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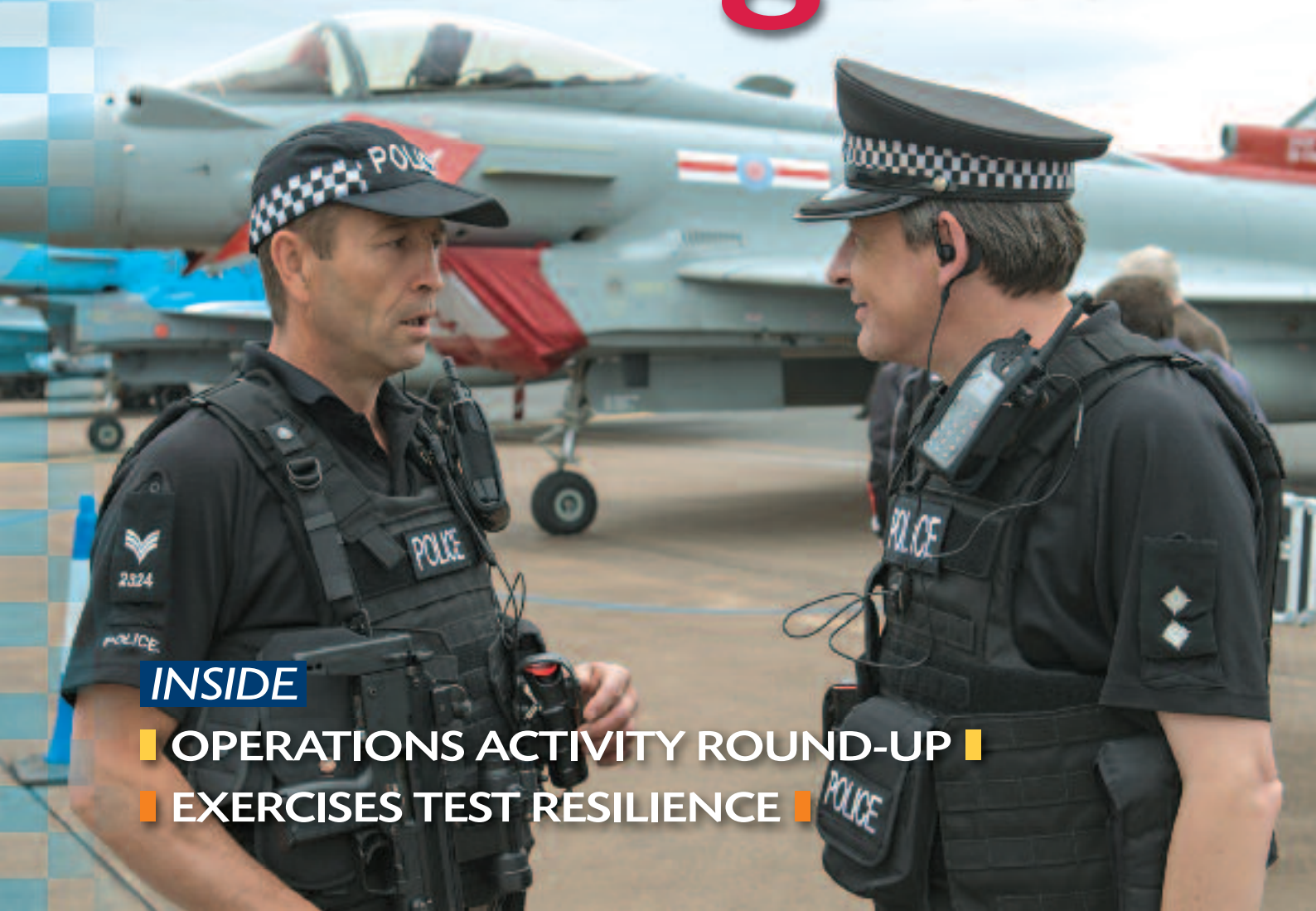
Talk THROUGH



THE MAGAZINE OF THE MINISTRY OF DEFENCE POLICE

DECEMBER 2016

Force keeping up with pace of change...



INSIDE

■ OPERATIONS ACTIVITY ROUND-UP ■

■ EXERCISES TEST RESILIENCE ■

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Front cover: Policing RIAT 2016
Photograph by Paul Kemp

Talk THROUGH

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We welcome articles and photos of interest to readers, but reserve the right to shorten/edit contributions.

Staff contributing articles should ensure they are suitable for open publication.

If you would like to discuss your contribution, please contact the Editor.

Force keeping up with pace of change . . .

By Editor Norman Hicks

■ TalkThrough caught up with the Chief Constable, Alf Hitchcock and asked him to reflect on the current state of play on a number of projects that will impact on the way the Force operates in the future.

However, such is the pace of change on several of these initiatives, that some aspects will be out-of-date before the ink is dry on this edition of the Force magazine!

We began by asking him about the Infrastructure Policing Review, which started over a year ago with research by consultants McKinsey and Co.

"That led to a further piece of work being carried out, under the direction of the Home Office, with Deloitte's being appointed to research the main issues and prepare documentation for Government, giving them the opportunity to make decisions on whether this was viable to do and would indeed provide operational and business benefits.

"So, twelve months' work has gone into it, with a whole array of data being gathered from the in scope Forces, which are Civil Nuclear Constabulary, British Transport Police, MOD Police and Home Office Forces at airports."

Initially, Highways England Traffic Officers and Home Office Forces' road policing units that police the motorways were in scope, but it proved to be too complicated to disconnect them from their current roles, said the Chief.

In addition to CNC, BTP and MDP, airports policing is included, focusing on the larger UK airports. Departmental discussions continue, led by the Home Office, overseen by the Cabinet Office, with the next step due to be a submission to Ministers once the recommendations have been finalised by the relevant Permanent Secretaries.

The options under consideration at the time of going to press were:

- **Do nothing – leave it all as it is, in effect**
- **Create a single National Infrastructure Police Force, including CNC, BTP, MDP and airports, all in one large Force**
- **Merge CNC and MDP and then continue with research to see what else might be added**
- **Seek to get those existing Forces to do more collaboration and try to yield some benefits without merging**

Said the Chief: "Our position has been that the larger Force might be achievable in a controlled and staged manner, but that the sensible starting point would be to bring CNC and MOD Police together within a governance

that allows both MOD and Business, Energy and Industry to oversee the Force, in a joint governance mechanism. The merged Force would be a new entity altogether.

"Whatever the outcome, we are here to deliver. If we stay as we are we will continue to do a great job. If we merge with CNC, then we are going to be very keen to make sure that works as well and if it's the big infrastructure policing model we'll make it happen.

"We are here to protect the nation's most valuable assets and people and we will do that under whatever structure HMG decides to do it under – we are here to do the job."

PROJECT JUTE

The scheduled closure by 2020 of the Force Headquarters site at Wethersfield has prompted a nationwide search for a new location.

"At the moment it will be into 2017 before we know which of the various alternatives is viable," said the Chief. "The Chief Officer team have been on a number of site visits in order to advise the department of our preferred options.

"Currently we favour a move into Basingbourne Barracks with the Army, but there are other sites in the frame and, by the time this edition of **TalkThrough** is printed our preferences might well have had to change. Watch this space!"

CONTINUED . . .



BUSINESS AS USUAL

We asked the Chief how he felt the Force had been coping during the past year, which has not only seen much uncertainty about its future direction, but also stringent budget restrictions, to meet MOD funding targets.

He said: "They are uncertain times at the moment, but then again that's not dissimilar to where I've been in the three years that I've been Chief. There have been lots of changes within the Department and in what we are doing.

"We've started policing differently, using the Operational Policing Model and Project Servator and that change has been really welcomed by the customer. I'd like to say thank you to officers for keeping the business on the road, particularly against some quite severe cuts, which has seen quite significant loss of overtime, so to manage the brief with less resource has been a challenge, but the response has been really good.

"We are still waiting to hear what is happening at AWE and will hopefully have an answer early in 2017. My view is that the military option is probably the wrong option, bearing in mind the security and protest issues for the site and how policing best meets these. I would also argue and have done that the financial case is marginal and so therefore the slight saving that may be made is more than offset by the risk that could be created in a transition period. I am really conscious of the morale impact of the delay in getting clarity."

ROLLS ROYCE DEPLOYMENT

A new task to provide armed policing at the Rolls Royce plant near Derby was introduced in May, in support of site operations.

The Chief told *TalkThrough*:

“The Force continues to be the primary provider of specialist policing services and this MOD request for us to carry out this role in Derbyshire is another example of that unique skill set.”

FITNESS

The fitness programme is up and running, with more than 1000 officers having gone through the test by October – 43 per cent of the Force – and only one per cent (31 individuals) failing to reach the 5.7 standard, said the Chief. "All of those people have now got support plans to help them achieve the standard where possible."

DIVISIONAL REVIEW

Following the Headquarters review, which set out to discover if the Force was using its HQ resources in the most efficient way to support the delivery of front line services, research has shown that MDP is Britain's leanest police force, with 92 per

cent of resource allocated to front-line delivery and just eight per cent to support functions, said the Chief.

"With such a small support function we know that we have to make absolutely the best use of the resource we've got. So, the Headquarters review was to see if we have got the right people in the right place, particularly as we have had to grow things like the OCC – to deliver additional training for the growth in new recruits.

"Also, in order to support fitness and health, it has been essential to get better Occupational Health support in the Force, together with the wider OH Assist. In order to do that we have needed to redistribute Headquarters resource so that our Headquarters delivers those requirements but still at the same cost. The next step is to examine the role of Divisions and to see if the Divisional structures enhance operational delivery.

"There are two possible outcomes I believe. The first would be to leave the divisional structures as they are and try to ensure that they are as efficient as possible; the second would be to remove divisional structures and effectively manage all functions from a single Headquarters without a divisional structure.

"In the past I have operated in forces that have had both of these models. The Met was very keen on having divisional structures and devolved responsibilities with a small Headquarters function. During my time at Bedfordshire I was involved in removing divisional structures and creating a Headquarters and a single force operating model.

"The Chief Officers will be making decisions based on what the evidence and research tells us is best for the Force and for the Ministry of Defence. Whatever we do I am keen that we still have senior officer visibility across the organisation," he said.

DIVERSITY AND INCLUSION

At the Diversity Board in October there was a good attendance by all of our Superintendents and ambassadors, who heard of several ongoing pieces of work, including one by the Crime Command on policy on how MDP deals with hate crime.

"We are also looking at diversity issues in relation to protester guidance – how we



deal with protesters – and processes to ensure that every operational order includes an equality impact assessment," said the Chief. "We seem to be doing that for all policy issues and some operational orders. This piece of work is to ensure that we are doing it for all operations.

"There's a good piece of work by Supt Chris Yates on AFO requirements for officers returning from maternity leave. In the past it has always been that female officers returning from maternity leave go on a six week course and we think that that is unnecessary. We can probably do it in a different way, by doing a risk assessment and an initial testing to see how much skills fade there has been. You can then vary it and, instead of doing a full six weeks, you might be able to do a different timescale.

