered to assist us in taking forward our Weight of Equipment issues.

Ron Staples and his team, as the next step, will look at current kit and equipment being used to make sure it is HFI compliant and interoperable with equipment already issued.

We will look at each role profile separately, because a Marine Officer will need different kit to an officer at CNI, who will have different kit and equipment to a TSG officer at AWE and so on.

This will take some time, it isn't a quick job, but new kit and equipment will only be sourced if it is HFI compliant and interoperable with current kit and equipment – that's the key to success for the future.

I said before, we are also looking at a 'requirements' based approach as opposed to the policy based approach when using kit and equipment and that's the key message we've brought back from our recent visit to colleagues at DE&S. We've been so strung up about what the policy says we must do... we've got it wrong. In the future we should firstly look at the requirement, and then set the policy to meet the requirement. We've got it the wrong way round and this approach will need to change.

Key successes so far are 'plates off the gate' in the Nuclear Division, on a risk assessed basis and the second big win is a risk-assessed approach to wearing body armour when driving vehicles.

In the last few months, respective Force Orders have been published to assist in addressing these issues locally.

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DISPOSITION OF RESOURCES

DM: A key element of Op Granite has been the twin projects of uniform and non-uniform redeployment. Despite being complex, resource-intensive and potentially divisive, these projects are in the final stages of completion and both project leads and their teams have worked tirelessly to meet the needs of the Force whilst remaining sensitive to the needs of staff.

MDP now have all staff in place, or en route to their new posts, and are looking to the challenge of recruiting to fill the remaining posts, in order that we can continue to provide the level of service our customers need and expect.

RECRUITMENT AND TRAINING

RH: We have engaged an advertising agency, Havas and to date (January) have received almost 400 new recruit applications and 142 applications from NEOFs (formerly known as transferees). That should put us in a position to meet our targets over the next 12 months.

DM: Many of our vacancies are for specialist posts or in 'hard to reach' areas such as the far North and North East of Scotland. This presents a significant challenge to the MDP and to Havas, which has refocused its efforts to ensure the recruiting profile matches Force and customer needs.

RH: As far as recruit training is concerned, we have got something like 40 different work strands running to bring us back up

to speed, having not done any recruit training for the last four years. Recruit training has moved on a lot with the College of Policing in that period and is now very much technology-based, as opposed to hard paper based.

We have had lots of positive engagement with the College of Policing and Tulliallan – Police Scotland's Training College – to use their products. We now have an agreed curriculum, for England, Wales and for Scotland, working towards the Policing Diploma, as well as constructive engagement with staff at Tulliallan, where we are currently scoping the viability of conducting some training from the end of this year.

We have got the requisite staff in place now, although we are looking to recruit three civilian D bands alongside our current training staff to assist with training.

The first graduation ceremony is planned to take place in November 2014. NEOFs started their training on 17 March and the first recruits' course starts on 30 June. By the end of the year we should have successfully trained up to 86 officers through our training centre and deployed a mixture of NEOFs and new recruits.

Supt Dave Hewitt has taken over from Kevin as Head of OCC and will be overseeing and leading on the non-firearms aspects of all training.

PROMOTION AND DEVELOPMENT

DM: For some years opportunities for promotion and development have been severely restricted as the Force and its customers have striven to establish a new

footprint. Thankfully, these constraints have eased and, as with recruitment, things are moving fast.

Promotion processes for Super-intending ranks were recently completed and re-started and revised processes for all ranks are now in place, allowing officers to look around the Force for opportunities to develop and progress.

ORGANISATIONAL CHANGE UNIT

DM: The OCU continues to support Op Granite project teams. Recently, its principal focus has been the Weight of Equipment and Fitness projects, but it has also provided long-term support to the Workforce Planning Team and has a key role in co-ordinating the Granite Programme, providing reassurance to the Chief Constable that projects will deliver on time and to target.

It picks up project work that does not sit easily within existing portfolios and conducts preliminary research prior to new projects being commissioned.

The OCU relies heavily on seconded staff and I am actively seeking officers and staff of all ranks for short or medium-term secondments throughout 2014 and beyond. The OCU offers excellent development opportunities, with seconded officers and staff contributing to the development of the MDP in key areas, as well as gaining an invaluable insight into the complex issues and challenges facing the Force.



My Multi Stage Fitness Test Journey...

By Supt Dave Pawley, SPO AWE (Aldermaston)

THIS YEAR, 2014, is a significant milestone for me personally and probably for the MDP. It marks the 30th anniversary of my joining the MDP (1984), and later in the year I have a milestone birthday beginning with a five (1964).

During my 30 years as an MDP officer I have seen key events that have shaped the organisation and seen it evolve and, in my opinion, implementation of a fitness test is another key event that will further

professionalise the Force. Indeed, in years to come, all MDP officers will wonder what all the fuss was about, as it becomes the norm.

Some form of annual fitness testing is probably long overdue, and it has been with some interest that I have listened to the debate as the wider police service has started the transition, firstly to voluntary testing and ultimately to compulsory tests.

I have also read with interest the various Force Orders relating to fitness testing, as MDP seeks to implement its own test. It is clear that whatever your view, whether to test or not, or the type of test to be undertaken,

some form of fitness testing is coming and will be here to stay; hence another key milestone for the Force.

WHAT DOES 5.4 OR 7.6 ACTUALLY MEAN?

From my own perspective, and I know this view is shared by others, the dreaded 'bleep test', filled me with fear, mainly because I didn't fully understand what was involved. What does level 5.4 or 7.6 actually mean, or more to the point, what does it feel like?

I have spoken to many people who have done the test, I have watched videos, and I've listened to

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Firearms instructors pass tough test

DEPUTY CHIEF CONSTABLE Gerry McAuley presented certificates to eight officers who had successfully completed a National Firearms Instructor Course, delivered by the MDP's Firearms Training Centre (FTC) to nationally-accredited College of Policing standards.

Inspir Nigel Stinchcombe, FTC training manager invited Mr McAuley to present the certificates individually, to underpin the officers' success on what is a difficult and challenging six-week course, he said.



Pictured (left to right): Inspir Nigel Stinchcombe (FTC Training Manager); Lyndsay Barber (FTC Admin Support); PC Rob Bendy (FTC); PC Robert Barnes; PC Matthew Loose; PC Matthew Francis;

PC Maguire Agnew; Deputy Chief Constable Gerry McAuley; PC Jonathan Sherwin; PS Michael Nimmo; PC Jamie Cameron, PC Martin Finnerty; PC Clive Quaite (FTC) and PS Steve Butler (FTC).

