



ISSUE 167

Talk THROUGH



THE MAGAZINE OF THE MINISTRY OF DEFENCE POLICE

MAY 2019

Changing times

... New faces arrive
as stalwarts retire



INSIDE

- National Firearms Instructors' conference ■
- Living with Autism ■

CONTENTS

Chief: No choice but to meet national standards	1
ACC Paul McLaughlin retires	5
New Deputy Chief Constable takes up post	8
When Andy and Dave met Ryan . . .	12
International Women's Day 2019	14
Probationer Training Programmes 2018-19	16
Road Safety Week . . . on the Clyde	24
MDP in the Social Media	26

ISSUE 167

MAY 2019



5



12



14



24



Interview: Norman Hicks,
Editor TalkThrough
Photograph by Paul Kemp

Chief: No choice but to meet national standards

■ WITH A NUMBER of changes to the Chief Officer Group, pressures on the Force to meet national firearms standards and a major recruitment campaign in full swing, it has been a busy year for Chief Constable Andy Adams.

TalkThrough caught up with him recently and began by asking how he saw the challenges associated with implementing the higher fitness standard by the end of 2020.

CC: We have to comply with AFO standards and therefore there isn't any choice on 7.6. We have a requirement from the MOD to meet the national College of Policing (COP) standards, which is 7.6 and have taken a considerable amount of legal advice as a result

of losing our firearms training licence. To maintain our CoP licence to train firearms we have to meet the national role profile and that position has recently been reiterated to me by the Chief Executive of the College.

This is not just about meeting a standard it is also about recognising changes nationally – the threat has changed and I want to make sure that our officers are able to respond to that threat, particularly given that we are operating in a public environment. I also want to make sure colleagues go home at the end of the day should there be a requirement to act, complete their service and enjoy a well-earned pension.

TT: How do you think the Chief Officer Group is shaping up, following recent changes of personnel?

CC: I have been so grateful for the support that **Peter Terry** has given me over the last 18 months. He has really applied a lot of energy to a whole host of business. His operational background has really focused our attention on what is required, to be able to deliver an effective front-line operation and I will be sad to see him go.

The really good thing is that we have got a super individual replacing him with a wealth of policing experience and the same level of energy around delivery. I know that **Gareth Wilson** will hit the floor running and people will see what an impressive character he is.

I am just as pleased to be able to welcome **Andrea Bishop**. She will really add to the depth of our Chief Officer team. We've faced a number of challenges over the last two or three years and have done

Talk THROUGH

Editor:

Norman Hicks
Corporate Communications
Room 122/1070
MDP Wethersfield
Braintree, Essex CM7 4AZ
tel: 01371 854053/854960
e-mail: mdp-corpcomms-group@mod.gov.uk

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.

Follow MDP on Facebook:
[@ministryofdefencepolice](#)

Follow MDP on Twitter:
[@MODPolice](#)

PROTECTING | REASSURING | ACHIEVING
Delivering Unique Specialist Policing . . . to protect the nation's defences and national infrastructure

CONTINUED . . .

so as a team, our new members will help us continue to do so moving forward.

TT: Will this year's financial settlement provide you with the funds required to achieve your ambitions for the Force?

CC: Justin Oliver and his team have done a great piece of work with our financial submission for 2019, which has allowed us to get the money for some of the things that we needed it for, either because they had not been funded in the past or because we need to do them in the future.

For example, we have finally settled the funding anomaly around Longtown, so that will finally be paid for; we have secured half of the funding that we needed for our National Firearms Instructors' uplift, and now we have also got money to be able to deal with some of the equipment issues that we vitally need, like the Taser uplift and body-worn video.

We are probably in as good a financial position as we have been since I have been here and probably since Alf arrived. It's a really good position to be in, but we need to recognise that our financial planning moving forward needs to be equally as good. I know we have the regular need to review where we are with finances in order to determine if we can pay unsocial hours allowance, we're not there yet but will constantly review that.

TT: The Force is conducting an ongoing recruitment campaign. What qualities are you looking for in new officers joining the Force?

CC: It's a real challenge to recruit 400 people a year, but by the same token it gives us a really good opportunity. I have always talked about trying to get the balance right between brand new recruits and people who want to join us from other Forces. I think 400 a year allows us to try to get that balance right, so that we've got bright, young recruits coming in but also experience from outside that allows us to build on the existing experience in the Force.

We still have the challenge of being a representative organisation and what we really want to try to do with our recruitment drive is attract people from under-represented groups. If we can do that, it will really start to make a difference in the demographic of our workforce. It's worthwhile saying that the amount of work that has been put in by our HR Team, Workforce Planning particularly and with DPF support on our recruitment strategy, we can achieve what we need to. I would also like to acknowledge the exceptional commitment of our training staff who are delivering both initial and firearms training.

A good two or three years of this level of increase will make it tougher for the next few years, but it will all be worth it in the end.

TT: Following your recent discussions with the Civil Nuclear Constabulary (CNC) about greater collaboration between the two Forces, how do you think the future working relationship between both organisations is likely to develop?

CC: Collaboration with policing is something that happens with every force in the country and there is a lot of synergy between CNC and MDP in the challenges we face, particularly given the high proportion of our officers who carry firearms.

Whilst we are trying to recruit 400 officers a year CNC are going through the same challenges of recruitment and retention, it is good for us to get meet and see where we can work together on some of those issues as well as other things which may benefit both organisations.

TT: We live in a hi-tech age of digital communications, raising awareness via social media platforms. What are your views on how the MDP should make best use of social media?

CC: The problem with MDP is that very few people actually know what we do. I still have occasional conversations with other Chief Constables who do not fully understand our role. What we are doing by pushing out and delivering policing outside the wire, as well as embracing some of the policing approaches our colleagues do is increase our profile and accentuate the positive contribution we make to policing as a whole, as well as to Defence.

Over the last 12 to 18 months we've really started to exploit Facebook and Twitter which has seen a real interest from the public in what we do. Now that we have that interest we can sell a really positive message about what the Force does, attract people who want to join us and also increase our profile with other Forces and stakeholders.

We have got a really good story to tell. Sometimes we have been a bit shy in selling ourselves – we should be more upbeat and positive about the services we provide.

Finally . . .

CC: I never get tired of thanking people for the work that they do in the MDP, be that police officers or those that support them. We have achieved some great things in the last 12 months and I, for one, am really grateful for everybody's support in delivering those.

We have a challenging few years ahead to get ourselves up to where we need to be with our complement levels, but I know with the effort and support of everyone in our organisation, that we are going to get to where we need to be. My message to everyone is make sure that you continue to represent MDP in the best possible way.

Departing DCC urges Force to be more self-confident



THE WORK BEING DONE by MDP officers is awe-inspiring and both they and their managers should be more self-confident about their role and take pride in the professionalism and discipline that they demonstrate daily.

So says **DCC Peter Terry**, who hands over the reins to incoming **DCC Gareth Wilson** this month after almost two years with the MDP.

Peter joined the Force on a temporary basis from the Metropolitan Police Service (MPS), following the untimely death in June 2017 of former Chief Constable Alf Hitchcock.