"There is also work about appropriate uniform and, again with Chris and PC Claire Batt, we are looking at some work with Cranfield University about female shaped body armour, to improve comfort and operational effectiveness.

"All line managers have been completing Unconscious Bias training. That's when you have biases that you don't even realise and how you can mitigate those biases, as well as recognising that you have got them. It's not an unnatural thing as a human being. The training has been successful and assisted staff, so as a result we

are going to roll that out across the whole Force.

"We've got recruitment targets for female and black and minority ethnic officers, of 15 and five per cent respectively for this year. We introduced the positive action to bring in under-represented groups and have had an all-female and ethnic minority group intake.

“As a result we are currently above that target, with females at 18 per cent and close to it for black and minority ethnic officers, at four per cent.”

"Because of the timescale to bring more people through on the current recruiting round, we probably will not be able to meet the targets by the end of this year, particularly for black and minority ethnic officers, but that doesn't mean we're not going to keep on trying, even though it is quite a challenge.

"We are looking to increase the declaration of people on ethnicity. We have got eighty per cent of staff who have now made a declaration and we are looking to try and increase that up to ninety per cent. The lowest levels of declaration have been in relation to disability and we think that might possibly be because people are concerned to declare a disability, even though it's anonymised for the purposes of these records.

"Supt Mark Foulger and Kathryn Bunyan have undertaken work on mental health training and policies. Mental health first aid training has already been rolled out and we are looking to develop a mental health strategy by the end of the financial year for the Force to follow in the coming year," said the Chief.

"Finally, we have Human Factor Integration, which is about kit. I mentioned the body armour bit but there is a wider piece of work around making sure that all of our decisions on equipment have been considered from a diversity perspective. That has been completed and is now embedded, so the equality evaluations are part of everything we do and we do equality impact evaluations on every piece of kit.

"There has been a huge amount of work already completed during this year in this area, there is a genuine keenness and desire by people on the Diversity Board and the Diversity and Inclusion Working Group to drive this forward and there has been fantastic support across the Force, from officers and staff who have been supporting these work streams and again it's a thank you to them for the enthusiasm with which people have engaged."

NATIONAL POLICING ISSUES

The funding for Home Office forces has stabilised and won't be the subject of more cuts. There has been an agreed investment funded centrally from the Home Office to grow armed policing and increase the number of Armed Response Vehicles across London in particular but also the rest of the country, said the Chief.

"For us on 'funding issues' we are currently looking and developing a paper for HOCS which is a description of how we might do funding in a better and more sustained way.

"You are probably aware that I have been working with the Met and the Home Office to get an agreed ban on 'zombie knives'. The NPCC police service were absolutely delighted when the Government agreed to include these as prohibited weapons. Clearly carrying such a weapon because of its size and properties would be illegal anyway, but this now makes manufacture, supply, importation and possession all offences in their own right," said the Chief, who is the national police lead on knife crime.

Spotlight on Operations

Highlights of a busy year around the Force ...

■ **THIS ISSUE OF *TalkThrough*** focuses on some of the excellent work being done across the Operations portfolio, both up front and behind the scenes. We caught up with recently appointed ACC Operations Paul McLaughlin and began by congratulating him on his promotion.

ACC: Thank you very much, I am delighted to have been successful in the promotion process for ACC and to have been offered (and duly accepted) the MDP ACC Operations portfolio. I am particularly proud to form part of the Chief Officer Group and look forward to working with my fellow Chief Officer colleagues in the months and years ahead. This will undoubtedly continue to provide challenges and will provide the MOD a professional and dedicated policing service.

TT: Looking forward, what are your expectations of the coming months and years?

ACC: More of the same work that the Operations Portfolio have been delivering since I got the opportunity to lead it nearly three years ago. This *TalkThrough* feature demonstrates some of this work from all areas of the Portfolio and I can assure you that there are plenty of other examples I could mention.

What is consistent is MDP's 'can do' attitude. We continue to deliver a policing service, no matter what is thrown at us, whether it's in-year budget cuts, uncertainty, change or reviews. It's just a pleasure to lead our staff, which makes my job all the more enjoyable and I'm certainly proud to be associated with our workforce. We are in good hands to meet head on what lies ahead for us.

I must recognise and give thanks to both Divisional Commanders and their Division and Station teams in



meeting many of the austere challenges that the Force has faced over the last few years and continue to manage effectively but importantly, for maintaining our core operational business at acceptable levels. I would also like to take the opportunity to personally thank all Operations staff and all the other departments for the support they have provided to Operations.

I would particularly like to thank my HQ Ops team, who have worked with me closely over the last three years and continue to provide a dedicated and exemplary service to the portfolio and wider Force – they have been a tremendous strength for Operations and I'm thrilled we have built a strong team with which to move forward.

I am looking forward to meeting the challenges ahead with the portfolio team and I wish all staff and their families an enjoyable and peaceful Christmas and a prosperous New Year.



Nuclear Division

■ **TalkThrough** met up at Abbey Wood with CHIEF SUPT BETH DISHER Nuclear Division Commander and ND Supt Ops, Jim O'Donnell, for their overview on how the Division has been operating in the past year and how they plan to engage with staff in the future.

The Div Cmdr told us: "In February, myself and C/Supt Mick O'Byrne (TD Div Cmdr) were asked to analyse the results and comments specifically relating to Divisions, made by staff in the My MDP Survey, and present our findings to the Senior Leaders' Conference."

That analysis identified a number of specific recurring themes: Divisional Structure/understanding; Communication/IT and Management/Behaviour. She said: "I want to use this *TalkThrough* article to show staff how we (Divisional Senior Management Team) are responding to those findings, and highlight the achieve-



ments being made by staff to influence change."

She went on to explain that she took the opportunity of using the 16/17 Divisional Policing Plan as a vehicle for addressing these issues. "I wanted to approach our Policing Plan in a way that had not been done before, by working with a cross section of managers in the Division to identify strategic themes that go towards addressing survey issues, make real improvements and demonstrate how these link into supporting the Force achieve Key Priorities and the Organisational Development Strategy.

■ It was quite an organisational task but by working with creative and motivated staff, including Inspectors, Chiefs and Superintendents, we were able to set the plan in place. 🍌

I have deliberately not set timed targets, instead setting strategic initiatives to be developed and outcomes to be achieved."

Supt O'Donnell added: "Each SI is headed by a Divisional Senior Leader who is obligated to pull together a team of cross ranks/station staff to work on achieving these.

"The Divisional Commander deliberately set our progress reporting and communication platform as Defence Connect, mainly to overcome issues of two computer systems within the platform, but also to enable all staff to see what was going on, and encourage them to comment and/or even decide to get involved themselves."

The following articles are intended to highlight how committed she and her managers are to make changes and respond to staff concerns.

CONTINUED ...

AWE Aldermaston and Burghfield

— Our Story...

■ APRIL 2016 saw the appointment of a new SPO at AWE Aldermaston and Burghfield. Superintendent Pam Hewitt had this to say about her new command role:

"As the new SPO I initially conducted an assessment across my two new stations and I was impressed with the diverse skills and professionalism of the teams I met. My focus has been to ensure each and every member of the AWE complement are clear and committed to delivering our strategic purpose, we are enhancing, encouraging good leadership and addressing any people issues that may affect our capability and service delivery.

At the heart of my transformation work I wanted to create a culture of staff engagement, supportive leadership,

recognition and inclusion. Staff who are appreciated and included in station projects will work willingly and creatively, going the extra mile when needed, to maintain and improve our service to the Customer here at the AWE stations.

I think it is important to pause regularly to acknowledge our successes so it gives me great pleasure to showcase the efforts of my staff."

STAFF APPRECIATION AND RECOGNITION

During the visit of the Chief Constable, Alf Hitchcock to AWE in August 2016 he witnessed SPO Commendations being presented.

He was particularly impressed to hear that Sergeant Dan Gray of the TSG had devised the AWE Recognition Scheme. Dan creatively designed the criteria around

the Force Purpose and Style, along with the Leadership Standard. A similar scheme to recognise the work of Student Officers has also been designed by Sergeant Gavin Creber of the Burghfield Ops Resilience Team. This will see an officer from both Aldermaston and Burghfield being recognised for their efforts every six months. Line managers have been able to nominate Student Officers via weekly Senior Management Team meetings since November 2016.

■ T/Sergt Ali Robbins and Constable Lorraine Wilson of the Rosters Team were commended for their hard work and dedication to maintaining station tasks

■ Sergt Neil Matthews was commended for his tireless efforts overseeing the station Student Officer programme

■ Constable Nick Reis was commended for his commitment to maintaining the exercising planning team during a long period of staff shortages.

STAFF ENGAGEMENT WITH SENIOR MEMBERS

Last year's My MDP survey indicated that staff wanted more opportunities to engage with senior members of the MDP so they could raise their ideas and concerns about their stations and the Force.

Supt Hewitt said:

☛ **Since my arrival on station one of my main priorities has been to spend time with staff, either by chatting to staff individually – whilst on patrol or on post, in rest rooms and in more formal settings at the station Focus groups.** ☛

"Staff are important and I wanted to show them that I was accessible no matter what their rank. We have also been pleased to welcome formal visits to both AWE stations from the CC Alf Hitchcock, DCC Andy Adams, ACC Operations Paul McLaughlin and ND Commander Chief Supt Beth Disher."

DIVERSITY AND INCLUSION

Diversity and Inclusion is now well embedded in the Force with the Champions and Ambassadors roles being undertaken by the whole Chief Officer Group and the Superintending ranks. Ally roles are undertaken by junior members of staff across the Force, including staff at Aldermaston and Burghfield.

Supt Hewitt said:

"As the Transgender Ambassador for the Force I was keen to ensure that Diversity and Inclusion was placed at the centre of AWE station business. T/Insp Claire Turner assisted with the refocus of the two Diversity groups at station level and established a station strategic group aligned to the Force Diversity and Inclusion Working Group (DIWG). All sections are now working to support the Force Action Plan and are encouraged to attend the monthly meetings. Staff are also responding well to the recent FOSN for new Allies to come forward and assist in making the Force a place free of discrimination and inclusive to all, allowing staff to perform to the best of their ability."

STAFF BIOGRAPHIES



Constable JOHN BRAUND, Burghfield

John joined the MDP in February 1991 after spending many years in the Army as a Mountain leader amongst other things, leading mountain training in some of the most remote parts of the world.

His first posting in the MDP was as an AFO at AWE Aldermaston. He later joined the Special Escort Group then finally joined AWE Burghfield in July 2009 where he has remained.

John is currently the Drugs Search Dog handler at AWE Burghfield with PD Summer who he's had since June 2011. Summer is a six year-old Labrador retriever.

John conducts searches daily within the establishment but also assists local Home Department Police Forces when he is able.