MY MULTI STAGE FITNESS TEST JOURNEY ...



various mobile phone apps. And yet I still didn't feel I knew what 5.4 actually meant. Therefore, I decided the only way to find out was to actually do the test. So I signed-up to take a voluntary test during a TSG initial course.

On Wednesday 5 March, I arrived at the MSFT designated centre at AWE for an 8 o'clock start, with an air of apprehension, and thinking what a daft time to be out running; privately I was also cursing myself for eating an extra pancake the previous day (Shrove Tuesday). I was put at ease by the officers conducting the test who were extremely professional and I felt very well briefed as I took my position in lane eight with the TSG officers, all of whom were a lot younger and fitter looking than me and who were aiming for a score of 10.5.

No sooner had the dreaded beeps started, and with a moderate amount of effort, my test was complete, and I am pleased to say I achieved the required 5.4, with some to spare.

So why have I written this article? In 2011, I suffered a broken ankle, and this caused a number of other health

issues. This became a bit of an excuse to do even less exercise than the minimum I was doing before. I also knew I was carrying a little bit too much weight (either that or I had one of those wardrobes that miraculously caused clothes to shrink).

Last summer, my partner underwent an intrusive medical procedure, and as part of her rehabilitation, she was advised by her surgeon and GP to undertake regular exercise building up gradually at a rate she felt comfortable with. I wanted to support her in doing this and we started carrying out slow and short localised walks.

Over a period of about two months these walks increased to a regular route which was exactly two miles, and which we did every evening when I got home from work. Fast forward four months and the two-mile walk became part of our daily routine and we now rarely miss a day. Over this period we also gradually increased our speed, and some of the walking has become a slow jog, even despite the fact I hate jogging and find it boring.

However, we both agree this subtle lifestyle change has not become a chore; it is quality time away from the multitude of modern day work and family distractions. As well as doing the regular exercise, we also chose to eat more sensibly and try to maintain a balanced diet (without it being an actual diet); in my case this meant cutting down on biscuits (including broken ones), and cakes.

The net result of these subtle lifestyle changes has been loss of weight, an increased level of fitness and a more general healthy wellbeing, even despite the obvious day-to-day stresses of work.

Having completed the MSFT, apart from feeling a real sense of achievement, I no longer see it as something to fear. However, unless you have a real interest in fitness, achieving 5.4 will involve some work on your part, but I hope my story demonstrates you do not need a significant exercise regime. It just needs some subtle lifestyle changes, which can provide both personal and professional benefits.

This can only be a win-win situation for us as individuals and for the professionalism and evolution of the MDP. My MSFT journey started by putting aside 30 to 40 minutes a day to walk around my local neighbourhood and, over time, increasing the level and intensity of the exercise at a rate at which I felt comfortable. My two-mile walk/jog now takes less than 25 minutes a day, which I consider to be a small investment of my time.

I am not for one minute saying what I have done will suit everybody, as all of our circumstances and interests are different. What I am saying is that simple lifestyle changes can have a significant positive benefit. One last thought. I still love biscuits, but now I feel less guilty about some indulgences. That said, it probably is good advice to avoid the MSFT the day after Pancake Day!

Overseas Operations

A reflection on MDP's significant contribution

■ **THE END OF 2013** saw the main drawdown of MDP deployments to Afghanistan. At its meeting in February, the MOD Police Committee was advised on and noted its own support for the **significant contribution to overseas operations made by the Force over the past two decades ...**



By Editor Norman Hicks

Photos by Neil Parry, Paul Kemp and supplied



CONTINUED ...

OVERSEAS OPERATIONS

The MDP's contribution was recently summarised in a briefing given to Minister Armed Forces by Chief of Staff at Permanent Joint Headquarters (PJHQ) on the role of MOD civilians on deployed operations.

MDP'S ROLE

The role of the MDP in Afghanistan, mentoring the Afghan Uniformed Police (AUP), was particularly highlighted as follows:

☛ The MDP have been of critical importance in providing the capability to build governance in Helmand Province since 2008. MDP have, in over 200 deployments mostly to Forward Operating Bases, trained and developed the Afghan Uniform Police (AUP) in building the necessary professional expertise for Afghanistan to develop its own policing capability.

Of particular note has been the contribution of 15 female MDP officers deployed to Afghanistan with eight based at Lashkar Gah, to assist in the training of women employed by the AUP. This role concluded in September 2013 as part of the UK's Transition process. MDP officers conducted training for all female officers including a middle management syllabus and Train-the-Trainer activity. Many female Afghan colleagues also received live firearms training.

The bravery and achievements of the MDP team, and those they instructed during their tenure, is all the more impressive as recruitment of female personnel to the AUP increased during their tenure from 16 to 39 people, including the first female AUP officer in Gereshk. ☛

Following the statement and with a small but important training and investigation team of MDP officers remaining in theatre, the Chief Constable and Management Board put on record their thanks and congratulations to all officers and staff who have deployed or played a role in supporting MDP deployments in Afghanistan and other key Defence missions overseas.



RETIRING ACC REFLECTS

Retiring ACC Central Operations Robert Chidley has played a key role in co-ordinating the MDP's response to calls for overseas policing since he joined the Force in 2005 and so *TalkThrough* asked him to reflect on how that response had fitted in with the wider UK and global policing picture.

He said: "When I joined MDP in 2005 we already had some commitment. We'd started the Pitcairn guardianship. My old Force, Kent, had started this off when one of its female officers went over there on a secondment and realised that there were all sorts of wrong-doings occurring and raised the alarm.



"As well as the Pitcairn operation MDP were also in the Balkans, where we'd been for several years, initially in a joint operation with the Royal Ulster Constabulary, as it then was, but latterly as one of the prime suppliers of civilian policing expertise from the UK.

"That made so much sense because actually it was the military units that were trying to impose some sort of law and order there and working with the military was what MDP did as the day job.

"Many international policing organisations are as much based on a military model as they are on a civilian policing model. This is especially noticeable when we went overseas on international duty and



worked alongside the Gendarmeries, for example. We tend to be very well suited to that because of the way we work and who we work with and the fact that if we need to be armed we can be and are used to working in that environment.

"So, for all those reasons I think it was recognised, thank goodness, that

MDP was actually the natural police force that should be working alongside UK military assets," said Mr Chidley, adding that significantly it had been agreed by the then Secretary of State for Defence that MDP could increase its numbers by up to 100 officers to take account of this new overseas commitment.