Having joined MPS in 1986, he rose through the ranks to become Deputy Assistant Commissioner (DAC), after a career spent mostly involved in Territorial Policing and including spells as the Borough Commander for the London Borough of Redbridge and Commander for Public Order and Operational Support.

As DAC Peter had strategic oversight of covert policing, intelligence, firearms, specialist uniform functions, public order, ceremonials, sporting events, contingency planning, emergency preparedness, and command and control. He was also the Senior Responsible Officer (SRO) for the armed uplift programme for the London region.

Peter's enduring interest in Public Order Command saw him hold command roles in some of the UK's largest events, including English Defence League marches, major public disorder, the 2012 Olympics, the Wedding of HRH Prince William, the Queen's Diamond Jubilee, State Visits and many other public protests.

Looking back over his 33-year career, Peter told *TalkThrough*: "I joined in 1986 and every job I've done in the Police Service I've really enjoyed.

"I have a real passion for public service and that is why I happily took this job when I was asked, following the sad death of the previous Chief Constable.

"Since coming here I have had a fantastic time and the stuff I've seen in the MDP has been awe-inspiring, but the one thing I'd like officers and managers to do in this Force is be more self-confident.

"Be more self-confident about their role as police officers and be more self-confident about what they actually do the best. I don't mean that in a derogatory fashion, but some of the stuff that this Force is involved with is real high end, high risk that requires a fantastic amount of professionalism and discipline and I don't think officers realise the job of work that they are actually doing.

"When I walked into the canteen at my first police station in 1986 I was told that morale had never been lower and that does not really allow you to go anywhere else.

"Here in the MDP, there are things that could be done to make morale higher and the management team across all levels, from Sergeants to Chief Constable, do their best to try and do that, but we have to operate in a difficult political environment," he said.

PEOPLE WANT OUR SERVICES

Peter continued: "One of the things about this Force is that it is a Force that is growing in numbers and people want the services of this police force. Not many police Forces out there at this time have got a plan to grow as much as this one has. And that's what I mean about the self-confidence – you should have the self-confidence and pride to understand that if people didn't want this force then they wouldn't come and ask us for the work.

"People worry that if we charge too much for our services, then people won't want us, but we are not a cheap resource, nobody else can do what we do, nobody can do what the Sergeants, Inspectors and Constables out there on the front line actually do.

"Any police officer standing on that gate, or out on that armed support vehicle, or out on foot patrol, brings with them a whole suite of tactical options which are not available to a regular security guard.

"Our officers have the ability to delve into the intelligence system, they have the ability to stop and search and question, to

CONTINUED . . .

FORCE TO BE MORE SELF-CONFIDENT

arrest, to investigate and they have a whole continuum of force that they can use to protect people on those sites.

"And because they have that independence as a Constable and as an officer of the law, if they can bring that to bear, they can provide a far better level of service than a security guard or MPGS, and it's that flexibility that the customers want, it's that flexibility that leads to that professionalism."

PROJECT SERVATOR

Peter was involved with Project Servator during his service with the MPS and was at the launch last year of the MDP's Whitehall roll-out of the national scheme. *TalkThrough* asked him if he believed this was the way forward for MDP.

He said: "I do, because there is a raft of scientific research from the Centre for the Protection of National Infrastructure (CPNI) and academic studies that show that the type of policing that Project Servator brings, acts as a deterrent to those people who would wish harm to the places we protect.

"There have been so many highlights of my time with this Force, including going out with the Special Escort Group, going out with the Marine Unit, going out on foot patrol with officers on Project Servator at Portsmouth, visiting some of the premises we have got and just to sit down and talk to the officers and get their perspective on things.

"One of the key things I have tried to do here is to instil a feeling of empowerment for the Sergeants and Inspectors, who have very powerful roles within this Force. I can't think of anywhere else in British policing where a Sergeant would take charge of a police station and manage customer relations. Therefore, they know the context of that police station better than I will and better than anybody at Headquarters will. So, we should personally empower those Sergeants and personally empower those Inspectors to make their decisions. I think we are getting to the stage now where people are feeling more confident to deal with things locally.

"Every organisation has its own values and a sense of its own context and this organisation is existing in a military context, it exists as a hierarchical organisation, but as we've reduced in size because of budgetary cuts, you have to be more trusting of those people you have given positions of power to.



"This Force in 2017 went through the trauma of losing its firearms training licence. Because of that it had to take a very close look at its operating environment and the cops who delivered that licence back across all departments and across all specialities did an absolutely brilliant job, first to get it back so quickly, but secondly to get it back without any conditions attached," he said.

CHALLENGES AHEAD

Peter continued: "Now, the challenge for the Force is to maintain that licence and I understand that there might be a level of concern regarding the 7.6 fitness standard, which approximately 1,100 officers have already achieved. I have come from a Force where terrorists have attacked us and have murdered our police officers and where our police officers in London have had to bring to bear lethal force.

"My passion for public service – and that's why I became a police officer – means that I have always had this view that one of the key roles of any manager in the police service, from Sergeants through to Chief Constable, has to be to make sure that the same number of officers that arrived for duty should go home in the same state of health as they arrived for duty.

"The 7.6 isn't just about a didactic approach to getting the College of Policing licence; it's about what is best for those officers and their best chance of survival should there ever be a terrorist attack. I support the Defence Police Federation and the research they are doing into the effects of 7.6, both on gender and age, but I do think that 7.6 is absolutely the right thing to do. First, for the general health of the police service and the members of that police service, but secondly because of the survivability of those officers should we ever, God forbid, be subject to a terrorist attack at one of our premises.

"The approach of terrorists has changed over the years, with prior warnings no longer being given, they are

more agile and I hate to say it but better trained and more professional in their approach, if you do the analysis of previous terrorist attacks. Therefore, we have to be more agile in our approach and in our response to those attacks. Our officers have taken on an extremely difficult task on behalf of the public.

"We are the second largest armed police Force in the country, we have the largest percentage of our officers trained in firearms of any police Force and those officers, at any point in time, could be called upon to use lethal force, because that's the role they have volunteered to take on.

"Therefore, you have to ensure their survivability and that survivability requires the best possible training and the best possible levels of fitness. We have to give them the right equipment and the right capability, one to fight the battles that need fighting but two to make sure that they can get the best equipment, best training and the best support when it comes to maintaining their personal fitness," he said.

I ENVY NEW RECRUITS

Peter concluded: "When I walk around these buildings, I look at these young recruits that are coming in and whilst I've done my time – and I joined policing when it was very different and they had a wooden stick and a pair of flexible handcuffs and we had to wear a tunic when we walked the streets – I look at these youngsters now and I see the enthusiasm on their faces and I envy them.

"I envy the freedom they've got, I envy the future they've got and I envy the equipment they've got which I never had and I just wish this Force the very best for its future.

"The MDP is a Force of fantastic people doing brilliant things and I urge them to be more outward looking and to really have pride in what they are doing every day."

ACC Paul McLaughlin retires

Distinguished career spans more than 34 years' service

THE MINISTRY OF DEFENCE POLICE bade farewell to Assistant Chief Constable Paul McLaughlin in December, after a career spanning more than 34 years with the Force.