John recently attended the Boom Town Fair Music and Arts festival, Winchester. He worked alongside Hampshire, Surrey and Thames Valley Police, along with dogs from the Prison Service. 60,000 people attended and John and Summer conducted searches throughout the day and evening, being credited with 56 positive drug finds. John has also attended horse racing events and is a regular attendee at the Abbey Wood MOD families' day. He has attended local schools and was recently a big hit with the local Brownies' group.

John is also a Defence Federation Friend and has been very active in this role

during the last few years, working closely with officers, his DPF colleagues and PSD. He has gone on to be a mentor for other Police Friends, helping to train a course with the Federation in Scotland.

As an active member of the Protester Removal Team at Burghfield, John is renowned for his delivery of the five step appeal (sounding more like the town crier than a police officer) – no one could ever say that they hadn't heard him!

John's favourite pastime is the cultivation of his collection of weird and wonderful chilli plants. He's also a sucker for the latest drama box set, and being 'Pops' to his two grandchildren.

John is a very popular member of the Burghfield team. He takes a leading role in site exercises and so is popular with both site staff and other officers alike.



Constable HANNAH ELLIS, TSG

Hannah joined the MDP at Aldermaston in 2014 after a career as a Personal Trainer. After attending a Tactical Support Group (TSG) presentation she decided to specialise – a big step for an officer with less than one year's service.

Hannah describes her journey onto the TSG:

"I used my experience as a Personal Trainer to help me prepare and maintain fitness levels for the physical challenge of the TSG assessment, including running the bleep test and the method of entry run.

"Whilst applying for the TSG I spoke in depth with several officers from one of the Sections who encouraged me to join and

CONTINUED...



told me what to expect. Training involved a Support Officer course, followed by a very physically demanding six-week course which covers a variety of different skill sets including but not limited to; hostage rescue/removal, dynamic intervention, dynamic search, method of entry and ladder work. This course is run by a group of highly motivated, experienced trainers who challenge participants but provide loads of support to give officers a great chance to pass the course.

"As a female officer, joining a predominantly male group, the initial process was quite daunting. That aside though, once qualified, I joined 2 Section where I fit in very well and have established some great friendships. As one of only three females on the group, I was the first in a number of years to successfully pass the course in its entirety. In future it would be great to see more women applying for the course.

"The process is definitely achievable if you apply yourself to it and I would strongly recommend it to any MDP officer looking for a challenging role. I am personally happy for anybody to contact me and ask about my experiences or for me to answer queries about the TSG. It would be great if there were more women – so if you are a female officer reading this and you want to learn more or come and visit us I would like to help.

"Since joining the TSG I have had ample opportunities to attend tactics courses for my personal development and in October I am training to become a Team

Medic, another challenging and demanding role to undertake. Alongside my day-to-day duties I am also studying for the sergeant promotion exam."



Constable TOBY HURT, Aldermaston
Toby joined the MDP in 2014 at AWE Aldermaston and has recently successfully completed his probationary period. He joined the Force after a prestigious career as a Tennis Coach as he wanted a new challenge.

He had this to say about his first two years with the Force:

"I joined the MDP on the first of the new recruit courses and I can honestly say this was the best decision of my life to change careers. I undertook every training week at the school with determination and successfully passed out in October 2014.

"On joining AWE, I quickly became involved in the day-to-day running of the station, applying myself to all tasks that

were presented to me. During the first few months of my probation, applications were requested for those interested in become PST instructors, which I applied for and a year after leaving the training school I found myself back there for a two-week train the trainer course, which I completed successfully.

"Prior to this I also joined the ASV unit during its initial roll-out phase. This has been a challenging role, allowing me extra training and qualifications that I have used to develop myself as an officer within the MDP. Part of this training included being trained as a Behavioural Detection Officer ready for the roll-out of Project Servator to enable officers to more effectively deter criminal activity and hostile reconnaissance in and around the AWE sites. The ASV role has enabled myself and others to effectively raise the profile of our officers with our Home Office counterparts in Thames Valley and Hampshire.

"This year, applications on station opened for those interested in becoming a Temporary Sergeant. I applied for this and was absolutely delighted when I was successful after only 2 1/2 years in the Force. I know this will be a challenging role but I have the support of my colleagues and the station Development Programme to work on my leadership and management skills. I am studying for the Sergeants' promotion examination next year so this experience will be invaluable to help me achieve my aspiration of becoming a Sergeant. Who knows what will happen after that – onwards and upwards I hope!"

STUDENT OFFICERS

AWE Aldermaston and Burghfield have the highest proportion of Student Officers than any other station in the Force. This brings lots of challenges and opportunities.

Supt Hewitt said:

"We could not manage the complexities of setting up exercises, providing real time experiences and coaching on Portfolio submissions without the hard work of The Tutor Constables (coordinated by Sergt Neil Matthews) across both stations, along with the dedication of line managers who have spent hours helping their new officers. But all their hard work is now paying off and we are proud of our Student Officer achievements:

■ **Constable Kristina Hide (Burghfield) and Constable Thomas Griffith (Aldermaston) were acknowledged as the first two Student Officers who reached Safe and Lawful status in a record time of seven weeks. This was an amazing effort**

■ **14 Student Officers have joined the TSG, 12 have specialised as ASV officers, five have qualified as PST Instructors, three have trained as Dog Handlers, two have qualified as Command and Control officers, three have been selected for the SEG and one has passed the assessment/ interview to become a Firearms Trainer**

■ **12 are also studying for the forthcoming Sergeants' Exam with one officer having recently been selected to conduct Temporary Sergeant duties.**

It is fair to say that AWE is rife with opportunity to find a niche that suits any officer."

OPERATIONS

Operation Novelese

June saw the commencement of the 2016 Op Novelese for what was billed as a 'month of action' directed towards Burghfield by the protest group Trident Ploughshares.

Chief Inspector Jamie Higgins, Burghfield DSPO, was the MDP Silver for the event and utilised his Operational Resilience Team to coordinate all planning activity. The build up to the event for MDP involved attending meetings with the MOD, AWE, Thames Valley and Hampshire Police, plus writing operational orders and arranging resources.



Photograph by Paul Kemp

He had this to say about the event:

"Thames Valley and Hampshire Police provided PSUs, Roads Policing, dedicated protester liaison officers, and protester removal teams (PRT) for the event with MDP Officers staffing the local roads into the establishment and providing a permanent PRT presence throughout the month. We were also assisted by MDP Crime Command throughout the whole period.

"Each day of the protest was allocated to a different protest group ranging from Welsh CND (Campaign for Nuclear Disarmament) to Academics. We had a Women's day on the 20th and a 'Mad Hatters' tea party adjacent to the road leading to the Main Gate.

"We dealt with a variety of incidents ranging from protesters locked on via a tube in the back of a two door car – to 9 people locked on to a 40-foot wooden submarine. Some of the devices were very basic and messy involving the use of thick tar. TVP volunteered to remove this after MDP provided the tar remover and we opted for another task. Given the state of their tools we certainly got the better deal!

"Protesters did not give up easily and employed the use of Super Glue throughout the month, but this was easily dealt with by a liberal splashing of warm soapy water, some de-bonder, and a lot of patience.

"On some days over 60 protesters turned out and on others there were only six but all the groups were non violent and

spent their time singing and dancing in all weathers.

"Several arrests were made during the month by both Thames Valley Police and MDP for Obstruction of the Highway and Criminal Damage.

"Overall it was a successful month for all concerned with no protesters gaining access to the establishment, no injuries and some great experience for the PRT officers."

TACTICAL SUPPORT GROUP

Since its original inception in 2007, the Tactical Support Group's role has evolved and grown and now covers both areas of the Atomic Weapons Establishment at Aldermaston and Burghfield. The unit is home to the MDP's specialist firearms search capability and represents one of the largest Dynamic Search teams in the UK.

The head of the TSG, Insp Andy Ramsay had this to say:

"Training begins by applying to become a TSG Support Officer. This course is designed to train officers in use of the force issued handgun and our primary firearm, the 5.56mm carbine. Officers also receive training in the use of distraction devices and an introduction into Basic Method of Entry (MOE).

"At the conclusion of the course, officers are qualified to perform Deliberate Search and have received tactics and training to crew the TSG's Armed Support Vehicles.



Photographs by
Paul Kemp

"Once qualified as Support Officers, development continues until officers attend the Dynamic Search (DS) course. Officers must demonstrate they can attain level 10.5 at the 15m MSFT prior to attending the DS course.

"During the DS course, candidates learn a number of new skills, including the use of assault ladders to perform Dynamic Entry, Dynamic Intervention and Rapid Internal Deployment. Once qualified, TSG officers must continue to maintain these standards whilst they train to work in the various environments and facilities at AWE, in addition to being able to undertake many other training opportunities such as Police Medics and Firearms Instructors.

"The TSG benchmark with other Police Firearms and Specialist Military units.

This is an ongoing development activity to maintain our high standard. It does take hard work and determination to reach the standard required to meet the national role profile and become a member of the TSG, but the TSG's own dedicated firearms training team is able to provide every support to maximise the chance of success.

"Recruitment into the TSG is currently open and we have vacancies at both Sergeant and Constable ranks. I would encourage any officer who is interested to get in touch to find out more."

CHIEF CONSTABLE VISITS AWE STATIONS

In August 2016 AWE stations hosted the visit of the Chief Constable, Alf Hitchcock.



The Chief Constable had this to say about his visit:

"This was a great opportunity for me to see first hand the work of AWE staff. Listening to the SPO Commendations that officers received for their hard work and dedication is always a pleasure. I enjoyed the focus groups at both stations and as ever, they were lively, but I do hope I was able to reassure staff."

The CC during his visit met the new Chief Executive, Iain Coucher and the Site Director, Haydyn Clulow (pictured left). Later in the day he also met the Strategic Weapons (SW) Customer representative and station lead, Lynn Johnson and members of the AWE Security team: Dr Tim Clayden, Graham Simpson and Dave Randall.

FITTING END

Utilising the skills that staff bring to the Force when they join provides a vast array of opportunity. Having a willingness to find out what skills staff possess and using them can only add to our inclusive approach of recognising the contribution that staff can make.

Supt Hewitt said in conclusion:

"This article was planned, written and coordinated by Constable Liam Sneath who joined the Force just over two years ago. He has an English Degree and wanted to help and just look at the results..."

'ON-BOARDING'

By Inspr Patrick McNaught

MY MDP SURVEY identified a need to put in place a process that provides effective support to members of staff, from new joiners to those taking up temporary or substantive promotion at all ranks and grades.

In addition, it was also clear from the Survey that there was a lack of knowledge and understanding of local policies and procedures and the connection between station-division and customer. A prospective 'on-boarding' programme for the Nuclear Division (ND) was produced with the aim to allow the lead (Supt Dennis Jackson) and Co-leads (Ch Insp Richard Earle and Inspr Patrick McNaught) along with a number of team members, to develop an end-to-end process that can be applied across the Division.