CONTINUED ...

It was frustrating to him that cuts in police numbers since then had meant that this standing capability was no longer able to be called upon so readily, he said.

"At one stage we had a high degree of expertise, as you can see from the number of deployments we have done – 612 overseas deployments in 14 locations to date. There are very few forces that would have anything like that level of experience.

"But more importantly are the lessons learned that we bring back from these things, so that when we had people spread around a number of countries we also had a review-learn-and-improve philosophy.

"As soon as people came back we debriefed them, sometimes with the seconding department – FCO, the Stabilisation Unit or whoever that might be – but we made sure that we captured what could be done better next time.

"Also, the team that was running the show, up to and including me, were linked into theatre. We went and saw what the issues were, we spoke to the people and tried to actually identify what was working and what was not working and where to go with that.

"I'm pleased to say that MOD did recognise that and in our Statement of Requirement, when it came to be reviewed a number of times, they said:



Yes, we think actually your ability to support the Government and MOD overseas is something that we want to encourage and indeed support.

"If we look at the number of places we have been to and who we have worked with, we have covered most of the policing continuum, from working with beat bobbies and putting that in place right the way through to counter terrorism and organised crime involvement.

"That doesn't mean that we are experts in any of these things, but it does mean that we understand the context in which we are working. The level that's required probably doesn't need to have the all-singing, all-dancing expertise in any one of those fields; just an appreciation of actually how that element works in that country.

"For our officers, understanding the environment that they work in, but transposing that to a completely different world and different culture was their biggest challenge. You've got to get that challenge right.

"I think that's where MDP has delivered, because of this innate understanding and the fact that we've been at it a long time. We have had a wonderful relationship with PJHQ in particular, ever since we went into Afghanistan in 2007-8.

"The thing that we can offer that nobody else can is that we and our people are more than happy working right at the front line, or as near the front line as practicable under the duty of care and safety regime, which means that we've worked in Forward Operating Bases which have only got MOD staff in.

"I think the safety regime that MOD has got, which is normally MDP working in conjunction with the Support to Operations team, means that we rely very much on our military colleagues, making sure that we have the best information and that we then assess the risks on that basis; that's what has worked so well."

The first team that went out to Afghanistan in 2008 found conditions to be very testing, he said. "It was not a normal situation for any cop to face – a quite extreme environment, not just the physical conditions, but the political environment, the danger, trying to engage with a very sceptical local populace and an embryonic but albeit then somewhat more corrupt

environment than we had ever been used to working in, even at some of the other places we have been. The whole thing was a very challenging picture.

"I can honestly say that almost to a man and woman that went out there from the MDP we do feel we made a difference. Whilst an officer is an officer, I really take my hat off to our female officers, who had to face not only the difficulties of the situation, but also this in-built bias against females, as well as having to deal with the indigenous policing force, which was ninety-nine per cent male and, one could argue, was anti-female of any description.

"If you look at the other stuff that we've done, some of which can't be publicised, we've pulled together and done some things that no other force could put together. There are very few other forces that have got the sort of skill sets that are useful in this alien environment – marine capability, the best in the UK, we've got the ability for dealing with protest that are first class.

"We want to go to these countries, assist as either part of the UK Government's or wider international community's effort to give the indigenous population a reasonable life.



"That's got to be rule of law, whichever way you look at it. It might not be our rule of law. It might be a completely different system, an informal system, a tribal system, whatever. I think we've learned over our time doing this work that the first thing you must always do is look at what you've got out there, decide if you can work with what is there and, if so, how you can do that.

"We had a very close relationship with the Stabilisation Unit five or six years ago, when it was working within the Foreign and Commonwealth Office (FCO). We did a lot of joint thinking about what does the Government want to achieve, how can the rule of law play a part and therefore what part does policing and, in particular, MDP play?

"We put together some really good pre-deployment courses covering the need to understand the culture, the

politics, what the international regime is trying to achieve out there and so, when we did go out there, we were able normally to hit the ground running, with a pretty good idea of what we were going into.

"Looking forwards, I think we have got in UK policing and within MDP still some very capable people who would definitely be up for the challenge and want to contribute to any future overseas policing operations.

"I'd be confident that if we were given the challenge we would rise to it. Because we are now so much more integrated with the thinking and the planning with PJHQ in particular and therefore Joint Force Command, I'd like to think the next logical step is that we would be integrated within Governmental thinking and MOD hierarchy that this is where we should be going."

Afghanistan efforts commended

PC CATRIONA McBEATH, currently stationed with OSU North, receives a Commendation from Chief Constable Alf Hitchcock for her 'professionalism and dedication, building on previous work and acting as mentor to the female Afghan Uniformed Police (AUP).'

The citation continues: 'This work required you to operate at significantly above your substantive rank in both the ISAF and AUP environment. You also displayed a high level of understanding of the cultural nuances and operational issues, where your skills were tested when you were called upon to use all your tact, diplomacy and empathy to rebuild the faith and resolve of the female AUP officers following tragic deaths of three of their colleagues. Your endeavours throughout your deployment have been exemplary and upheld the finest traditions and ethos of the MDP.'



Minister visits AWE for full briefing on MDP capability



Photos by PS Pete Drummond

The Rt Hon ANNA SOUBRY MP, Minister for Defence Personnel Welfare and Veterans visited AWE in February and received a comprehensive briefing on the role and operational capability of the MDP. She was welcomed by Chief Constable Alf Hitchcock and T/ACC Divisional Operations Paul McLaughlin.

The visit began with a briefing on the role and structure of the Force, followed by specific operational briefings on the work of the Special Escort Group (SEG) by Supt Jimmy Russell and the MDP operation at AWE by Senior Police Officer Supt Dave Pawley. The Minister was also



introduced to other key stakeholders including the AWE Managing Director and Strategic Weapons (MOD DE&S) personnel.

The briefings were followed by a visit to the SEG, where the Minister was given a comprehensive overview of all aspects of the convoy by a convoy commander, Chief Insp John Avery, and shown many of the constituent parts that make up a convoy when operationally deployed.

She also participated in a live Taser demonstration.

This was followed by a comprehensive demonstration of the layered approach to the MDP operation at AWE, commencing with a visit to the main control room, followed by a live exercise led by Chief Insp Phil Lucy (a tactical firearms commander), which included a demonstration of capability by officers from the Response Force and the Tactical Support Group (TSG). This dynamic phase of the visit also allowed the capabilities of a Tactical Firearms Support Dog (TFSD) and a Rifle Officer to be shown.