Paul joined the MDP in 1984, following an early career in the Merchant Navy, having gained a National Diploma in Marine Engineering (Distinction) qualification in 1980 and a Supplementary Certificate in Marine Engineering in 1982.

His first MDP posting was as a beat patrol officer at the Royal Navy Armament Depot (RNAD) in Beith, Ayrshire, moving to the Clyde Marine Unit as a police coxswain five years later.

In 1992 Paul was promoted to Sergeant and transferred to RNAD Coulport. After successfully gaining a National Police Trainer qualification at the Scottish Police College at Tulliallan, Paul moved to the MDP's Police Training Centre at Wethersfield, where he was subsequently promoted to Inspector and, in March 1999, became Head of PTC, on temporary promotion to Chief Inspector rank.

In July 2001 Paul was substantively promoted to Chief Inspector and returned to Scotland, stationed at RNAD Coulport as an Operational Shift Commander. Two years later, Paul moved back to MDP HQ, taking up position as Head of the International Policing and Secondments Office. This involved overseeing and briefing on the operational arrangements for deployments to locations such as Kosovo, Pitcairn Islands, Kenya, Bosnia and Iraq.

In 2004 Paul was promoted to substantive Superintendent, as Head of Learning and Development (HoLD), with full responsibility for the delivery of police training in the Force.

At the time, MDP was part of the Ministry of Defence Police and Guarding Agency (MDPGA), working alongside the Ministry of Defence Guard Service (MGS). Paul was therefore ultimately responsible for coordinating, developing and integrating all MGS staff training and development needs in addition to those of MDP staff.

His focus on promotion was to develop the strategic infrastructure and planning phases for Agency training. He sanctioned an Agency Training Needs Analysis and quickly established a framework to ensure that the Agency could design, deliver, evaluate and cost all training.

He also spearheaded a change of status to 'MDPGA Training College' with accredited recognition through Edexcel to deliver BTECH qualifications, including the licensing of guards in accordance with the Security Industry Act.

His continued work towards further accreditation status proved successful and culminated in the College being awarded the 'Skillsmark' recognition award, in addition to also receiving a franchise to deliver management training on behalf of Defence Business Learning.

The changes continued to sweep across the College during his tenure, which included a complete review of probationer training and the introduction of a Management Training Centre.

ACC PAUL MCLAUGHLIN RETIRES



Paul subsequently transferred to Reading in September 2008 to take up the role as the Superintendent Senior Police Officer at AWE Aldermaston. He held full responsibility for the Strategic Leadership and Management of 350 operational staff. In Aug 2010, after a 6-month period as T/Chief Supt Divisional Commander, Paul returned to HQ to take responsibility as project lead for a team to review HQ Structure aligned to imposed 50 per cent efficiency requirements.

On conclusion of the HQ Restructure project, Paul was appointed Head of the new Operational Capability Centre at HQ and during the initial project stages; he set the foundation to take the OCC forward over the next couple of years.

In May 2012, Paul was promoted to Chief Superintendent and appointed to set up and lead the Nuclear Command based at

Abbeywood, where he served until December 2013. His tenure as Nuclear Commander saw him create the new nuclear structure which encompasses a Command covering the end-to-end life cycle of MDP Nuclear Operational Business (1200 staff).

On 1st January 2014, Paul was invited by the Chief Constable and his management board to take up the post of Force Operations as a Temporary Assistant Chief Constable. He duly accepted and continued to serve in this Chief Officer post at Headquarters and upon successful completion of the three-month UK National Chief Police Officer Strategic Command Course (SCC) in March 2016, he was subsequently promoted to substantive ACC in August 2016.

During his time as ACC, Paul led on a range of change/improvement projects including infrastructure reorganisation, increased capability,

programme planning, the Force complement reset and as strategic lead on both critical and routine operational and business incidents.

Academically, Paul gained a Work-Based Learning (Training and Management of Staff) MA, through the Force's partnership with Middlesex University. Before his retirement he was nationally qualified as a Strategic Firearms Commander and had a national qualification as OSPRE Part II Writer, Assessor and Role Actor.

He also held a National Certificate of Teaching Proficiency and a Certificate of Competency as a Police Coxswain within the Force.

Paul lives with Karen to whom he's been married for over 35 years. They have four children together – Nichola (31), Claire (29), Kerry (27) and Paul (22) – and are both now active grandparents to 18-month old Joseph (wee Joey).

Reflecting on his MDP career, Paul said:

“Looking back, I'm really happy with the choices I made during my MDP career. I've been fortunate to have experienced some challenging command positions, in addition to leading on key strategic change programmes.”

“The successful outcomes of some of my work are still prevalent in the Force today and it's that contribution, coupled with the resulting benefits to our staff, that gives me the greatest pleasure and which I'll remember most.

“What is important to me, in just about every single thing I've ever done in my career, is that I've gone into my work with the right intentions and that goes a long way. I consider myself as a stalwart ambassador for all things MDP and as I enter my retirement from the Force, it's the people that I will miss most.

“Every element of my success has been influenced one way or another



by the MDP workforce. I will look back with fond memories, thank you.”

Chief Constable Andy Adams commented:

“Paul's career has been exemplary and his boundless enthusiasm to get the job done

is an example to many. He has been an outstanding MDP officer and I know that everyone in the Force will join me in wishing him all the very best for a happy retirement with his family.”



New Deputy Chief Constable takes up post



Gareth Wilson

NEW DEPUTY CHIEF CONSTABLE

Gareth Wilson joins the Force this month with an impressive record of police service across a career spanning more than 30 years.

Announcing his appointment – which followed a rigorous selection process – Chief Constable Andy Adams said: “Gareth brings a wide range of external policing experience to our Force and the selection panel were impressed with that and the qualities he possesses to support our development.

“I know you will join me in welcoming Gareth to the Force – the Chief Officer Group and I are looking forward to working with him in 2019.”

Gareth retired earlier last month as Chief Constable of Suffolk Police. He rose through the ranks with Essex Police, up to Temporary Assistant Chief Constable (ACC), and was key to the successful collaboration between the Essex and Kent Forces, notably in the day-to-day management of the joint Serious Crime Directorate.

On promotion to substantive ACC he worked in Norfolk before becoming Suffolk’s DCC in 2014, and Chief Constable a year later.

He has played a key role in regional and national policing and at the time of his retirement was Chair of the National Police Chief’s Council Diversity, Equality and Inclusion Committee. Other voluntary roles he has held include:

- **Chair of the National Police Chiefs’ Council (NPCC) Investigations Portfolio – in which role he had responsibility for the working groups that deliver national change within homicide, financial investigations and investigative standards**
- **Former Chair of the NPCC Homicide Working Group**
- **Chief Police Staff Officers’ Association – Negotiating Secretary**
- **Chair of the NPCC Police Dogs Working Group**
- **Lead Chief Constable for the Seven Force Strategic Change Programme**
- **Regional Lead Chief Officer for Disaster Victim Identification**

Mr Wilson told *TalkThrough* that he was looking forward to joining MDP. “Firstly, I am passionate about policing, having spent 30 years across a number of Forces within the Eastern Region, he said.