The baseline process is presented as a 'pathway' that provides a route through which a number of activities encompass the ND on-boarding objectives. These are not presented as the only options but as the framework which can be developed. The concept is focused on police officers but is equally applicable to NUCS staff with some modification mainly within the induction phase.

The objectives of this initiative include the following:

- **Improve leadership and management of staff across ND**
- **Compliance with policy-related rules and regulations**
- **Clarification: staff understand their roles, responsibilities and expectations**
- **Culture: staff have a sense of station, Division and Force processes – both informal and formal**
- **Connection: there exists interpersonal relationships and information networks**
- **Engagement and inclusion: individual staff members treated as valued and appreciated members of the team**

The pathway covers three distinct mapped phases: Pre-start, Induction phase and Job start, with each delivering an identified part of the programme and each requiring a different set of actions and activities by the various stakeholders.

The stakeholders within the process will include some, if not all, of the following individuals:

- **NEW STARTER** – this may be a new recruit/probationary officer to the MDP, a New Entrant from Other Forces (NEOF), an officer on transfer from another station, officers on promotion/leadership roles and NUCS staff
- **SPONSOR** – this would be the station SPO/DSPO or other senior person locally responsible for the 'ownership' of the new starter
- **LINE MANAGER** – of the Individual(s)

■ **MENTOR** – a recognised and trained individual who understands the role of the new starter and has a part to play in their personal development

■ **BUDDY** – An officer of the same rank/role as the new starter, who carries out the same or a similar role

■ **TUTOR PC** – where the new starter is a student/probationary officer

The practical application has seen a number of changes that have been driven by past experience. When PS Drew McNaughton was compiling an Induction Week for September he trawled the views of previous recruits, whose observations included making it more role specific and providing more insight on what to expect on shift.

One of the results from the feedback was the inclusion of input from an officer who was an experienced mentor, PC John Rowan. He provided guidance on MDP station culture and integration as well as practical advice on subjects, such as understanding rosters and how to move between locations on station.

To enhance this, PC Sharon Playford, a tutor Constable, accompanied the officers on a tour around the various beats on Station explaining the requirements and highlighting good practice.

Since this induction week was completed, positive constructive feedback has been received from participants and one of them Constable Logue said: "I found that getting shown around the Base, explaining what we had to do, helped us to understand what to expect on each beat and also let us meet some of our new colleagues at the same time. Doing that and getting a walkthrough of how to report for duty for our first shift really made that first shift a little less daunting."

Supt Jackson, as the Strategic Initiative lead, noted: "The benefits of this objective have already been identified and highlighted across the Division. New members of staff are now provided with a more comprehensive induction week, with information packs and in-depth presentations relevant to roles and responsibilities on section/station.

"This has been achieved as a result of utilising the information from previous new members on their considerations of what should be presented on their arrival. Other improvements include a better understanding of expectations through connection on staff relationships and information networks.

"New leaders are offered a support mechanism to allow confidence and enhanced performance during the command of incidents and events involving major customer stakeholders. Through engagement and inclusion staff have also been recognised and rewarded for their effort leading to a culture of valued and appreciated staff."

Command and Control

CAPABILITY

THE ABILITY TO DELIVER Command and Control training locally throughout the Nuclear Division has been achieved with the recent introduction of the McNaught Training Suite at HMNB Clyde.

A successful pilot project, and subsequent capability, was introduced at AWE by Supt O'Donnell, with the project being managed by Chief Inspector Earle.

The project was extended with a similar provision then introduced in the

North of the Division. The Clyde facility is positioned within the NDHQ building and was achieved at neutral cost by 'relocating' the necessary equipment from MDP facilities locally.

Historically, potential operators both Police and Civilian highlighted their concern at the requirement for being away from home for three weeks to complete the course at Wethersfield. After listening to staff, this provision allowed the opportunity for staff to attend the course while staying at home with the necessity to only attend Wethersfield for the ICCS element of the course (four days).

The instruction on the initial course was provided by Sergt Mark Walker (AWE) with the expectation that future courses will be delivered by operators from the Clyde Group. Three civilian operators and one MDP Constable recently volunteered to complete the process to supply Command and Control instruction.

Sergt Walker has attracted praise from the Divisional Commander for his dedication to the project delivery whilst continuing to perform in his role as a Shift Sergeant at Aldermaston. On review of the project, with special reference to the additional work he has done in training operators and potential trainers in the Clyde Group, Ch Supt Disher said:

“Mark has demonstrated a work ethic of the highest order, organising his time between delivering the training and supporting the participants, as well as continuing to support his station business as a shift sergeant.”

Workshops offer Four Cornerstones training assurance

DURING JUNE AND JULY Sergt John Kane conducted a selection of workshops on behalf of the Clyde Group SPO Supt Jackson.

These took place as assurance that the on-section training had been carried out at HMNB Clyde with reference to the MDP Four Cornerstones of Purpose, Style, Code of Ethics and MDP Decision Making Model (DMM); Leadership Standard; Effects Based Policing (EBP) and Measurement of Effect (MOE).

He used the workshops as a discussion tool to examine the information officers had received from their own section champions, explaining the rationale behind the following MDP Four Cornerstones of:

- **Our Purpose** (Protecting, Reassuring, Achieving)
- **Our Style** (Professional, Respectable, Adaptable)
- **Our Code of Ethics** (what we, you and the public would expect of a police officer at work or not)
- **Our Decision Making Model** (DMM) confirming that we all, no matter our role or rank, always use some type of model or reflection on decision making even without thinking about it. However, by using the DMM/NDM we can evidence decision making in a more professional standard.

John also highlighted the last My MDP Survey and used the session to discuss current communication and how to achieve better communication for all.

This was followed by an exploration of the meaning of our **Leadership Standard** (Inspiring, Confident and Empowering) and its relevance to the Four Cornerstones, as holistically it is for all and not just for managers or supervisors, looking at the alignment with the MOD and Civil Service Leadership Standard model.

Communications is key to success

IT IS SAID THAT communication is simply the act of transferring information from one place to another. Although this is a simple definition, we all know that it is more complex than that.

Under the direction of Chief Insp Jim Gillen, D/SPO Coulport, the core function of the MDP was assessed and revised. The Concept of Operations (CONOPS) process was formulated through vigorous staff/customer engagement, motivation of officers and ultimately enhanced communication and has fundamentally changed the operational profile of the MDP at Coulport.

Chief Insp Gillen explains: “CONOPS is a series of operation orders, covering the main elements of depot

business, which contribute to the Continuous at Sea Deterrent (CASD). It covers security operations to the transportation of Defence Nuclear Material (DNM).

“The key to its success has been its dissemination to the station complement and the stakeholder engagement process which developed it. The development phase allowed us to realign and refresh our working relationship with a host of stakeholder agencies and establish clear lines of proactive communication to convey the needs and expectations of each organisation and our team.”

Sergt John Simpson, Co-ordinator on the project, added: “A number of mechanisms to support the CONOPS process have been initiated, including the provision to all supervisors of a personal hard copy of the CONOPS and constables refer to a digital version called CONOPS

for COPS. The folder is a one stop shop for all you need to know on how to conduct your duties effectively and professionally at RNAD Coulport.”

NDHQ Insp Patrick McNaught said: “There is clear evidence of the CONOPS process and the continued development on working practices with other site security forces (SSF) provided during our exercise assurance programme. The capture and communication of learning outcomes to all staff and stakeholders assures our strategic customers of the collective SSF capabilities.”

In short... it's good to talk. Sergt Simpson commented: “Communicating, listening and contributing through a variety of mediums have unquestionably enhanced the workplace for the MDP and the customer at RNAD Coulport.

“With everyone's involvement, the CONOPS process will develop and it will help strengthen and protect our operational role. It will act as a vehicle to see us move from not just a service provider, but to that of facilitator, developer, partner and overseer. The operational confidence it has generated is palpable and I would thoroughly recommend the process.”

Defence Connect ...exploiting technology

ALTHOUGH NUCLEAR DIVISION HQ has been using Defence Connect since early 2015, a new strategic focus on communications and exploiting technology has enabled it to re-visit its use pan-Division.

There are now five groups owned by Division (managed by Ch Insp John Coffield and Insp Darrell Barber) and 18 groups across the Division – all making use of what is an excellent communication tool and, best of all, one that is owned and managed by the MOD.

Defence Connect is a collaborative tool that can be accessed through the



Defence Gateway. As well as using it on any official MOD network, you can access it remotely and securely on a home computer, tablet and smart phone via an app. It can be used for accessing any document up to 'Official' level which still allows a wide scope for use.

Use within Nuclear Division includes discussion forums, blogs, training and project management and the Division is only just beginning to use it to its full potential to underpin the ability to communicate outside traditional methods and deliver the Division's work in smarter ways. As the Force moves towards new smart technology and the use of smart

phones and tablets, then how our staff work and communicate will change with it.

Highlighted below are some of the uses made already by Nuclear Division:

■ **Sergt John Kane, HMNB Clyde** has used it to help deliver his work within the Clyde group and has been instrumental in the development of the seven groups in the Clyde group. His initial group for 'ND Open Learning', aimed at collaborative learning and training, has since become Division-wide.

John has used the group to post material from his workshops so that staff can access it whenever they want and not just during the workshop delivery. He has also been encouraging staff to use the group to post their own learning material where they think it will be useful for colleagues.

CONTINUED...



The group is currently managed by John with help from Insprs Darrell Barber and Pat McNaught from Division with the aim to include a volunteer from the AWE group as well.

Within Clyde Group John uses 'MDP Clyde Section 3' group to keep section members sighted on documents relevant to their working environment, such as duties, annual leave forecasts and section information both work and social.

John said: "I see this as an extra link for officers who are off on a period of absence from work and have no access to the work computer, as this may give them the information they want to see. The potential use for allowing all officers access to information when away from the work place can provide significant benefits."

John and Sergt Craig Taylor have also explored the benefits of having an MDP Virtual Police Office that can be accessed across the MOD community. Whilst not intended for the reporting of crime incidents, it can provide outreach to our customers that is not achievable by traditional methods.

Sergt Taylor, of the Clyde Marine Unit, learned about Defence Connect whilst attending a course at Wethersfield. He had already been looking at ways he could improve access to information for the 130 officers within the CMU as their unique working environment meant that the majority of their working day was spent covering the waterborne security of the nuclear deterrent and its supporting infrastructure.

IT availability can be challenging at the best of times, more so when officers are out on patrol on the water. There is still a requirement to access documents and whilst we rely on officers on shore checking on our behalf, this is not the best solution, he said.

Craig researched the benefits of using Defence Connect and what documents they would be able to upload that would allow a more effective use of officers' time when delivering their core task and also allowing officers to make plans by having access to relevant published information.

Craig said: "The ability to access Defence Connect through smart devices makes it an ideal solution for officers; you just have to remember that for some of our areas of work the use of smart devices is not allowed . . . I was impressed with the ease in which the system works."

Craig has since brought other CMU colleagues on board in helping to manage the group and upload relevant and useful information. His next step is to promote awareness of its use throughout the CMU by running workshops to assist others to gain access and learn how to use it.