Following conclusion of the live exercise, a second TSG demonstration was carried out to show the positive utility of the Tactical Engagement System (TES), an important tool used

for continuation training and the development of firearms tactical doctrine at AWE.

The day concluded with a visit to the indoor range, where the Minister received further demonstrations and took the opportunity to talk to operational officers about the variety of roles undertaken by the MDP. This began with a demonstration by a Protest Removal Team, and an overview of optical evidence gathering.

The Minister then met some four legged members of the MDP, including a General Purpose police dog, a TFSD, and Explosives and Drugs search dog teams. She was then given an overview of the wide range of lethal and non-lethal weapons, and introduced to operational AFOs from shift.

This was followed by an overview of TSG capability, including CBRN and Teams Medics. The visit ended with a Tactical replay and de-brief of the TSG-led exercise, using the TES software.

At the conclusion of the visit the Minister stated:

I had a broad understanding about the depth of the roles which the MDP undertakes, but there is no substitute for seeing it on the ground. I am deeply impressed with the level of capability, professionalism and pride displayed by members of the Force. I was particularly struck by your high end capability and comparisons with the work of Home Office Police Forces.



The Minister also acknowledged the effort and hard work that had gone into putting the visit and the demonstrations together by everyone at AWE.





'Evidence Base Camp' probes key policing issues

■ **Chief Constable Alf Hitchcock took part in the first College of Policing EVIDENCE BASE CAMP in February, involving more than 60 officers and key staff being trained in research techniques and using them to address five important issues on behalf of the police service.**

The research teams took part in a highly intensive process over two days to systematically examine and synthesise the following issues:

- **Dealing with people suffering a mental health crisis**
- **Policing approaches to prostitution**
- **Mental health within the police service**
- **Barriers to progression of minorities in the police service**
- **Approaches to tackling theft from the person**

The teams all started with wide research parameters, and began with more than one thousand research and academic papers, which were refined to establish those most clearly aligned to the questions to be addressed and those that would provide the greatest validity to the problem being examined.

Having used the process to identify the 30-50 most useful papers, the teams then provided a synthesis of the key findings.

Mr Hitchcock and four other senior police officers were used as part of the assessment and challenge panel for the work carried out by the teams. This element was designed to allow rigorous questioning of both the methodology and the research conclusions.

The Evidence Base Camp was concluded by an expert panel session chaired by Professor Dame Shirley Pearce, Chair of the College of Policing. The Chief Constable joined

Dame Shirley and the other senior officers on this panel answering questions on the research areas and wider policing issues.

The full panel comprised:

Professor Dame Shirley Pearce – Chair of the College of Policing

ACC Paul Kay, Leicestershire Police – National lead on Mental Health Policing

Det Sgt John O'Brien, Met Police – Met Police Prostitution Lead

Dr Steve Chase, Thames Valley Police – National lead on People and Workforce

CC Peter Vaughan, South Wales Police – National lead on Crime – Acquisitive Crime

CC Alf Hitchcock, MOD Police – National lead on Equality Diversity and Human Rights

Rachael Tuffin – College of Policing Director – Research

ACC Robert Chidley retires



Interview by Norman Hicks

☀ **One of my passions is that UK policing is one of the best policing models in the world for the service it gives to the public and, therefore, the international policing element of what we do on the UK's behalf and to assist other countries has been very dear to my heart.** ☀

"But also, if you look at the expertise that exists in handling some very complex policing operations, including our maritime commitments and the escorting and safe custody of elements that are vital to the UK, then we do become pretty unique in that respect," said Mr Chidley.

"Over my time I think we have moved from being broadly similar to a number of other forces into a much more specialised, refined area of policing capability that very few forces have got.

"When you overlay that with the geographic locations we work in, and the local knowledge that's needed to be effective in there, you could argue that probably no other force has got those qualities, which is why we've got the job that we've got."

Mr Chidley said he had seen this aspect of the MDP mature and develop during his nine years with the Force: "That says a lot about our people and their enthusiasm, drive and capability when, quite honestly, it has been a bit of a rollercoaster almost for the last six years," he said.

"We have been in some state of degradation, either because of financial limitations – including, for example, the cuts in overtime and the ban on recruitment – or because of the reorganisation of the Force, following the down-sizing of the whole of the MOD establishment, which obviously included us.

"Added to that has been the uncertainty over whether some of our specialist areas were going to even

■ **Assistant Chief Constable Central Operations ROBERT CHIDLEY retires from the Force this month after completing almost 40 years' police service.**

Appointed at the end of 2004, he took up his ACC duties in January 2005 after a distinguished career in the Metropolitan Police Service and Kent Police, from where he joined MDP.

TalkThrough asked Mr Chidley to look back at his time with the MOD Police and to cast his mind back to what had attracted him to the Force in the first place.

He said: "I suppose, looking back, I joined MDP, or MDPGA as it then was, because it had a number of different facets.

"Until you are inside the organisation I don't think anyone can really appreciate or understand the differences between what MDP does and what most other forces do – particularly purely territorial, geographic forces.

"What appealed to me was the different capability that was required of this Force. Accepting that we don't do all of the policing cake, there are some slices of that cake where we are either amongst the leaders or are indeed the market leaders in what we do.

"I think that's developed over my time with MDP, not because of me, but certainly as part of my contribution towards building up where we are. And the things that I would identify there would be high value niche capability for the MOD and for the Government as well.



continue – and the prime example for me there is CID, where we weren't big to begin with. Although we deal only with very specific elements of crime, I think we have had some outstanding successes, some of which will never become public.

"That's another great strength that I see in the Force – although it is probably to its own detriment – we just get on and do the job and in the majority of cases do it competently, confidently and confidentially and I think that's a real asset."

Some of the bureaucratic hoops the Force had been made to go through to achieve its current position he had found frustrating, he said, adding: "Some of that is just as a result of us being a very small part of the huge organisation that is the MOD, and in some respects being neither fish nor fowl."

"We are not military, clearly, but neither in some respects are we civilian. We sit somewhere in an uncomfortable middle very often. That, particularly in my first job here, as Director of Professional Development, highlighted how we were working within a hybrid of a bit of a police system, a bit of a civil service system and then a bit of MDP home-grown, yet without the ability to really steer our own ship in many cases. That was frustrating," he said.

Mr Chidley thought 'the jury is still out' on whether the merger of MDP with the MOD Guard Service to form a single Agency had been a good or a bad thing.