“Whilst I have spent most of my career as an investigator, I was promoted into Chief Superintendent into the role of Head of Uniformed Specialist Ops and it was there I had my first exposure to MDP, where the professionalism and capabilities shone through.

“Having worked within roles covering a limited number of Counties, I see the MDP as a highly professional Force and covering the UK will bring new and exciting challenges.

“**I am passionate about developing the workforce, enabling people to achieve their ambitions and to deliver the highest possible performance.**

I have a real desire to achieve a truly diverse and inclusive workforce and it was for that reason I lead the NPCC National Co-ordination Committee for Diversity, Equality and Inclusion. I hope to bring all of that learning into the Force, to help us achieve that goal.

“I have a history of delivering well thought out, sustainable change programmes, through inclusive leadership and staff have my word that I will ensure I engage significantly within organisational delivery.

“On the lighter side, I have a five week break between jobs during which time I will be lambing with my small flock of sheep!”

New ACC joins Chief Officer Group



Andrea Bishop

■ **JOINING THE MDP as Assistant Chief Constable at the end of March, was Andrea Bishop, who will celebrate 30 years’ police service later this year, much of it spent with Kent Police.**

There, she delivered wholesale culture change. Following a comprehensive Force-wide review, she implemented new systems, models and processes and contributed significantly to the Force being graded ‘Outstanding’.

She comes to the MDP on secondment from Kent Police,

having recently completed the Strategic Command Course at the College of Policing.

Last year Andrea was seconded to the Metropolitan Police Service for three months, working within the Professionalism Command – covering Equality, Diversity, Communities and Engagement – following four months on secondment to HMICFRS, where she was involved in a project aimed at tackling the growth of drug-related crime.

After a successful career in CID, Andrea was promoted to Chief Superintendent in October 2015

and appointed Divisional Commander for East Kent, leading 1,000 officers and staff to deliver policing across the largest Division in the Force, within five very different and diverse urban and rural policing districts, with a total population of 640,000.

She passed the Police National Assessment Centre (PNAC) in April 2018, having previously completed Senior Leadership Development training at the Ministry of Defence.

She has extensive experience as a firearms commander at both tactical and strategic levels and has managed large protests, significant public events and State occasions as both a Silver and Gold Public Order Commander.

During 25 years’ experience of investigating crime, Andrea spent the last ten managing the Major Crime, Serious and Organised Crime and Volume Crime investigations team.

She was Chair of the Kent Network of Women at Kent Police for three years and involved in the network for more than ten, receiving a ‘Special Recognition’ award from the British Association of Women in Policing, for supporting and encouraging women and for her contribution to Force-wide culture change.

She told *TalkThrough*:

“**I am really thrilled to be joining the Ministry of Defence Police; it is an exciting opportunity and I feel privileged to become part of the team. I look forward to meeting and working with many of you over the coming months.**”

Rainbow Flag raised at Clyde and Headquarters



Royal Navy personnel, Babcock staff, MOD Civilian Staff, MOD Police and Police Scotland with the Rainbow Flag at HM Naval Base Clyde – Pic courtesy RN Photographers



Pictured before hoisting the LGBT+ rainbow flag at HQ in Wethersfield are (left to right): Supt Chris Yates, ACC Ops Dave Long, Chief Constable Andy Adams, Deputy Chief Constable Peter Terry and Chief Officer Resources and Planning, Justin Oliver

THE LGBT RAINBOW FLAG was raised for the first time at HM Naval Base Clyde on 22 February, to mark Purple Friday.

And at MDP Headquarters, the flag was raised by members of the Chief Officer Group, sporting rainbow insignia on their shoulders and, in the case of Chief Officer Resources and Planning, Justin Oliver, an appropriate tie.

February is LGBT History month and on the last Friday of the month Purple Friday is celebrated in support of LGBT Youth Scotland.

Representatives from the Royal Navy, Ministry of Defence, Babcock, Ministry of Defence Police and Police Scotland gathered to witness this significant event – with the flag flying from 43 Commando's main mast outside their Faslane Headquarters.

At the MDP HQ event, ACC Operations Dave Long described it as "another important day on the diversity calendar," adding:

“We are very proud of our diverse workforce and we’re as committed as ever to continuing to build an inclusive organisation that recognises both the needs of its service users and all its staff within the organisation.”

"There should never be barriers because of a person's sexual orientation, or any other difference, and we absolutely want the people that work for us, as well as the people that work with us, to feel that they can always be themselves."

Purple Friday was first celebrated in Canada in 2010 and is named after the purple stripe on the LGBT rainbow flag. According to Gilbert Baker, the creator of the flag, the purple represents 'spirit'.



MDP National Firearms Instructor Conference

THE INAUGURAL National Firearms Instructor (NFI) Conference was hosted by Firearms Branch in the Briefing Centre at Wethersfield, in January.

As the idea of the Chief Firearms Instructor (CFI), **CI Jonathan Brockett**, the conference took as its theme: "The Way Forward".

After the challenges of the previous 18 months, since the suspension by the College of Policing of the Force's firearms training licence, it was felt appropriate to be looking to the future direction of firearms training.

All but 10 NFIs from across the Force were in attendance, meaning that for the first time over 100 NFIs were together in the same room. This gave the unique opportunity to update everyone on planned changes and new challenges on the horizon.

The CFI welcomed all and introduced the first speaker, Force Firearms Officer (FFO), **Supt Trevor Clark**, who gave a well-received, informative talk, outlining some of the high-profile terrorist attacks that have happened worldwide, supported by some graphic and at times difficult-to-watch video footage.

The presentation served as a stark reminder to all staff as to why we do what we do. Feedback from instructors on the day was that they will be taking the message back to training events, using what they had heard and seen to focus students on what could happen and to dispel any thoughts that it won't happen to us.

The CFI spoke next and gave an update on plans to restructure Firearms Branch,

the plans for recruit training and some details about the planned roll-out for the Glock and Taser X2.

He thanked the trainers for their tireless work in delivering firearms training to such a high standard across so many locations. Being the second biggest firearms force in the country, his message was that to reach the standards that they do, with the resources that they have, is a huge achievement and one for which they should be proud.

Next to speak were Kev Nicholson and Ray John from the College of Policing Firearms Licensing Team, who were invited to attend by conference organiser **T/Insp Steve Coy**, to give a first-hand account to the trainers about the licence suspension and more importantly the successful recovery of that licence. Their input was well received, particularly when Kev Nicholson described the work done as 'remarkable'.

Before lunch, other guest speakers were Andy Gray and Frank Gibbs from Axon, who gave an entertaining presentation on the X2 and Taser 7, along with some of the new training kit and equipment available. Instructors were then able to get hands on with some of the new equipment.

After lunch **DCC Peter Terry** addressed the Conference, delivering his message in his own unique style, which sat well with the instructors, the bulk of his time being used to answer questions.

Chief Insp Brian Elliot then gave an input on command training, which was a valuable information piece outlining the work that has been done in that area and the future plans for command training. This proved valuable to all but in particular for the command trainers in the room, who later had the chance to get together with CI Elliot for a one-to-one session.