Craig said: "I would like to think that this will improve communications throughout the unit and across the MDP. It shows that as an organisation we can embrace new technologies and use them to the benefit of the organisation which, in turn, will provide better productivity, value for money and quality of service to our customer."

Ch Inspr John Brizzolara, D/Senior Police Officer at the Clyde Marine Unit, has given the project his full support: "I have been impressed at the ease in which the system works and can see that it definitely has a place within the unit. Moving forward, I feel that it will be a valuable tool in improving communications across the Clyde Marine Unit operationally on a day-to-day basis, but also whilst deployed on detachment."

Ch Supt Disher has been encouraged by the creativity of staff and managers within the Division and their willingness to improve communication by utilising new methods and technology.

Problems created by having to operate with two separate IT systems, until Dii is fully rolled out, have been ameliorated by the use of Defence Connect.



At NTRE Vulcan, which is in the main staffed by officers on detached duty with a handful of permanent staff, the dual IT system has presented some communication challenges for DSPO Inspr Paul Chalmers.

Paul has embraced Defence Connect as a way of addressing these challenges. He said: "Defence Connect can provide some solutions for me as a leader to improve communications with staff who are, in the main, on Long Term Detached Duty from other stations in the Clyde. It is important that they feel connected and are kept up to date with useful information."

After a recent visit to NTRE Vulcan Ch Supt Disher commented: "I was really impressed with the efforts Paul and his team are making to keep staff updated. Their use of multi-media monitors throughout the MDP Building is a great way to ensure staff keep abreast of Station and Force changes and are kept briefed and up to date."

The use of Defence Connect will continue within the Division as part of the 'Exploitation of Technology' initiative and will feature alongside other emerging areas being explored, including Webinars, desktop video conferencing and the capabilities of the new MODNet.

New recruits spreading the word

MAY 2015 BROUGHT NEW RECRUITS to RNAD Coulport for the first time in eight years including Constables Ryan McCartney and Samantha Todd. During their recruits training they received input on the force initiative 'Our Purpose and Policing Style'.



Being well versed in the topic when they arrived back on station, they realised that there would be benefits in passing on their learning and understanding to their colleagues as they felt they had a fresh take on the job.

They adapted the original Powerpoint presentation to meet the needs of shift workers to engender discussion, showing colleagues that it really is a mind-set that they have been using already throughout their careers.

After testing it first on their shift Inspector, Sergeant and Tutor Constable, they were ready to deliver it to their section colleagues.

Taking small groups of no more than eight at a time prompted group interaction, allowing questions and discussion. In parallel, Sam and Ryan used these sessions to develop an insight into the wealth of experience their colleagues had both about the Force and Coulport, all of which they felt adds to the MDP mission of protecting the MOD Estate.

Their approach included linking the 'Purpose and Style' through different scenarios and situations that colleagues may deal with in their day-to-day tasks. This allowed



colleagues to relate to and visualise how each part of the initiative fitted into their roles and duties as a police officer. Colleagues were able to understand each part of the initiative and put in into context of how every action they take is based around the MDP Policing Purpose and Style.

The initiative was well received with very positive feedback. Sam and Ryan found that this opportunity has provided them with a fresh outlook on the job and new ways of thinking and created a positive experience.



They have since provided input to senior management groups including the Clyde SMT and also to the Nuclear Divisional Commander and her Senior Management Team from across the Nuclear Division. Divisional Commander Chief Supt Beth Disher said:

It is a credit to both Sam and Ryan for the hard work and enthusiasm they have both put into this, the confidence they have displayed when presenting their work to my senior team shows the high calibre of officers that are joining the MDP.

RIAT 2016 makes history

■ **HOPEFULLY SOME OF YOU** will have read the article I wrote in 2014, which saw our Chief Constable Alf Hitchcock pay his first operational visit to the Royal International Air Tattoo. So I suppose the question is why have I been asked to write again?

Well, this can really be answered by history being made with the first ever international display by Lockheed Martin's F-35B Lightning II, the world's most advanced fighter jet. This fighter plane of course will be gracing the Queen Elizabeth Carriers in due course and seeing a flypast by an F-35B and two RAF Typhoons gave a glimpse of the future of the UK's defence capability. Quite a sight I can assure you.

The air show, which took place in the summer, is something really quite spectacular and attracted a sell-out crowd of 153,000 people. On the same day as witnessing the F-35B's debut display, the air show also hosted a visit by the Duke and Duchess of Cambridge who attended with Prince George on his first ever public



engagement. Other Royals attending the three-day event were HRH Prince Michael of Kent and HRH Prince Feisal of Jordan.

The importance and significance of the air show is global and this was demonstrated in having 36 international

military chiefs in attendance, including Air Chief Marshal Sir Stuart Peach, Chief of the Defence Staff; Air Chief Marshal Sir Stephen Hillier, the RAF Chief of the Air Staff (Designate); and new Chief of the US Air Force, General David Goldfein.

Senior industry guests included the Chairman of BAE Systems, Sir Roger Carr; Lockheed Martin CEO Marillyn Hewson and Airbus CEO Mr Allan McArtor.

By Insp Matthew Stagg,
SPO RAF Fairford



Photographs by Paul Kemp



The UK's Armed Forces Minister Penny Mordaunt and the Minister for Defence Procurement Philip Dunne also attended.

With more than 230 aircraft, from 37 air arms in 24 countries participating in the Air Tattoo the event has a defence diplomacy role to play, whilst also providing a showcase in which to demonstrate current – and future – capabilities of the RAF.

Of course security to the event and aircraft is just one piece of work, but a particularly important piece when considering the country's current political environment.

It is therefore pleasing to put on record that the air show was a 'safe' event and the MDP role of providing ASV teams and ensuring the safety of the F-35, F-22 and other protected assets was not compromised.

Although my piece of this article was to provide readers with a general overview of RIAT, it would be amiss of me if I didn't take this opportunity to thank all of those officers who were involved, whether that be from the planning phases through to the delivery and execution of our role.

These events do not just happen by themselves and hand on heart I can say that our 'Policing Style and Purpose' was delivered to the full.



Territorial Division

■ **Talkthrough** received the following message from Territorial Division Commander, CHIEF SUPT MICK O'BYRNE:

As the Divisional Commander of Territorial Division, I am delighted to share with you some of the work reflecting the dedication and professionalism of my staff through what has been a particularly demanding year for us.

"As can be seen from the articles this has covered a range of challenging and diverse activity which has included rewards of recognition, participation in counter terrorism exercises and the front end delivery of operational policing.

"This is only a fraction of some of the excellent work delivered by our staff throughout the division on a day-to-day basis, keeping our communities and our customers safe."



Gold Award for MDP Northern Ireland

TUESDAY 25 OCTOBER 2016 saw Territorial Division Commander Chief Superintendent Mick O'Byrne visit Ballymena to collect 'The Workplace Charter on Domestic Violence' Gold Award on behalf of MDP Northern Ireland.

The award recognises the work that MDP have delivered in the last twelve months in developing/reviewing/renewing policy and working with other agencies that seek to support, protect and reassure victims of domestic violence.

With regards to policy, this award particularly recognises work carried out in creating the Joint Policing Protocol policy on Domestic Violence which was signed by CC MDP Alf Hitchcock on his first visit to Northern Ireland following his appointment in 2013.

That policy brings together all agencies dealing with DV/DA in the Defence Community in NI under a single policy and is reviewed annually. This includes PSNI, RMP, MDP, Woman's Aid, Men's Advisory Project, Army Welfare services, and Victim Support NI.

This is the third year that MDP have achieved the Gold award. It recognises that MDP as an organisation are committed to working with other agencies to facilitate the best support to victims of this crime, responding effectively to disclosures, whether from the victim or from third parties.



Sergt Jimmy Carr DCPO NI stated: "It is the signposting of victims to the appropriate support groups which is the cornerstone of the MDP response to DV in Northern Ireland.

"Police involvement in responding to Domestic Violence is very limited to the initial response, identifying the victim, carrying out a risk assessment, identifying offences, and arresting the alleged offender. It goes without saying that MDP will always seek to bring offenders before the court.

"However MDP can only provide the initial protection and reassurance to victims, but the continued support needs to come from those best suited to provide it, whether that is the internally based Army Welfare system or externally using groups such as Woman's Aid and Men's Advisory Project.

It is this signposting that truly provides the support, protection and reassurance long term that victims need. Over a number of years MDP has sought to develop relationships with those agencies, to allow for successful signposting when appropriate.

The pictures show TD Commander Mick O'Byrne collecting the award from ACC Will Kerr PSNI, and PC's Mel and Willie Burns showing the award.



No regrets over transfer to MDP...



By Sgt Alex Stypulkowski,
HMNB Portsmouth

■ **'UNIQUE SPECIALIST POLICING' and 'The country's largest Marine Policing Capability' were two sentences which grabbed my attention when I first began to look into a transfer to the MDP from a Home Office force.**

After ten years as a frontline officer, I felt ready for a new challenge, and was immediately drawn to the MDP as a chance to develop my career in a new direction.

Now nine months after I transferred onto the Portsmouth Marine Unit, it is interesting to reflect how those two sentences have impacted upon me during the biggest period of change in my policing career. Our role here in the MDP is

certainly unique, we do indeed have impressive specialist capabilities, and I am delighted to be a part of that marine policing capability at such an exciting time, with the arrival of the QEC Aircraft Carriers and associated uplift in Marine policing numbers and capability.

I have an interest in the Counter Terrorism and Protective Security areas of policing business, and decided the MDP may well provide the new direction I was looking for. I applied to the MDP having done my homework – I found out about the role by speaking to serving officers as well as reading a wealth of material online, and something chimed with me about the specialist remit of the force.

The officers I spoke to both understood and valued their role, and I was struck by the enthusiasm regarding the developing scope of the MDP's operation, particularly at Portsmouth with the

increase in numbers and capability with the arriving new aircraft carriers.

The application process took several months, but finally I started at Wethersfield and before long I was in post on the Portsmouth Marine Unit, as an AFO – two specialisations that colleagues in my former force would give their right arms to obtain!

My new colleagues welcomed me to the team, and I found myself fielding a lot of questions about what life was like in a Home Office force, and how the MDP compared.

The main thing for me was understanding how my new role differed from the Home Office. I am fortunate that my inspector met with me early on and spent time explaining the core MOD requirements and how our work needs to fit with these. It is important to have that understanding of what our purpose is and why the MDP is here. With that in place, everything soon makes sense.

The MDP should hold its head high for the specialist capabilities that we have, and I am delighted to be part of an organisation that is increasingly being recognised by government and the wider policing family for what we can offer – Op Temperer being one such example.

The opportunities afforded to officers here are impressive. Not only is there the fact that all officers undertake an AFO course, but there are also numerous other opportunities available on TSG, Dogs or Marine Units.