"We put an awful lot of effort into 'two badges, one service' and particularly within my area of responsibility, to move training together and I think we were pretty successful in doing that," he said.

A lot of effort had been put into reorganising the Force to a smaller organisation since the Agency was de-merged and Mr Chidley said he felt the proposed post implementation review within six to twelve months would be essential, to give assurance that the final size and shape was the correct one.

He said: "I'd be the first to say, well we didn't get that quite right, but at least we did something and we moved in the right direction and then you can fine tune it."

One of MDP's strengths was its general stability, said Mr Chidley. "Although we do have people who don't stay with us for very long and come in

from other forces, as indeed I did, the stability we offer, with many people doing the same or much the same role for a number of years is of huge benefit.

"It's great because we understand what we are doing and in the main prove that we can do that. The problems arise when the people who we work with, if they're on an eighteen months or two-year rotation, move on just as soon as they really start to understand how or where that policing and guarding jigsaw all fits together.



Looking back at my career, the Olympics and MDP's role and contribution to the excellence provided by the UK police and military will remain one of the highlights if not the highlight – apart from the people I have had the pleasure of working with.

"I think a similar issue exists with people who come and look at us, whether they are consultants or whether they are inspecting in some shape or form. Unless they have a really good understanding of how that jigsaw fits together it's very difficult for them to realistically appraise how good we are or not.

"I think one of the things that I've learnt over my somewhat long experience now is trying to rationalise constructive criticism against ill-informed judgment is a bit of a personal as well as an organisational challenge. One is welcomed and one is unhelpful.

"Where I think we differ from many forces is that much of what we do, we do to stop things happening, or to react

decisively where something has gone drastically wrong. In both of those scenarios we actually hope that we don't have too many live experiences to say well, how did that one go?

"In some cases we do an awful lot of some quite specific policing. I'll mention protesters as a classic example. We really do understand how to deal with protesters and how to balance the rights to peaceful protest – or lawful protest, it's not always peaceful – against the disruption and potential risk to the very purpose that we are there to safeguard. I don't think that's over-stated at all.

"If you asked me what has been the highlight of my time with MDP, I think it would have to be the sheer delivery that we've done on a number of fronts that either I've been a party to or, certainly in some cases, a party to the delivery of.

"And they would be International policing, definitely, both in the Balkans and Afghanistan in particular; the development of the high end capability, such as the Tactical Support Group, OSU and Marine Units; the discreet skills that we've honed with regard to dealing with protest, ensuring safety at difficult public events and the once in a career event, when I was the Olympic Gold for MDP.

"Throughout the period of the Olympics we were getting asked for more and more contribution on a range of issues that never made the headlines, but were an essential part to the UK's very successful security operation around the Games and which I think MDP were proud to play a part in and contribute to.

"I certainly recognise that our people in particular did an outstanding job, often at short notice, in difficult circumstances, in a unique environment. We had firearms operations where we never dreamed we would be doing that sort of thing and bringing the marine crews, especially many coxswains down from Scotland to work on the Thames, with all of the different nuances that that involved was a tremendous job.

"Looking back at my career, the Olympics and MDP's role and contribution to the excellence provided by the UK police and military will remain one of the highlights if not the highlight – apart from the people I have had the pleasure of working with," he said.



Chief leads violent crime national workshop

AN EVENT led by MDP Chief Constable Alf Hitchcock in January drew together key leaders from police forces across the country to tackle the issues of violence, gangs, knife and gun crime.

Held in central London, it involved senior practitioners from almost every Home Office police force in a workshop to share good practice and to examine ways of building on previous successful approaches.

Attendees were welcomed by Stephanie Waddell, acting head of the Home Office's Public Space Violence Team, who introduced Mr Hitchcock in his capacity as National Policing Lead for the Knife-Enabled Crime Working Group.

Mr Hitchcock set the workshop into the context of previous work or initiatives and current patterns in

relation to violence, gangs, guns and knives.

Presentations were also given on gun crime, national ballistic intelligence, stop and search, tackling priority gang nominals and changing community perception.

The interconnection of violence to gangs, guns, knives and wider societal issues and solutions was explored throughout the day. Facilitated sessions worked through the methods which are seen to be tackling these issues effectively, how forces can respond to future challenges and how the Government and local partners can assist.

Det Supt Paula Parker, from the National Crime Agency, and Iain O'Brien, from the National Ballistics Intelligence Service, gave presentations on the changing nature of gun crime and how prevention methods can work.

Metropolitan Police and West Yorkshire Police provided updates on current initiatives being used for the targeting of priority gang members and how work with communities can change perceptions of young people.

Karyn McCluskey, Director of the Scottish Violence Reduction Unit took delegates through the health-centred approach which has been adopted as the national model in Scotland.

The sessions were closed by the Home Office Minister for Crime Prevention, Norman Baker MP, who recognised the vital work of the police service in tackling violent crime, as well as explaining that sustainable change requires continued strong partnership working.

The outputs from the workshop are now being drawn together to provide short, medium and long-term themes, with significant learning being shared with forces through the College of Policing.

Disability hate crime put in spotlight at national event

■ The COLLEGE OF POLICING (COP) at Ryton was the venue for a stock take event, to mark the anniversary of the Equality and Human Rights Commission's (EHRC) report into disability hate crime – 'Out in the Open: A Manifesto for Change'.

Leading the debate was MDP Chief Constable Alf Hitchcock, who heads up the Equality, Diversity and Human Rights Business Area for the Association of Chief Police Officers (ACPO).

As well as updates from EHRC and the Crown Prosecution Service, workshops focused on a number of aspects of disability hate crime and there was also a session led by Fiona McLean, of COP's Research, Analysis and Information Unit, on its work to create profiles of disability hate crime perpetrators and to launch a data analysis toolkit for police forces.

In his opening address Mr Hitchcock recalled the background to the EHRC report 'Out in the Open'.

He said: "Back on December 3rd 2009, which was the International Day of Disabled People, the Equality and Human Rights Commission announced that it was going to conduct a formal inquiry into the actions of public authorities to eliminate disability-related harassment and its causes.

"This announcement followed the Commission's research earlier that year into the safety and security of disabled people, which had concluded that the focus within policy and legislation needed to shift to 'justice and redress' from that of 'help and protection'.