PS Russ Simmons and **PS Paul Gooding** then spoke about the Compliance Office, its functions and its purpose. This input complemented the earlier talk from the CoP guests and served to reinforce the importance of the compliance function.

A highlight of the Conference was **PS Martin Kirby's** input on ranges, and in-particular the changes to the booking system and safety procedures. This was something of a training session which attracted a lot of questions from the floor, fielded expertly by Martin.

A question and answer session then followed which included a useful input about Firearms Policy from **PS Dave Hutchins**. The instructor's questions to the FFO and CFI were challenging and there was a healthy debate about a few issues which proved enjoyable and informative to all.

The CFI then closed the conference, once again with a big thank you to all staff. The day was by no means over, as most of the delegates were staying at Wethersfield that night and they all convened in the bar for a hog roast followed by a pub quiz, hosted by Dave "Danish" Culley. The quiz was a great success, raising £115 for the recruits' charity, and thanks has got to go to student officers Sean Martin, Darren Wright, Benjamin Morgan, Mathew Bremner, David Mullarkey, and Stuart Hornby for their help on the night.

Since the Conference, feedback from delegates suggested that it was a good day which was enjoyable, valuable and overdue.

Thank you again to all who attended and contributed, and we look forward to next years' event.

When Andy and Dave met Ryan...

Meeting marks Autism Awareness Month



■ **APRIL** is designated as national AUTISM AWARENESS MONTH and, to mark the occasion, Chief Constable Andy Adams and ACC Ops Dave Long met up with 11-year-old Ryan Algar, who was diagnosed with the condition three years ago.

Ryan's parents are Emma, who works in the Professional Standards Department and Lee, a Constable attached to the HQ Roster Management Cell, and they are now two of three colleagues who have volunteered to be Ambassadors or points of contact within the Force for matters relating to autism.

Emma and Lee have written the following account of how Ryan's diagnosis has affected their family and Ryan's nine-year-old sister Emily has contributed her viewpoint, as a sibling affected by Ryan's autism.

Living with Autism

By Emma and Lee Algar

"Ryan, our 11 year old son is autistic. He was diagnosed in 2016 at the age of 8. Ryan has had autism long before he was diagnosed and will have autism for the rest of his life. As a family, we have to embrace it as Ryan has three younger siblings and they have to accept the way Ryan is.

Living with autism is all about routine, from the moment Ryan wakes (which is extremely early – usually by 4am) to the moment he goes to bed. Every day is minutely planned, and Ryan is told what is going on constantly, to reassure him. If plans/routine changes, we need to give Ryan as much notice as possible for him to process the change and he needs to understand the reasoning behind the changes. Ryan is also particular with certain things, like house rules. If a sibling isn't abiding by these rules Ryan can't cope. He also has to wear the 'right' things and cannot cope with being touched unless he initiates it.

Ryan's brain processes information differently to the rest of us in our house. If things aren't how he perceives they should be, he can become extremely upset and agitated and can go into a 'meltdown', causing us to have to second guess what Ryan is thinking most of the time and trying to stay one step ahead of him. These meltdowns can last between five minutes or five hours and are exhausting for Ryan, but also for the whole family. Ryan cannot control these and whilst he is in this state he cannot hear anyone talking to him and he needs to be left to 'ride it out'.

Things Ryan can't cope with are:

- Changes
- Being touched
- Loud noise
- Christmas/Birthdays
- Dressing up (him and others)
- Things out of place
- Sharing – unless on his terms
- Not knowing what is going to happen
- Doing things 'wrong', e.g. opening a packet of crisps upside down

Ryan's autism affects the whole family as Ryan's siblings are aware he is different to them and they are sometimes unable to do things they want to do. It is really tough trying to have an equal family balance, as we do not want our other children missing out on family fun days, which we know Ryan wouldn't cope with, yet we also don't want to cause Ryan a meltdown, or exclude him.

In the last few years, in mainstream school, Ryan started noticing he was different and he is academically challenged, so in September 2017 he started at a special school where he has absolutely thrived and really enjoys it.

When Ryan becomes anxious about something or excited he flaps his hands and makes a noise, this is called stimming and is his way of producing sensory input and is almost a reassuring feeling for Ryan. He also repeats phrases, finger clicks and claps for the same reason. A lot of people notice this about Ryan and often stare at him for it. This can be upsetting for the whole family which is a reason why more people need to be educated and why we are trying to increase autism awareness to make it a more accepting society.

We are really open with Ryan. He is aware he has autism and we've explained it to him, that his brain works differently to ours and while he finds some things more difficult than we do, sometimes he will find things a lot

easier than everyone else. For example, he becomes extremely knowledgeable in his selected specialist subjects, such as recognising flags.

Although autism has its challenges, it can be very rewarding. If anyone has any concerns and would like to discuss it with us, having been through the process of getting a diagnosis and dealing with professionals like paediatricians, specialist teachers and local education authority to get Ryan in to a special school, then please approach us and if we can give any help, advice or just to listen, understand or share our experiences we will!"

My Brother Has Autism

By Emily, aged 9

"It's kind of annoying because sometimes he won't let me do stuff or sit in a space. That's because he has autism. He is 11, but in his brain he acts like a 2 or 3-year-old.

He's alright to live with. He sometimes will only play with you if you ask to play one certain game.

He can be really fun! There's different types of autism like he has a type that makes him flap. This is how life is with an autism sibling."

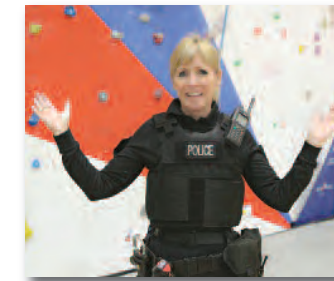
Further information

If you are affected by autism in your family, the following colleagues and organisations can be contacted for further information:

- **Lee Algar** – Roster Management Cell, MDP HQ, Wethersfield – Lee.Algar701@mod.gov.uk
- **Emma Algar** – PSD, MDP HQ, Wethersfield – Emma.Algar100@mod.gov.uk
- **Jonathan Stevens** – AWE Aldermaston – jonathan.stevens286@pmdp.pnn.police.uk
- **National Police Autism Association** – <http://www.npaa.org.uk/>
- **National Autistic Society** – <https://www.autism.org.uk/>

A special booklet for police officers who come across those affected by this condition during the course of their duties – 'A Guide For Criminal Justice Professionals' – is also available to download from the NAS website, under Publications.

International Women's Day



"Although a sizeable increase, given that the MDP workforce is over 2500 strong, there remains a significant gender imbalance in the MDP.

"That said, we have 'bettered the balance' in that, for a long time now, female police officers have been carrying out the same roles, wearing the same kit and carrying the same weapons as their male counterparts. Gone are the days when women were issued a little Walther or a handbag to carry their deliberately small truncheons!

"The MDP acknowledges the importance of having a diverse and 'balanced' workforce, but despite our best efforts recruiting more female officers has always been a challenge for us, as it is for many police firearms units in other forces. We remain committed to encouraging more women to join the MDP because we know that a balanced workforce is a better workforce."