I have also been fortunate enough to gain a promotion to Sergeant. I had passed my OSPRE Part 1 and 2 in my previous force, and had amassed a lot of time as an acting and temporary Sergeant, but no opportunities existed for substantive promotion posts. The MDP recognised my qualifications and experience, and I was given an interview board – another example that in the MDP the opportunities are there should you want to take them.

I simply cannot recommend the MDP enough. It is important, though, to do your homework and remember that the MDP is a specialist force with a tightly focused remit. It so happens that remit is exactly where my interests within policing lay, so the decision for me was an easy one and I could not be happier with my decision. If it is for you too then get your forms in and join us!

Joint patrols at Portsmouth Christmas festival

MDP OFFICERS from Portsmouth joined up with their Hampshire counterparts from the Charles Dickens Neighbourhood Policing Team (NPT) for the Victorian Festival of Christmas, ensuring that this important local event ran very smoothly, with no major issues.

Sergt Richard Holland of the NPT said: "It was an excellent community engagement event, during which the general public were very happy to see police in a relaxed environment and appreciative that we were there keeping them safe.

"By having three pairs we were able to deal with missing persons, lost property and suspicious persons very quickly, requiring no additional resourcing at all.

"The mixed pairs of Hantspol and MDP really work well and this event provided a great opportunity to work together and build up contacts. Also given that MDP are now doing VCS and assisting with Op Build, we could give some advice and guidance to their less experienced officers.

"With a Project Servator team being formed by MDP Sgt Guy Hibbert, this was a really good start to effective information sharing, particularly for me on my beat given that patrols have been and will be happening on my patch.

"We also now have a new tea/breakfast stop at Unicorn Gate! The relationship that Sgt Hibbert and I have formed will be of huge benefit to both Police forces.

"We also made use of social media to send out positive community engagement messages and joint working tweets.

"Finally I would very much like to thank Guy and all his officers who took part in the event with me. They were all professional and genuinely glad to be involved and my officers really enjoyed working with them."



Drugs dog course success

IN AUGUST 2016, two Central Operations dog handlers, PC Darren Wright and PC Gary Herron, undertook and successfully passed an eight-week drugs dog course organised and ran by South Yorkshire Police.

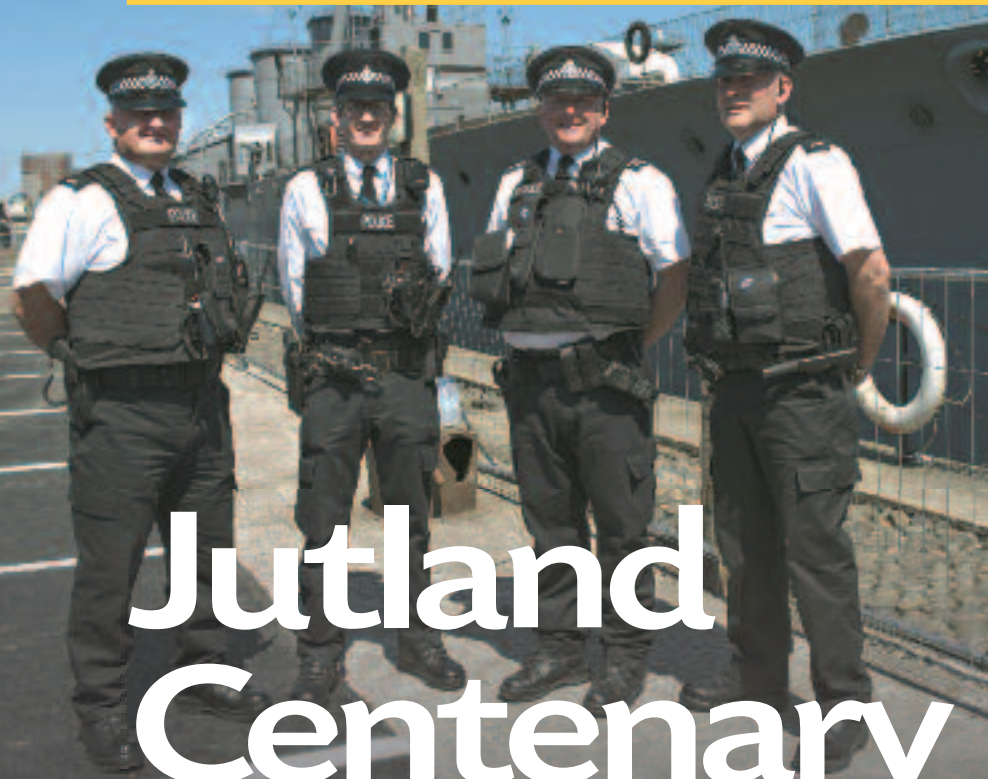
This was an intensive course that required both dog and handler to be sufficient in two disciplines of searching; 'pro-active' (building, vehicles and areas) and 'passive' (people scanning).

Police dogs 'Enzo' (Springer/Pointer cross) and 'Oscar' (Labrador) were assessed in a variety of locations, such as airports and shopping centres, in order to test their ability to work effectively in built up areas. Guided by their handlers, both dogs had to demonstrate that they could locate the drug hides of both static and mobile members of the public, who were carrying substances on themselves or in bags and suitcases.

On the day of licensing, both dog teams were required to conduct a search of a shopping centre containing a number of pre-placed volunteer 'carriers' inside. These carriers were unknown to each dog team, who then had to successfully navigate the area and locate each drug hide.

Both dog teams successfully located all of the drug carriers and therefore passed the course with flying colours – WELL DONE!





Jutland Centenary

Commemorated

■ **THE CENTENARY of the Battle of Jutland was commemorated in Belfast on 31 May 2016, with the opening of HMS Caroline as a visitor attraction.**

MDP officers provided assistance to the security operation at the request of PSNI. Over four hundred guests were invited to the launch, including a number of VIPs and MDP

officers assisted at the search regime in order to ensure all guests were searched prior to entry.

Situated close to the Titanic signature building, HMS Caroline is the last remaining vessel from the only major sea battle of the First World War. MDP officers with lengthy service will remember and maybe even served at HMS Caroline in its latter days when it saw service as the home of the Ulster Division Royal Naval Reserve.

The event which also commemorated the Irish Sailor who served in the Great War coincided with the start of that battle, a battle which saw 8,645 British and German sailors killed.

During the battle HMS Caroline made contact with the German fleet firing three 6 inch, nine 4 inch shells, and two torpedoes before retreating under heavy fire.

Fought over 31 May – 1 June 1916 the Battle of Jutland was the largest ever clash of dreadnoughts and involved 250 ships and 100,000 sailors. In the aftermath of the overnight battle 14 British and 11 German ships had been sunk, resulting in 6,094 British and 2,551 sailors killed.

Invited guests to the event included HRH Prince Michael of Kent, the Second Sea Lord and Arlene Foster MLA First Minister for Northern Ireland.

DCPO officers remained on duty at the event on completion of the search regime, providing reassurance to invited guests, which included descendants of those who served at sea during the Great War.

The photograph shows MDP officers after the event where they had performed those security related reassurance duties in support of Belfast Harbour Police and PSNI.

INTERNATIONAL POLICING

The drawdown of Op Herrick and closure of the International Policing and Secondments Office, along with the reset of MDP, has seen minimal activity in this important work stream for a period of nearly two years.

Moving forward, MDP has retained a close liaison and delivered support activity at the Permanent Joint Headquarters (PJHQ), which also saw a visit by ACC Ops Paul McLaughlin during October 16 for cross departmental briefings and to engage with other Role Owners from across Defence. MDP has also recommenced its wider contribution to MOD's operations overseas by

offering its staff to an investigators post in Kabul, Afghanistan.

MDP maintains its Chief Officer representation and visibility on the National Police Chiefs' Council's (NPCC) International Coordination Committee and has briefed its international investigative work, along with UK police processes, at Ministerial level. More recently, HQ Ops has tasked the development of a series of supporting policy and Standing Operating Procedures, currently at the consultation stage, which are planned as a cornerstone for future international deployments by MDP officers.

Hereford Garrison celebrates ...

75th Anniversary of the Special Air Service

■ **ON SATURDAY 16 July 2016 a prestigious event was held at Stirling Lines, Credenhill, Hereford Garrison to commemorate the 75th Anniversary on the formation of the SAS.**

Stirling Lines is the home of 22 Regiment, Special Air Service.

The event officially opened at 1100 hours to music played by the band of the Scots' Guards. To mark the anniversary, a specially commissioned Bronze Statue was unveiled by the Commanding Officer 22 Regiment Special Air Service in company with Prince William.

The event was attended by over 5,000 persons including serving members and veterans of the Regiment plus numerous other high profile guests, dignitaries, civilian staff and family dependants.

A comprehensive search, security and policing operation was thoroughly planned, with MDP and the Station Security Officer forming a close working partnership with the West Mercia and Warwickshire Police Alliance, who also provided police resources for a remote satellite car park, plus the Metropolitan Police Personal Protection Team assigned to the Royal Family.

From the outset, both MDP and West Mercia Police were involved in



the planning process with the Military Event Planning Team, with a number of meetings, table-top exercises and site reces held leading up to the day itself.

Inspir Graham Musto, SPO of Hereford Garrison was the Event Silver Commander. MDP officers controlled entry and exit to the camp, with MDP Explosives Search Dog Teams and Licensed Search Officers conducting comprehensive searches of the Officers' and Sergeants' Messes, VVIP routes and main display areas for customer reassurance. MDP and their West Mercia search counterparts also performed searches of all VIP and Disabled vehicles entering the camp.

A large number of attractions and activities were programmed

throughout the day, including a Heritage display, military vehicles new and old and a remarkable 'junior selection' assault course that was hugely popular with the children (and some adults) with all candidates 'blue badged'. One of the most memorable highlights was an aerial display by a WW2 Spitfire flown by a world champion aerobatic pilot.

This brought the whole event to a standstill, with the pilot unable to resist going over the allotted time, making several additional low passes to the delight of the crowd.

The event officially closed at 1800 hours. The day was a huge success with no disorder or criminality being experienced during the event, the only policing intervention required was when two children were temporarily lost, but subsequently reunited with their families. Otherwise it was an almost perfect celebration for the 75th anniversary of the SAS.

The Regiment were delighted with the support and professional policing of the event by the MDP and the SPO would like to thank all MDP Hereford personnel who were on duty on the day and all those officers both at Hereford and Territorial Division, who contributed towards the event planning, making the policing operation such a resounding success.

Business Continuity and Resilience Exercise at MOD Corsham



MOD CORSHAM hosted a Major Incident exercise in October, which combined an emergency services and ISS Operational response and an emergency services Tactical Coordinating Group and ISS Business Continuity Response Group (BCRG) Tactical response.

Participants included the three external emergency services, local government departments, Public Health England, Swindon local resilience forum and the Environment Agency.

The main aim of the exercise was to test the MOD Corsham Incident Management plan and the MOD Corsham Site Recovery Tactical plan, and how the MOD would work with the emergency services during a major incident. By delivering a joint exercise the MDP were able not only to test the operational capability of the local emergency services but moreover to assess the interoperability and command structure of all the agencies involved and ISS at a tactical level.