"In November 2010 the EHRC Inquiry Panel took formal evidence from colleagues in their dual capacities as senior police leaders and ACPO



MDP CHIEF LEADS THE DEBATE

Business Area leads, gathering much evidence from this exercise and with certain key themes to their questions:

- The importance of leadership
- The impact of the public spending review
- The range of interventions being delivered for disabled people, young disabled people and disabled people who are victims of domestic abuse and serious sexual or violent crimes

- The benefits of partnership working
- Reporting and recording practices
- Risk Assessment
- Access to services
- Monitoring of Investigations
- Use of Special Measures
- Understanding the causes of disability-related harassment

The final report, titled 'Hidden in Plain Sight', was published in September 2011, with national Gold and Silver Groups established ahead of publication to advise and support forces, said Mr Hitchcock.

There were eight police specific recommendations:

- Understand the characteristics and motivations of perpetrators
- Review 'no criming' and 'motiveless' procedures
- Take a prompt lead in investigating all repeat cases of disability-related harassment
- Repeat victimisation should receive a higher-priority status for resolution
- A named officer should provide victims and witnesses with acknowledgment of their incident
- Potential aggravated offences should be considered where disability may be a factor
- The seriousness of the offence should form the basis for any police investigation
- Identify where 'special measures' may be required as soon as possible

Mr Hitchcock reminded delegates that the response to 'Hidden in Plain Sight' had been a real commitment by the police service to tackle disability-related hate crime.

"It was apparent that we were pushing on an open door, with the majority of forces agreeing with the spirit of the recommendations, with a final response and joint COP and ACPO Action Plan submitted to the EHRC and rolled out to forces in June 2012," he said.

In October of that year the Commission released its Manifesto for

Hidden in plain sight Inquiry into disability-related harassment

Equality and Human Rights Commission

Change: Out in the Open and said that authorities needed to take further steps to ensure that harassment of disabled people was taken more seriously and is not allowed to escalate.

The recommendations in the manifesto were broadly similar to those in the original Commission report and on that basis the joint COP and ACPO Action Plan remained unaltered.

A year on and all forces were asked to provide a progress report and share good practice, with a response submitted to the EHRC in September last year, two months ahead of the Stock Take event.

"This event has been designed to bring delegates up-to-speed with what is going on at the national level, to share good practice and to network with colleagues from other forces and agencies," said Mr Hitchcock.

The EHRC has pledged to revisit its inquiry after three and five years (2015 and 2017) and the COP and police service, both nationally and

locally, will do the same, he added.

"I am really pleased to welcome Lord Holmes, a Commissioner for the EHRC, and Mike Smith, who was the chairman of the report 'Hidden in Plain Sight' and who worked closely with the College and ACPO whilst we were formulating the national response.

"It's great that Chris Holmes is continuing to support us as we move forward," said Mr Hitchcock.

He also welcomed other key speakers and colleagues representing Welsh forces, as well as those from third sector organisations, charities and disabled people's organisations, thanking them for giving up their time to deliver workshops and information stalls, in order to share their expertise.

"By the end of the day it is hoped you will be going back to your respective areas with a wealth of new information and practice that will enhance your in-force hate crime action plans and policies and enable you to continue to identify ways in which you can improve how you record and respond to hate crime, particularly disability hate crime.

■ Whilst it is clear we have made significant progress over the last 18 months or so, we are still in the early stages of the journey – a journey that needs to continue until disabled people have complete confidence in the police to report hate crime and the belief that they will be taken seriously and will achieve a satisfactory outcome, said Mr Hitchcock.

Well done, and thank you



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3rd February 2014

Dear Alf

Strategic Command Course 2014

I would like to thank you for taking the time to present to the delegates at the Strategic Command Course.

The delegates found your presentation refreshingly open and honest and it was of great value to hear the strategic view from the ACPO lead. Thank you again for contributing to the success of the course.

Yours sincerely

Andrew Trotter

CC Andrew Trotter
Deputy Director Strategic Command Course

**FROM: The Judge Advocate General,
His Honour Judge Jeff Blackett**

I write to thank all of those who provided support to OP TELEMETER, during the recent Marine trial at Bulford Military Court Centre. From the subsequent public and press reaction to the events in court, it is easy to see with hindsight, the critical importance of the security plan. More significantly we can now imagine the consequences had it not been successful.

It would be wrong to pick out any one individual for special mention, but given the importance of the trial it is right to say that everyone involved can view their effort as contributing to an important moment in the history of the Service Justice System. The fact that the trial was conducted in a safe and secure manner is a matter of great credit to those participated in the operation.

I would ask that my thanks are given the widest dissemination and that regardless of rank or function everyone take pride in a job well done.

Farewell from Judith

After more than 11 years in the Corporate Communications Department, including ten working in support of the Editor of *TalkThrough*, and following the Headquarters Review, Judith Slater has found a new role at Wethersfield.

Before she left, she sent in this final submission:

'Dear Readers,

I could not leave the editorial team of TalkThrough without saying 'Goodbye' to you all.

Having the opportunity to support the Editor, by contributing articles, and making contact with many MDP officers throughout the country, has been inspiring and enjoyable.

I just hope you have gained as much enjoyment from reading my articles, as I have had putting them together. I stayed the course for so long, because this was a new-found role which has been the best in my working career so far.

I am moving on and my new post will be as Capability Manager at the Operational Capability Centre (OCC) here at Wethersfield. Working more closely with police was my wish, and so it has transpired.

Best wishes.

Judith Slater'

Thank you Judith and we wish you well in your new role.



**FROM: Rear Admiral John Lippiett,
Chief Executive, The Mary Rose Trust**

Now that the dust is settling after last week's most successful visit by TRH The Prince of Wales and The Duchess of Cornwall, I wanted to drop you a brief letter to say how much we appreciated your discrete and sympathetic approach to the search duties.

I am fully aware of the enormous amount of work this creates and the way in which you, as the Polsa (Police Search Adviser) pull together the security aspects behind the scenes. Your attention to our needs and the way in which you accommodated the searches to ensure minimum visitor disruption is admirable and very much appreciated by me and the entire Mary Rose team.

I know you and your police officers are on duty and have a task to perform, but I hope that you all enjoy the Mary Rose experience and feel at home amongst the team. I know that you have followed the new museum project throughout its development and I hope that there are future opportunities to be involved again.

In the meantime, I would be grateful if our thanks and appreciation could be passed on to the MDP team for a well-executed and professional job.



Long-serving Tony retires

**FRIDAY 31 JANUARY 2014
saw the retirement of
Territorial Division (TD)
Operational Support Chief
Inspector Tony Penfold, after
almost 40 years' service.**

Tony joined the MOD Police in 1975 at HMNB Chatham, and completed 39 years and 18 days of eventful and noteworthy service. D/SPO RAF Menwith Hill, SPO RAF Fylingdales and overseas deployment to Sudan are amongst the highlights of Tony's varied career.