Also on Thursday 7 March, the MDP team at HM Naval Base Clyde took part in a 'Walk for Women', with Royal Navy Police colleagues, and at the Atomic Weapons Establishment (AWE) sites in Berkshire officers were striking the 'BalanceForBetter' pose as well.

At an event to mark International Women's Day – 8 March – in Grimsby, PC Katie Harmon and PC Lucy Masters, both stationed at Easington, delivered a presentation and spoke with women of all ages about the role of the MDP and career opportunities within the Force. This included meeting the Mayor of

Grimsby, along with some young potential recruits for the future.

A group of representatives from across the MDP were honoured to march, alongside colleagues from the Metropolitan Police Service (MPS), and officers from across the UK, to celebrate IWD and the centenary of Metropolitan Police women, as part of their #100YearsStrong campaign.

The procession was led by the Coldstream Guard and almost two thousand police women, and male officers, marched down the Mall. The gathering stopped to honour those who had lost their lives in the line of duty, laying wreaths at the National Police Memorial and women from across policing then united at Horse Guards.

Ahead of the march, MPS Commissioner Cressida Dick said:

“This short procession will be a fantastic opportunity to represent how far women in policing have come and the bright future ahead.”

And finally, in Birmingham, Chief Supt Beth Disher, Chief Inspector Fiona Kerr and Chief Inspector Kerrie McGlinchey attended the Senior Women in Policing Conference which took place over three days, from 6-8 March, focusing on 'change, culture, collaboration and conversation'.

The conference was compered by event host and TV presenter Steph McGovern and featured a range of workshops and inspirational speakers including MPS Commissioner Cressida Dick, the National Crime Agency's Lynne Owens and, closing key note speaker – mental health campaigner and author – Ruby Wax.

MDP OFFICERS from across the country took part in a variety of activities in the first week of March to mark International Women's Day 2019, focusing on the #BalanceForBetter theme.

On Thursday 7 March Chief Constable Andy Adams led a 'Walk for Women' at the MDP Headquarters, in Essex, to celebrate and recognise all female members of the workforce. The walk also represented the International Women's Day theme to 'better the balance, better the world.'

In a video posted on Force social media channels on International Women's Day, Deputy Chief Constable Peter Terry, Force Gender Champion, talked about the 'Walk for Women' and the MDP's commitment to continuing to build a more gender balanced workforce.

He also reflected on how times have changed in terms of the number of female officers in the MDP and the provision of equipment and uniform, stating: "Although there have been significant advances in gender equality within the workplace, there is still some way to go and we do not need to look any further than our own Force to see how true this is.

“There were no female police officers in the MDP until 1974 when two sergeants

transferred from Strathclyde and the British Airports Police, and the first four female recruits started their training in 1975.

In comparison, there are now over 280 female MDP officers at Constable right through to Assistant Chief Constable rank, with our first female ACC appointed from outside the Force joining us from Kent Police. (see page 9 for details).





More new recruits join the ranks...

■ **TWO MORE INTAKES** of new recruits have graduated from the MDP's Operational Capability Centre at Headquarters, after completing their basic training.

December's graduation ceremony ended with a Christmas Medley from the Band of the Parachute

Regiment to send the recruits of course 02/2018 on their way, watched by friends and family.

Displays from the Force firearms and dog units also featured and a cheque for £2310 for Pawsome Pensions – a charity set up to help support retired police and fire service dogs in the West Country – was also handed over by the students, with help from Chief Constable Andy Adams.



Photographs by Neil Parry and Paul Kemp



Storm Gareth blew in with squalls of wind and rain for the graduation of course 03/2018 on the Headquarters Parade Square in March, but everyone kept their heads – and their hats – as they marched off to their new stations, led by The Band of the Prince of Wales's Division and The Band of the Royal Corps of Signals.

During a brief lull in the storm, the recruits handed over a cheque for £1,000 to their nominated charity, the Multiple System Atrophy Trust.



Officers display their *sporting prowess*



At the presentation dinner after the PSUK event, Mikey Yule, British Paralympic Powerlifter, gave the address and handed out the awards. Claire won her weight category and achieved the British Championships qualification requirement.

"I entered the Scottish Championships, which helped give me more competition experience and was delighted to improve on all my lifts and increase my previous total score, achieving second place in my weight category. My overall total lifted at both competitions has resulted in qualification for the British National Full Power Championships held in July 2019 in Edinburgh.

"I also contacted the World Drug-Free Powerlifting Federation and my application to enter the European Full Power Championships, held in April 2019 in Suffolk, was accepted and again won my weight category. All the powerlifting competitions I enter are sanctioned by the British Drug-Free Powerlifting Association or the World Drug-Free Powerlifting Association."

Sergeant Simon Amery, based at the Operational Support Unit, at Wethersfield HQ, took part in the British indoor rowing championships in December 2018 at the Lea Valley



Velodrome, entering the over 50 lightweight category which is for competitors under 75kg.

He said: "I'm pleased to say that I gained a silver medal in the 2-kilometre race with a time of 6mins 42seconds. Last year I competed in the lower age category and came fifth, so I was pleased to have moved up."

The event is open to all ages and people regardless of whether they row on the water or just in the gym. Simon commented: "It has proved to be an excellent motivator for maintaining my fitness for my return

to the Operational Support Unit from the Force Control and Information Room, where I was based at the time."

Constables Sophie Dowson, Lucy Mercer, Meghan Mason – all based at Aldermaston or Burghfield, were selected for the British Police Women's Rugby team for a match against the Royal Navy's women's team.

Sophie explained how the match progressed: "After attending training selection throughout the day, we were then selected in starting positions to represent BPWR. Whilst the Navy put up a resilient effort throughout the game, the Police dominated in the scrums – from where Lucy Mercer scored two tries.

"We went into the second half 19-0 up, and managed to pull away, playing intelligent rugby and finishing the game 41-0. As always it is an absolute honour to represent Britain and our Force in a sport that we love, and the message it sends to empowering females within sport is a message that we are all fully behind.

"We are currently awaiting selection for the International Policing Tournament, which this year is to be held in Hong Kong in September."

■ **MINISTRY OF DEFENCE POLICE (MDP)** officers have been pitting their sporting skills against some of the best in the country and getting into winning ways.

Constable Claire Stott-Barrett – a police dog handler, based at Royal Naval Armaments Depot, Coulport – acquitted herself well in the competition last year to find Britain's strongest police officer and discovered that, for her, competitive powerlifting is her favoured sport.

She said: "I made the leap and entered my first powerlifting competition – the PSUK Powerlifting Championships in Glasgow, where I turned up on my own, full of trepidation and nerves.

● But I needn't have worried, I discovered powerlifting is a community, total strangers screaming your name and encouragement when you are on the lifting platform, everyone, even your competitors wanting you to succeed. I am a novice, but found that everyone was friendly, helpful and supportive. ●



MDP Sports Association offers help...

THE MINISTRY OF DEFENCE POLICE SPORTS ASSOCIATION (MDPSA) was established in 2000 to control funding for all MDP sporting events. As from the mid 80s all funding requests had been directed to the Chief Constable's office.