Months of planning led up to the event which took place on 7 October and the event was delivered in two phases:

OPERATIONAL EFFECTIVENESS

The first phase was an operational capability exercise that centred on the emergency services' initial response to a Major incident and the site's first responders' reaction to the event, as well as evacuation plans.

TACTICAL AND SITE BCRG RESPONSE

The second half revolved around two table top groups the first being a Tactical Co-ordination Group (TCG) comprising of senior officers from all of the key players. Also present was a representative of COBRA (the Cabinet Office emergency committee) which highlighted not only the critical importance of MOD Corsham to Defence but also the commitment at all levels to effective Business Continuity exercising. The second group was the ISS Business Continuity

Response Group, who direct the MOD response and recovery at MOD Corsham.

At 0930hrs the site went into lockdown as final preparations were taking place, the carcass of a Lynx helicopter was carefully positioned in front of the main building (405) at Corsham. Action AMPS provided medical casualties which were made up very realistically.

The exercise commenced just after 10am, MDP as first responders were first on scene and a major incident was declared immediately; PC Vic Hillier was inundated with casualties and had to establish a hierarchy of response very quickly.

Defence Fire Service were next on the scene and conducted casualty response procedures, meanwhile evacuations of key buildings were taking place and BC plans were invoked. Wiltshire Police, fire service and ambulance first responders were very quickly on scene and Wilts POL command was quickly established.

The site's response was both rapid and efficient, walking wounded were

administered first aid, a casualty handling centre was established and staffed by both emergency service and site representatives. The response was coordinated and managed effectively.

In the afternoon tactical level reactions to the incident were exercised. This took a three phase plan that had injects from the morning's play. The incident was ramped up to elicit a more involved response from all parties.

The TCG was chaired by Wilts Police Supt Dave Minty and focused on casualty response, local impact, media responses, environmental fall out and recovery. The BCRG was chaired by RN Capt Shaun Prescott, the focus of which was maintaining effective service delivery, community impact, BC plans and site support for the emergency services' response.

PS 2795 David Hyde acted as subject matter expert in support of the group. Also present as an observer was Supt Chris Yates from Territorial Division Operations.

The two groups quickly established effective lines of communication and independently provided a coordinated response to the incident. Support mechanisms from both teams were established. Overall primacy lay with Wiltshire Police and what was very positive was the site's support from a senior military perspective for the incident and the hierarchy.

The scenario injects proved both realistic and challenging. Both teams systematically worked through the

scenarios and demonstrated excellent interoperability, key decision making skills and tactical level capability, culminating in a combined debrief to capture learning and areas of development.

Overall the day was a complete success. It is rare that all of the participants have the opportunity to come together and be tested simultaneously, key learning points will be taken away and distilled into the various Business Continuity and Resilience plans of all of the involved agencies.



'OPERATIONAL SYSTEMS' Team set up

EARLIER THIS YEAR following the MDPHQ PIR review a new team was set up within HQ Ops called 'Operational Systems'.

Sergt Steve Woodgate, who heads up Ops Systems with the support of PCs Jimmy McIntosh and Ralph Bayley, explained that its purpose was to consolidate management responsibility for business critical systems, thus removing the previous single points of failure.

The team is responsible for PNC Management and Bureau functions in Force and all system management aspects of Command and Control, ICCS and the Airwave network.

The Operational Systems team will ensure that the Force continues to meet its responsibilities regarding PNC Bureau functions consistently, providing resilience to the work that Jimmy has done over recent years.

By joining up the former PNC Bureau and CIS AICC team it is expected that we will enhance the use and access to PNC and PND at a control room level and thus support Officers on the ground more effectively as the Operational Policing Model is adopted at

more stations across the Force. One area being looked at presently in conjunction with CID is making PND interrogation available 24/7 to the Force.

As the Force moves forward the team is looking at the functionality enhancements that ControlWorks the replacement for NSPIS Command and Control will bring. This change was driven by the impending move from Airwave to the Emergency Services Network (ESN) as C&C was not compatible with ESN.

Part of this work will be a fundamental review of the data we currently hold and how it can be made more readily available to officers where and when they need it. This will include the ability for officers to update their own incidents when appropriate to do so, thus reducing the workload on control room operators and empowering officers to be responsible for the incidents they are attending.

The team will continue to provide advice and best practice guidance on all aspects of the operational use of Airwave and ESN when we begin transition, in support of operations and exercises both internal and multi-agency.

For them to be effective the Comms Tactical Adviser must be invited to participate at the very earliest stages of operations and event planning. They are also available 24/7 via CCR to assist where serious or protracted spontaneous incidents occur.

The Clyde Remembers



ROYAL NAVY personnel from Clyde-based naval units, including those from MDP, took part in memorial and Remembrance services the length and breadth of the country in November.

Events began on Friday, November 11, when Royal Navy and civilian staff from HM Naval Base Clyde gathered to commemorate Armistice Day. Members of the Naval Base's shore establishment – HMS Neptune – led the commemorations and were joined

by General Sir Gordon Messenger, Vice Chief of the Defence Staff (VCDS), to pay their respects to those who made the ultimate sacrifice.

In addition, on Sunday, November 13, Naval Base Commander Clyde, Commodore Mark Gayfer, represented HM Naval Base Clyde at the Remembrance Service at Helensburgh's cenotaph in Hermitage Park.

Naval personnel from HMS Neptune also supported the Royal British Legion (Scotland) led event by forming a ceremonial guard while

HMS Neptune Volunteer Band provided musical accompaniment.

The Helensburgh ceremony was also attended by local dignitaries and community groups including the band of the Helensburgh Pipes and Drums, Boys Brigade, Scouts and Girl Guides, amongst others.

With the Volunteer Band and the Royal Navy Guard leading, the groups formed a parade at Hermitage Primary School and marched to the Garden of Remembrance with Commodore Gayfer taking the salute outside the town's Victoria Halls.

MDP IN THE MEDIA

Recent extracts from newspaper and magazine articles which have featured MDP...

From: DAILY RECORD

Faslane canoeist in deep trouble

A GERMAN man sparked a major security alert at Faslane – after paddling into restricted waters in a canoe.

He made his way into the base near where a fleet of nuclear submarines are based.

Ministry of Defence Police swooped on the 20-year-old, who had been living at Faslane Peace Camp.

He was arrested and appeared at Dumbarton Sheriff Court (where) he claimed he had been attempting to canoe to Garelochhead. He admitted entering a protected channel and Sheriff William Gallacher fined him £100.

From: HELENSBURGH ADVERTISER

Parents fear misuse of drugs

CHILDREN as young as 13 at Hermitage Academy, Helensburgh are being exposed to illegal drugs, parents fear.

The concerns were raised at a Parent Council meeting at the school (in October). Following the meeting, Helensburgh Inspr Coleen Wylie confirmed parents had raised the misuse of illegal substances with police. She added that officers are patrolling the area and said action will be taken against individuals concerned.

The school's head teacher Geoff Urie was also in attendance at the meeting, alongside Sergt Tom Harkness, MDP DCPO Russell White and Louise Connor, an education manager for Argyll and Bute Council.

CLARIFICATION...

IN TALKTHROUGH issue number 160 (November 2015), in an article celebrating 100 YEARS OF WOMEN IN POLICING, it was stated that ex-MDP officer Sharon Taylor was the first MDP officer to pass the Strategic Command Course.

This was not correct, because even though she was the first

female officer to do so, the first officer to pass the course was retired **MDP officer Roland Weeks.**

We are happy to make this clear and apologise for the error.

Sharon remains the first MDP officer, male or female, to achieve ACC rank in a Home Department police force, having joined Devon and Cornwall Police in that rank in April 2008.



Clyde Marine Unit joins in the festive fun



PERSONNEL from HM Naval Base Clyde attended the Helensburgh Winter Festival on November 26-27, helping to both entertain and educate visitors at the event.

Hundreds attended the two-day festival in the town's Colquhoun Square where a host of stalls, children's entertainment, bands and street theatre were on display.

Performing on the square's main stage were members of HMS Neptune Volunteer Band who kicked things off on the Saturday with a series of seasonal tunes designed to get the crowds in the festive spirit.

On the same day, Royal Navy Clearance Divers from the Clyde-based Northern Diving Group (NDG) brought along some of the equipment used when tackling explosive ordnance around the country, including their remote controlled bomb disposal robot which particularly impressed young festival-goers.

Another favourite was the rigid inflatable boat brought along by the Clyde Marine Unit and used to protect high-value shipping on the river Clyde.

Also representing the Ministry of Defence Police at the event was community police officer Russell White who attended with one of their emergency vehicles.

The Festival, which has been on the go since 2012, is one of the biggest Winter Festivals in the West of Scotland. Run by volunteers, the Festival has become a key event in Helensburgh's calendar.

Claire short-listed for Women In Defence Award

PC CLAIRE BATT, of the Performance and Attendance Unit and the Defence Police Federation Welfare Officer, attended the Memorial Court in MOD Main Building in September, having been short-listed for a Women In Defence Award.

The category was 'Most Collaborative Award', the criteria for which was 'Can demonstrate that creating a collaborative working arrangement with their organisation or working with another one created a positive effect.'

Claire (pictured fourth left) was nominated by Insp Jayne Dunn (MDP),



in recognition of how the welfare needs and concerns of MDP officers are raised and managed by PC Batt, through the introduction of a DPF specific welfare officer, sponsored by the Force.

Said Claire: "I received a short-list award of a very lovely pen and, although I didn't win, I had a lovely day networking with some very awesome ladies!"



Sergt John Simpson, MDP Wildlife Crime Officer at the Base, said:

The Security at HM Naval Base Clyde that protects the Submarine Service also provides a sanctuary for hen harriers, the most endangered bird of prey in the UK.

"We understand that hen harriers are a necessary part of a healthy functioning countryside and are please we can play some part in helping to protect them."

Blánaid Denman, manager of the RSPB's Hen Harrier LIFE+ Project, said: "The last national survey in 2010 found Scottish hen harrier populations had fallen by 20 per cent in just six years, with only 505 pairs remaining.

"According to an independent government report, Scotland should be able to support up to 1,790 pairs of harriers, but they are still being blighted by illegal killing and disturbance. As a result, these iconic birds are now missing from huge swathes of our landscape, when they should be an integral part of Scotland's natural beauty.

"That's why this type of work is so important, and why it's so positive to see a large landowner like the MOD leading by example and championing these birds.

"We're delighted to have worked alongside the MOD, which has been monitoring and protecting this nest at Coulport. Given the parlous state of hen harriers in Scotland it's fantastic to see an adult pair being able to safely raise four fit and healthy young chicks."

TWO YOUNG hen harrier chicks have been satellite tagged with the help of MDP officers at HMNB Clyde, as part of a national project to protect and conserve these threatened birds of prey.