TD HQ and OCC police and civilian staff gathered together to give Tony a good send off, present him with a hand-made cake and wish him all the best in the future.

TD Divisional Commander Chief Supt Mick O'Byrne gave a short speech where he congratulated Tony for his dedication and professionalism throughout his career. Mr O'Byrne then presented Tony with a framed Valedictory Letter from MDP Chief Constable

Alf Hitchcock and presented a floral bouquet to Tony's wife, Coleen.

Tony thanked everyone for their comments and gifts. He said he was looking forward to retirement, to give time back to Coleen, whom he thanked for following him around the country.

He was now going to let her make the decision where to go next and was looking forward to moving to Staffordshire.

Tony gave a final comment that he was most looking forward to – "no more getting up at stupid o'clock."



Overseas Trident training first for CMU



By Inspr Christopher Burt,
Operations Inspector,
Clyde Marine Unit

A FIRST for the Clyde Marine Unit (CMU) and indeed UK police and military units took place between 11 and 20 January 2014, when seven CMU officers and 18 military ranks from 43 Commando, Faslane Patrol Boat Squadron and the Maritime Warfare Centre deployed overseas for training purposes to Kings Bay Naval Base in Georgia, USA.

The Kings Bay United States Naval Base is in the south-eastern corner of Georgia, immediately north of the interstate boundary with Florida. The Base supports US Trident submarine operations and benefits from the full time presence of the United States Coastguard, who fulfil the mission of assuring the safe and unimpeded passage of submarines into Kings Bay and out to sea.

To assist the US Coastguard in rehearsing operational deployments, developing operating procedures and defensive tactics a Trident Training Simulator was introduced several years ago as a means of creating computer generated virtual escorts.

Ongoing development of computer technology has enabled the creation of a catalogue of security, natural hazards and law enforcement incidents which can be played out for the benefit of students who are able to exercise and hone decision making skills.

In the context of how the UK protects submarines at sea the facilities demonstrated the ability to replicate a situation on the Clyde waterways, which lent further reality to the 14 exercises that spanned the full range of possible events from navigational hazards, peace protests, through to the need to counter a determined terrorist attack.

The intensive series of exercises held over four days were preceded by US Coastguard tactical demonstrations on the water. As would be expected, this stimulated a great deal of discussion over craft and weapon capability in particular.

Whilst it's fair to say that the Coastguard perform their role with an impressive array of hardware and capability, they were keen to learn from CMU in particular as to how passive protest actions are countered in Scotland and how our tactics can be adapted within the US context.

The exercise and precursor events were opened and closed by Superintendent Dennis Jackson, Senior Police Officer, Clyde Group, who reflected:

“All of the UK participants – both police and military – benefitted enormously from the exposure at Kings Bay.”

Royal Marines 43 Commando, RN Fleet Protection, Coastguard and CMU MDP



“It is difficult to imagine a situation at home where such a range of challenging and realistic exercises could be put together to depict such a sense of realism. To have both tactical and operational level personnel fully involved was a major benefit and allowed all present to contribute

meaningfully toward the refinement of escort tactics relevant to the protection of the UK deterrent.

“Speaking from a police perspective in particular the understanding we have built this week with our US Coastguard colleagues has been mutually beneficial and I sincerely hope creates the

momentum and intent to develop an enduring professional relationship.”

The Clyde Marine Unit is currently recruiting personnel. Anyone wishing to learn more about the current process to join the unit are encouraged to telephone **Inspector Christine Cameron on 01436 674321 x 3047.**

Whitehall officers commended

DIVISIONAL COMMANDER'S COMMENDATIONS were presented in October 2013 to PS Chris Watkins and PC Alex Osman of Whitehall for their work in obtaining convictions against a member of contract cleaning staff who had plagued offices in Main Building for several months with a series of thefts of personal and MOD property.

Also commended was **Det Inspr Iain Stackhouse**, who supported the investigation with analytical work and advice on obtaining telecom authorities.

The offender eventually pleaded guilty to ten specimen charges of theft and was sentenced to three years' imprisonment, suspended for 12 months. Property valued at £4,000 was recovered from various premises.

ANTIQUE SWORD

In June 2013 an antique sword was reported as stolen from the Main Building offices of the Chief of Staff. The sword was described as 'irreplaceable' and dated from the reign of George IV.

Enquiries were initiated and on a hunch **PC Tahir Mahboob** searched the utility areas in the

basement of Main Building whilst he was on night shift. He located the sword and retrieved it from a rubbish compactor machine.

It appears that the sword, which was inside a nondescript box, had been inadvertently collected by cleaning staff and would have been crushed and lost the next day if it were not for PC Mahboob's initiative.

In January 2014 a male was detained early one morning by **PC Patrick Knight** for smashing windows valued £3,000 at The Banqueting House in Whitehall.

The offence had been reported to MDP by a member of MOD contract cleaning staff who was en route to work at the Old War Office. PC Knight located the male nearby and arrested him, following an admission of responsibility.



Three rescued from boat blaze

■ **THE PROMPT ACTIONS** of Devonport Marine Unit officers prevented a bad situation getting worse after a motor boat fire in Plymouth Sound.

The incident occurred at around 2.45pm on Wednesday 22 January 2014. Whilst on patrol in Plymouth Sound in a Rigid Hulled Inflatable Boat (RHIB), **PC Mick Anderson** and **PC Nic White** were made aware by a member of the public that there was smoke coming from a motor boat on the West side of the Sound.

The officers made for the area at maximum speed and as they approached they could see smoke rising from the 27ft motor cruiser 'Sukit'.

Getting closer still, they could see that the fibreglass cruiser was well alight and that the crew of three men had jumped into the sea and were swimming away from the burning boat.

Fortunately, the crew in the water were all wearing life jackets and PCs Anderson and White quickly recovered them into the police RHIB.

Although the casualties had only been in the sea for a few minutes they were extremely cold and shocked, but reported no injuries.

Police Launch *Integrity* was in the area carrying out training for potential Marine Unit officers, so the recovered crew were transferred aboard where they could be warmed up before being taken ashore to the Yacht

Haven, where they declined any further medical attention.

PCs Anderson and White remained on scene, along with a second MDP RHIB, to keep the public away whilst the Plymouth Lifeboat and Devon and Somerset Fireboat attempted to extinguish the fire.