The MDP supported many team events such as Football, Rugby, Golf, Hockey, Cricket and Athletics, however when "austerity" was introduced one of the first items to go was "Special Leave". The team events suffered and collapsed all bar one, the MDP National Golf Society which prospered and is now in its 30th year.

The MDPSA committee, headed by Supt Bobby Russell (formerly the commandant of PTC Wethersfield) and Sergeant Davie Hamilton of RNAD Coulport, created a working constitution which meant that the MDPSA would consider support to all serving members of the MDP. This includes individuals as well as groups of personnel who are either representing the Force, themselves or other organised "badged" events.

The MDPSA has supported members of the Force in many sporting events since 2000, such as Golf, Martial Arts, Wrestling, Cross Country, Cycling, Marathons and Power Lifting.

The MDPSA would like to highlight to all serving members of the MDP that there is the opportunity to request financial assistance to support sports in general. We are keen to help any individual or group of individuals within the Force by assisting them in their quest to represent themselves or the Force at sport at any level.

The MDPSA will consider:

- Entry fees to their chosen Sport
- Clothing to represent the Force/Individual (T-Shirts/Polo Shirts, Track Suits)
- Assist MDP stations in buying sporting equipment

(Any clothing obtained by the MDPSA for individuals will have the MDP Force Crest and the MDPSA name below it)

All applications for support will be considered on their own merit, the MDPSA committee have a strict policy and cannot support:

- T&S
- Special Leave
- Events paid for by PSUK

The MDPSA cannot and will not support for the upkeep of sporting equipment or assist in any insurance required to hold or use sporting equipment, this is an independent responsibility and not the MDPSA.

The MDPSA hold quarterly meetings to discuss matters of assistance and aid (February, May, August and November). Any request for assistance should be submitted in writing to:

**The Secretary,
Defence Community Police Office,
89 Clive Road, Palace Barracks,
Holywood, Belfast, BT18 9RA**

or email your request to:
william.burns727@mod.gov.uk

It must be stressed that all requests will be considered on their own merits, all requests must give a full account of the sport they are involved in justifying why they are seeking aid. Any MDPSA support given will be proportionate to the information supplied.

CHARITY EVENTS ROUND-UP



PC GAVIN FITZSIMMONS has dared to 'brave the shave', to raise awareness and money for Macmillan Cancer Support.

With the help of his colleagues in the Operational Support Unit, based at MDP HQ, Wethersfield, Gavin was soon shorn of his beard and hair, to mark World Cancer Day 2019.

Gavin had set himself the target of raising £300 for the charity, but had more than doubled this amount by the time *TalkThrough* went to print.

He said: "I have lost both my dad and my sister to cancer and am doing this in their memory and to raise as much money as possible for Macmillan."

Donations can still be made via Macmillan's 'Brave The Shave' website at:

<https://bravetheshave.macmillan.org.uk/shavers/gavin-fitzsimmons>

Monte Carlo or Bust

Between May 29 and June 4, PC MARTIN CAMPBELL, from DM Longtown, will be participating in a banger rally touring through Europe, aiming to raise a considerable sum for The Stroke Association.

He said: "Last year I entered the Barcelona event organised by the same group. This year I have decided to a different rally and attempt to raise funds for the Stroke Association. To this end I have set up a just giving page, please visit:

<https://www.justgiving.com/fundraising/marty-campbell> for more information (and to donate!!)."

Monte Carlo or Bust is Europe's ultimate banger rally adventure, starting in Namur, Belgium and finishing in Monte Carlo via six countries. Sights include the Black Forest, Lake Como and the incredible Gotthard pass.

Climbing Mount Everest

Another MDP officer, PC JAMIE IRONMONGER, based at Portsmouth Marine Unit, is currently climbing Mount Everest, to raise awareness of issues around Mental Health and in

Gavin braves the shave...



particular those that face members of the Emergency Services, who can experience high levels of stress including PTSD.

He said: "I have decided to dedicate my challenge to do the best I can to shout about the support that's available to us should we ever need it. I have been a Police Officer for 16 years and joined the MDP nearly three years ago from Hampshire Constabulary.

"I have some experience with the effects of stress and depression and unfortunately I have lost friends and colleagues to suicide, so this Everest journey is extremely important and meaningful to me."

The eight-week trek is a self-funded expedition and aims to raise money for the charity Mind and their Blue Light Programme, as well as raising awareness of the issues involved.

Jamie has a donations page:

<https://www.justgiving.com/fundraising/mind-everest-expedition>

... and is aiming to raise £10,000 from his epic journey.

Light The Lakes

PC IAN WINTER, Devonport Marine Unit. Together with an ex-colleague from Thames Valley Police will be taking part in a charity hike up the Wainwright Fells in Cumbria on 21 June.

The event is called LIGHT THE LAKES 2019 and involves teams of police officers, retired officers, and police staff hike up to the peaks of the fells in aid of the charity UKCOPS.ORG.

There are 214 peaks on the fells and the aim is to have them all lit at 3AM with blue flares in memory and respect of colleagues lost and who have died in the line of duty.

Ian said: "Our peak is Dale Head and is approximately 19 miles from the base camp start point to the top and will take us about eight hours. Once there, and the flares have been lit we will camp overnight and then make the return journey down.

"We will be raising money for the charity 'Care of Police Survivors' and any donation would help make a huge impact, even if it's a couple of pounds. Thank you in advance for any contribution you make." Donations can be made via Ian's page on:

gofundme.com/LightTheLakes2019

Joint working milestone at HMNB Portsmouth



HFRS Assistant Chief Officer Stewart Adamson attended HMNB Portsmouth and was hosted by MDP Portsmouth SPO Supt Dave Pawley – before his recent promotion to Chief Supt – for the official signing of the MOU at the recently refurbished 9-Dock complex, where the fleet of MDP launches are berthed, along with the fast intercept RHIBs.

Supt Pawley said: "This is another great example of the ongoing collaboration between the Ministry of Defence Police and the Hampshire Fire and Rescue Service to ensure the safety and security of the local community on the Isle of Wight and in the Portsmouth and Solent area.



"Both of our organisations will benefit from the closer working that will result from this agreement, which will enhance operational effectiveness. My Marine Unit officers are looking forward to working with their colleagues from the Hampshire Fire and Rescue Service and to the joint training opportunities that signing this Memorandum of Understanding will provide."

Both MDP and HFRS Officers have subsequently enjoyed the training that has been implemented by the MDP Portsmouth Marine Unit Training Team to ensure that the aims of the MOU can be met safely and effectively.

HFRS personnel have been provided with safety and familiarisation briefs before going afloat with MDP Marine Unit Officers to practise embarkation and disembarkation drills at various access points around the dockyard.

MDP AT HMNB Portsmouth has celebrated a joint working milestone with the signing of a MEMORANDUM OF UNDERSTANDING with Hampshire Fire and Rescue Service (HFRS).

HFRS identified a potential need for their personnel to be transported by sea to offshore installations and ships, as well as potentially between the mainland and Isle of Wight.