The pair came from a nest of four young located at the high security Coulport site – the storage and loading facility for the UK's Trident nuclear warheads. All four chicks were ringed and two, a male and a female, were tagged.

The satellite tagging was conducted as part of the Royal Society for the Protection of Birds (RSPB) part EU-funded Hen Harrier LIFE+ Project, an exciting five year programme of nest protection, monitoring,

community engagement and investigations work to secure a future for these birds in Scotland and northern England.

The data gathered from the tags will be monitored, to see where the birds go and identify the areas where they are most at risk.

Hen harriers are a red listed bird species of highest conservation concern in the UK. These raptors were hunted to extinction over most of the UK during the Victorian era and although their populations have recovered since then, they remain very much at risk from disturbance and illegal killing.



HRH the Prince of Wales visit to HMNB Devonport

■ **HRH PRINCE CHARLES** visited HMNB Devonport in July, specifically to see the recently commissioned Energy for Waste plant operating on the perimeter of the Naval Base.

The plant produces a good proportion of the base's energy via waste products which is an area of great interest to His Royal Highness.

After being shown around the facility, the Prince attended at the Parade Ground and the Senior Rates Mess in HMS Drake, situated within the Naval Base, to be met by a 21 gun salute. He was accompanied during the event by the Naval Base Commander Cdre Ian Shipperley ADC RN.

Waiting to meet His Royal Highness were 350 specially invited guests, made up of ten representatives from each of the high profile departments which operate within the Naval Base. This included Service Personnel, Civilians, Contractors and The Ministry of Defence Police. There were various displays, showing an array of businesses working within the base, including MDP.

On arrival at the parade ground Prince Charles took time to view many of the displays, stopping at MDP's stand and interacting with all ten officers in attendance, studying the Force's promotional material and speaking with all of the officers on a one-to-one basis. He chatted with the station SPO Chief Insp Claire Pitcher who introduced the members of the team present.

One of the officers in attendance was PC Rachel Sully, who had recently passed out at Wethersfield after completing her recruit's course, and was in only her second



By Sergt Neil Macpherson

week on station. Rachel was displaying and wearing the uniform of an AFO and had the opportunity to speak with His Royal Highness whilst other officers present were in various other uniforms which outlined the specialist areas within which the MDP operates.

There were two fully outfitted RHIB Officers from Devonport Marine Unit, also PC Karen Crossley displayed her GPD Dog 'Flint' alongside EXPO Dog 'Max'. Prince Charles spent some time petting Flint whilst PC Crossley explained Flint and Max's capabilities.

There were also two of the station civilian staff members in attendance – Janette Clark and Shari Farrar. All other patrol officers present had an opportunity of a short conversation with the Royal visitor.

The display, discussions and information gave the Prince a good insight into our duties, responsibilities and capabilities here at Devonport.

After viewing the displays a small Garden Party type themed reception was facilitated by the Royal Navy and all participants and guests had the opportunity to merge together and enjoy the occasion.

After the event the Naval Base Commander Cdre Ian Shipperley ADC RN took time out to thank all those involved for delivering a very positive and enjoyable day for His Royal Highness and gave his appreciation to all of the personnel involved. He said: "Our aim was to give HRH a sense of the rich diversity of activity that makes Devonport such a special place and we certainly did that."



COMMUNITY ENGAGEMENT at summer gala



THE TRADITIONAL FAMILIES' DAY at RAF Fylingdales was this year re-branded as the 'RAF Fylingdales Summer Gala', with the MDP contingent making a significant contribution to the July event's success.

They provided a static vehicle display, a static display of firearms and equipment plus a police dog skills demonstration.

The event was well attended and supported by numerous agencies, including Defence Fire Risk Management Organisation, North Yorkshire Fire and Rescue and Scarborough Institute of Advanced Motorists.

MDP Community Liaison Officer (CLO) PC Mal Wright told *TalkThrough*: "It was a great success and an excellent opportunity for liaison with the RAF Community."

Well done, and thank you

FROM: **DSTL PSyA**

I want to thank on behalf of Director Infrastructure, Head of FMS and myself all MDP personnel who contributed to the smooth execution of the Dstl 100 event, which took place at DSTL Porton Down and was managed in a secure, safe, well organised and smooth manner.

We recognise the considerable effort that goes into organising such an event and it was good to see that security played an important part in helping the event coordination team deliver such a successful event, providing significant support at both the pre-event enabling stage and on the event itself.



Your contribution helped ensure that the event ran smoothly and enabled visitors to enjoy the day in a safe and secure environment. Well done to all concerned/involved and a special thanks to MDP staff for ensuring smooth traffic flow management, event security, and providing that all important level of confidence relating to our ability to manage any incident with that scale of visitors, as well as managing post event checks/patrols.

Additionally, very well done for spotting and dealing sensitively and professionally with a particular visitor who had a bag with an inappropriate logo on it.

FROM: **Mark Corbet Burcher, Head of Protocol, MOD Whitehall**

I suspect your officers rarely receive the thanks they deserve. Yesterday (11 Oct) they provided an excellent service in escorting the President of Croatia and her party from the Royal Horse Guards hotel to the Ministry of Defence.

They also secured the whole site; the event passed off with the minimum fuss and in a splendidly understated but effective way. Please pass on my thanks to all those who made this possible.

FROM: **Andy Mackinder, Head of Strategic Weapons Project Team, MOD Abbey Wood**

I would like to thank you and commend your officers for their performance during the month of protests at the Atomic Weapons Establishment at Burghfield, in June.

From the first round of planning to the culmination of the protest period we were left in no doubt as to the capability and determination of your officers.

The nature of the protest evolved throughout the month and your officers demonstrated considerable flexibility in meeting those challenges.

The new Memorandum of Understanding between yourselves and Thames Valley and Hampshire Police proved to be a significant success, with improved intelligence sharing, clearly defined jurisdiction and interoperability between the Forces; the development of this is much appreciated.

Despite the best endeavours of the various protest groups, the police operation should be considered an unqualified success, with no impact on the safe and secure delivery of the United Kingdom's strategic deterrent.

FROM: **Commander T J Dathan RN, Commander Engineering Support Group, HMNB Devonport**

I am writing to thank you and your dog handling staff for hosting 11 students taking part in HMS Drake's School Work Experience Week.

From the moment of arrival they were enraptured. Constable David Gibbs and his colleagues did a marvellous job demonstrating the dogs in action, while the tour of the compound was both informative and enjoyable.

As a result of their experiences at least one of the students is now considering joining the MOD Police in order to be able to work in the dog handling unit. It is recognised that the success of this serial is due to you allowing it to take place and the time and professionalism of the dog handling personnel the students came into contact with.

If you could pass on my thanks to all concerned it would be very much appreciated.

FROM: **Commodore Jeremy Blunden, Director ACSC and Assistant Commandant Maritime, Joint Services Command and Staff College, Shrivenham** (to CC Alf Hitchcock)

Thank you for addressing the Advanced Command and Staff Course (ACSC) with your lecture on 'Leading Change'.

Your experiences within the Lancashire, Metropolitan and Bedfordshire Police Forces allowed you amply to illustrate the challenges in leading change programmes through a series of examples, personal insights and entertaining vignettes.

I think the variety and depth of some of the questions was indicative of the rapport and interest that you sparked within the student cohort and I was grateful for your personal insights and frank answers given during the question period.

I am extremely grateful for the support that you offered and hope that you may be able to support us again in the future.

FROM: **Neil Hare, Director Warhead Capability, MOD Whitehall**

I am writing to thank you and your team for your work in supporting the visit of the US Deputy Energy Secretary, Dr Elizabeth Sherwood-Randall, to AWE.

This was an important interaction for the UK with a key figure in the US nuclear programme and your team was key to the successful outcome achieved.

The support provided by the Ministry of Defence Police both in preparation for the visit and on the day was outstanding. I am very conscious that the assistance provided to the visit by the SW Transport team and MDP Special Escort Group was in addition to core duties and we are very grateful for the extra effort involved.

I should note particular thanks to Brian Wilson, the MDP Police Commander on the day. The smoothness and efficiency of Dr Shirwood-Randall's move down to London and between Aldermaston and Burghfield was very much down to the professionalism of Brian and his team. With a very busy schedule, this support was greatly appreciated both by the Deputy Secretary and her security detail. Please pass on my thanks to Brian and his whole team.

International Police Association Branch News Thames Valley



RETIRED MDP OFFICER Kevin Goodman has contacted TalkThrough, keen to encourage former and serving officers living in the Thames Valley area to attend meetings, or consider joining his local branch of the International Police Association.

Kevin, who retired in June 2012, served at AWE Burghfield, RAF Welford and the CTU at RAF Croughton. Before that, he served in the UKAEA Constabulary at BNFL Sellafield and Harwell Laboratories.

Regarding his membership of the Thames Valley Branch of the IPA, he said: "We have several members of the IPA who are either serving or retired MDP officers living and/or working in the Thames Valley area, but who don't attend our meetings or events and we want to try to rectify this. Also we are keen to attract new members to the organisation."

The International Police Association (IPA) is the largest organisation for police officers and police staff in the world. The Association was founded on 1st January 1950 by Arthur Troop (1915-2000), a Sergeant in the Lincolnshire Constabulary.

Its motto is in Esperanto: 'Servo per Amikeco' (Service through Friendship). The aim of the IPA is to create friendly links and encourage cooperation between individual police officers and police staff around the world. It now has about 400,000 members and sections in 63 countries. The main offices of the organisation are in Nottingham.

The Thames Valley branch started life as IPA No 6 Region – Buckinghamshire. Later it was put into No.7 Region and on the amalgamation of the police forces of Berkshire, Buckinghamshire, Oxfordshire, Oxford City and Reading Borough in 1968 two Branches were formed, Thames Valley North and Thames Valley South.

In 2013 it was decided to amalgamate the two branches into one covering the whole of the TVP area.

Its four meetings a year normally take place at the Royal British Legion Club in Abingdon, although the Branch AGM on 17 February 2017, will be at the Officers' Mess, RLC Vauxhall Barracks, Didcot.

Said Kevin: "We have also undertaken visits to such varied places as the Bodleian Library, St Tiggywinkle's Animal Hospital, the Whitechapel Bell Foundry, the Ceremony of the Keys at the Tower of London and many more. Our Branch magazine 'Small World' is usually published quarterly.

"If you are in the Thames Valley area and a member of the IPA and would like to come along to one of our meetings or events, visit our Facebook page, or if you are interested in joining the organisation please contact in the first instance Mike Vince at mike.vince@btinternet.com who will be able to help you."



In Safe Hands

MDP deployed in support of the Royal Navy under Operation Boruca: a four-day operation – planned by MDP Portsmouth and Whitehall – involving the water side protection of **HMS Bulwark**, on a formal visit to London. Portsmouth Marine Unit officers were supported by colleagues from Clyde Marine Unit and the Metropolitan Police River Policing Unit, in another example of MDP's ability to surge in support of Defence interests, providing unique specialist policing services.