The blaze proved difficult to put out and what remained of the ruined motor boat was later deliberately sunk just off the Breakwater, where it would not cause any obstruction to other vessels.

It was later established that the fire had been caused by an electrical fault and that the on-board fire extinguisher had failed to function.

Were you lucky?

See who won the MDP Central Sports and Welfare Association's Lottery draws in December 2013, January and February 2014.

DECEMBER 2013

1st	£4,000	Miss S Hill, MDP HQ Div Ops
2nd	£1,000	PC J G Brown, HMNB Devonport
3rd	£200	PS G M Kinney, HMNB Clyde
4th	£200	Mr P Covill, RAF Menwith Hill
5th	£200	Chief Insp R J Pezet, AWE Aldermaston
6th	£200	PC G P Monk, MDP Hereford
7th	£200	PC E A Tripp, MDP Hereford

JANUARY 2014

1st	£4,000	PS D Greenhill, HMNB Clyde
2nd	£1,000	PC R J Randall, DSTL Porton Down
3rd	£200	PC D E Fryer, MDP Hereford

4th	£200	Insp S J Wilson, HMNB Clyde (Coulport)
5th	£200	PS D J McIlwraith, OSU (North)
6th	£200	PS D Glenn, AWE (A)
7th	£200	PC P A Parks, AWE (A)

FEBRUARY 2014

1st	£4,000	PC M P Bull, AWE Aldermaston
2nd	£1,000	PS N A Chisholm, HQ PSD
3rd	£200	Mr D Parnell, Retired Officer
4th	£200	PS G Lyttle, DCPO NI
5th	£200	PS C E Smith, OSU (South)
6th	£200	PS I A Hurrell, Kineton
7th	£200	PC P W Hurford, Porton Down

New Essex CC visits MDP HQ



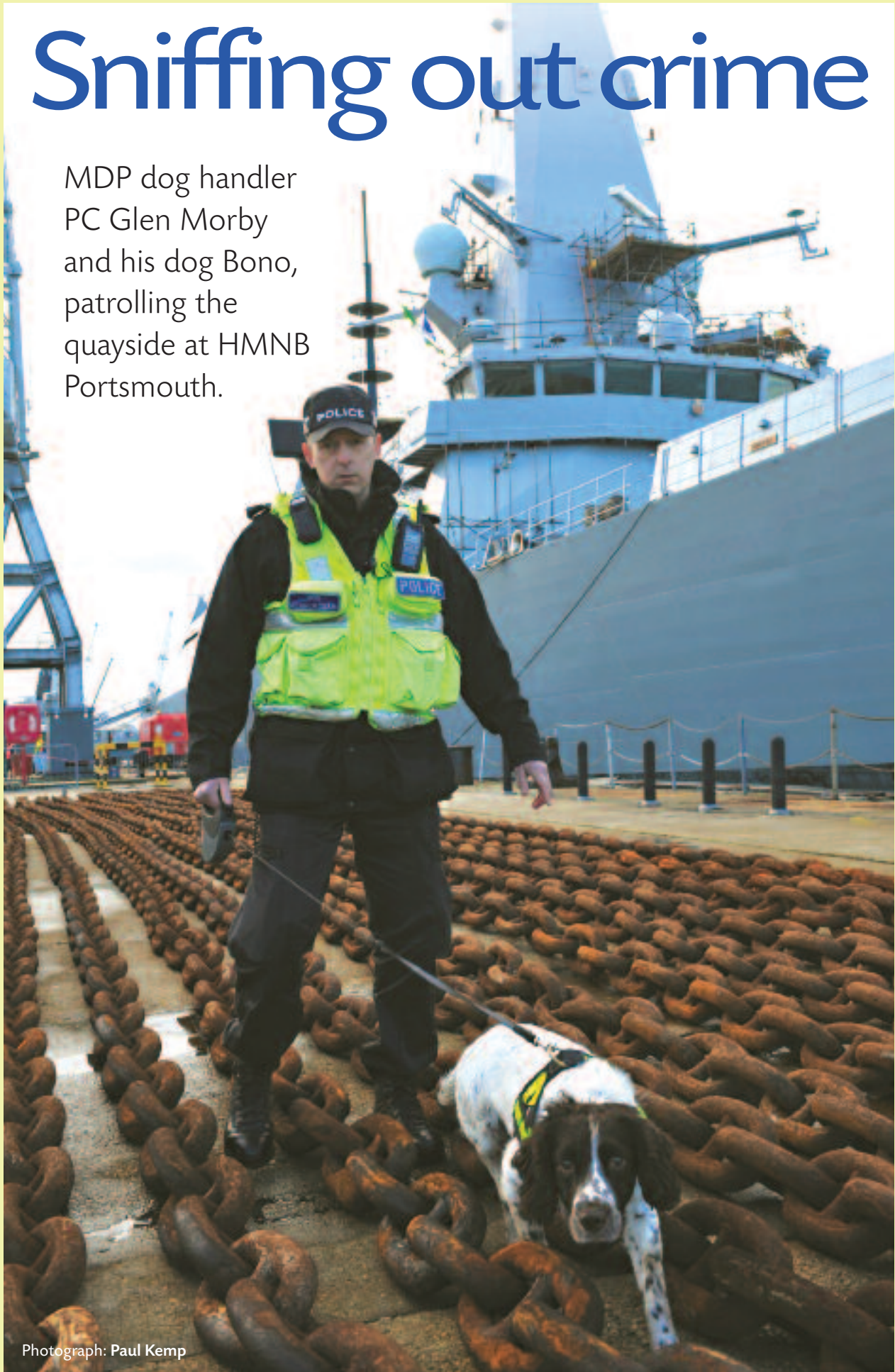
The Chief Constable of Essex, Stephen Kavanagh – who took over the county Force at about the same time last year as CC Alf Hitchcock was beginning his term of office with MDP – paid a familiarisation visit to Wethersfield HQ in December.

He was welcomed by Deputy Chief Constable Gerry McAuley and given an overview of the Force and its Headquarters facilities by Mr Hitchcock and the DCC.

Mr McAuley then took Mr Kavanagh on a windscreen tour of the site, including a visit to the accommodation block, hosted by Cheryl Spiers of the Defence Infrastructure Organisation and the Operational Capability Centre (Training Centre), hosted by Chief Insp Matt Spiers.

Sniffing out crime

MDP dog handler
PC Glen Morby
and his dog Bono,
patrolling the
quayside at HMNB
Portsmouth.



Photograph: Paul Kemp