With the MDP Portsmouth Marine Unit having undergone a significant uplift in recent years, MDP represented the ideal partner to assist HFRS with this requirement.

Any incident on board a ship close to the HMNB Portsmouth environs or on one of the offshore structures located adjacent to the main navigational channel would be of direct impact to MOD operations, and therefore represents an area of business in which the MDP has a natural interest.

It therefore made perfect sense to agree to assist HFRS to meet their contingency transport need as doing so would also enhance the service provided to our MOD Customer, delivering the requirement to maintain a safe and secure environment for MOD personnel.

Following initial meetings, an MOU was drafted and various checks carried out to ensure it met the needs of both HFRS and MDP and on 14th January 2019 the

Commendations at MDP Fairford

ASSISTANT CHIEF CONSTABLE Dave Long visited the MDP complement at RAF Fairford in February and presented commendations to mark the station's outstanding contribution towards the successful delivery of RIAT18, as well as to recognise individuals who have gone the extra mile in their daily duties.

Among the latter was Kennel Assistant **Helen Marshall**, who was commended for her 'continuous enthusiasm and dedication in maintaining animal welfare . . . for both dogs based at RAF Fairford Dog Section and those visiting handlers and dogs attending courses at the Station'.

The citation continued: 'Your professionalism and dedication were recognised both during a recent inspection by the Veterinary Services Training and Advisory Team and SHEP workplace inspection, where letters of thanks were sent to the Senior Police Officer, stating your outstanding performance and attitude towards Animal Welfare and Health and Safety procedures'.

Helen joined the MDP at Fairford in September 2013, having completed against more than 100 other applicants for the position. Since then she has been busy enhancing her skills by completing an external Level 2 Certificate for Dog Grooming Assistant, before going on to complete a Level 3 Certificate in Introductory Dog Grooming, which was supported by the Force, with her attendance during Duty Hours.

She combines her love of dogs with horses and she finds herself



mostly outdoors. She has seven dogs of varying ages and breeds (three Labradors, two Cocker Spaniels and two German Shepherds), a cat, a horse and some 40 chickens. Helen has also reared five deer fawns which, although released, she still maintains contact with.

Helen told *TalkThrough*: "I enjoy meeting lots of dogs and people. I can always remember all the dogs' names but not always the individuals! I didn't know the in-depth working of a Police Dog before and so learning about their



daily role and the nefarious tasks that they can undertake has been particularly interesting.

"Working for the MDP I have found everyone to be very supportive and I would like to take this opportunity to thank everyone involved for my Commendation. I feel both happy and lucky to be working in such a great place."

PS Gavin Thomas accepted the Commendation on behalf of the station for its 'outstanding contribution, resilience and dedication leading to the successful delivery of the Royal International Air Tattoo during July 2018.

'This ensured the safety of members of the public attending and service personnel involved in the event during heightened security threat levels. A significant achievement using limited resources, with competing demands and reduced budgets'.

Individual letters of thanks were also presented to Senior Police Officer at RAF Fairford, **Insp Matthew Stagg** and PS Thomas, from Chief Supt Ops Dennis Jackson, in recognition of their personal contributions to the successful planning and delivery of RIAT 2018.

In addition to Helen's Commendation, ACC Long also handed letters of thanks from Chief Supt Jackson to **PS Pauline Wilkieson**, in recognition of her oversight of the Dog Section and to Kennel Manager **PC Chris Roy**, following the successful outcome of the Veterinary Services Training and Advisory Team and SHEP workplace inspections, which the Dog Section had passed with flying colours.



Road Safety Week... on the Clyde

THE MINISTRY OF DEFENCE POLICE, with Police Scotland, Helensburgh Cycles and Halfords, ran an education and awareness programme across Road Safety week at Clyde and Couplort.

HMNB Clyde is now the biggest single site employer in the West of Scotland with over 2000 vehicles entering the establishment in any given day. This was very much a multi-agency partnership event, involving a variety of stakeholders.

The key theme of this year's programme was Cycle Safety. The plan was to advise cyclists on what they can do to enhance their safety on our roads. Various initiatives provided drivers with advice regarding how they should look out for cyclists and how they should drive safely and slowly, giving bikers plenty of space.

More than a third of people killed or seriously injured on our roads are those travelling by bike with more than 100 cyclists injured every day on Britain's roads.

The key theme of Road Safety Week (19th to 23rd November) was all about shouting about the safety of those on two wheels and encouraging everyone to be Bike Smart.

The programme ran across the week and was promoted widely to all Base employees, to encourage engagement in the event.

Chief Insp Des Kennedy added:

The aim of the week was to improve driving standards and to raise drivers' awareness of Road Safety issues at a critical time of year. The focus was on cyclists and the statistics surrounding this issue are stark.

"We are all aware that we have a significant amount of personnel who cycle to and from the Base. If we can educate the cyclists and make drivers more aware of cyclists, then we will have achieved something positive across the week. A special thanks to PC Lavery and Insp Laird for co-ordinating the programme and for supporting the events that took place across the week."

Project Servator...two years on



FOLLOWING its initial launch, Project Servator remains a vital policing and counter terrorism tactic for the Ministry of Defence Police (MDP).

March marked the second anniversary of MDP launching Project Servator at HM Naval Base Portsmouth and the Atomic Weapons Establishment (AWE) sites in Berkshire.

Highly visible MDP Project Servator deployments can now be seen at a range of sites and locations across the UK – including Defence HQ in Whitehall and HM Naval Base Clyde – and a surge capability is also available where required.

So, what is so special about Project Servator and why is it such an important operational tactic for the MDP?

The purpose of the MDP is to deliver unique specialist policing to protect the nation's defence and national infrastructure, keeping its people and assets safe and providing visible and active policing which reassures customers and local communities. Project Servator is just one of the tactics used to achieve this and, alongside colleagues and partners across the UK, the MDP's involvement is part of a bigger picture, focused on counter terrorism and gathering intelligence.



Servator is a Latin word which means 'watcher' or 'observer' and whilst this is an accurate descriptor of a Project Servator officer, it merely touches the surface of what is happening during deployments. Project Servator officers (in uniform and plain clothes) are not just 'watching' and 'observing', they have been specially trained to spot the tell-tale signs of terrorist and other criminal activity.

MDP Project Servator teams have identified an array of criminality – ranging from the carrying of knives, weapons and drugs, to shoplifting and immigration and driving offences, to potential terrorist-related activity.

There is, of course, not always evidence of a crime but, where the officers believe that a person could be carrying out terrorist related activity, intelligence is shared with specialist teams for assessment and possible sharing with other policing colleagues.

Use of police assets – such as dogs, armed officers, live monitored CCTV and vehicle checkpoints – and joined up working with other police forces and

security staff, are all key components used to keep the public and Defence community safe, whilst providing a reassuring police presence. The MDP Whitehall team work as part of the pan-London team alongside colleagues from British Transport Police, City of London Police and the Metropolitan Police Service (MPS), with whom they frequently deploy in and around Westminster.

The joined-up approach that Project Servator is founded on extends to engagement with members of the public, local businesses and the communities served. As Assistant Chief Constable Dave Long said:

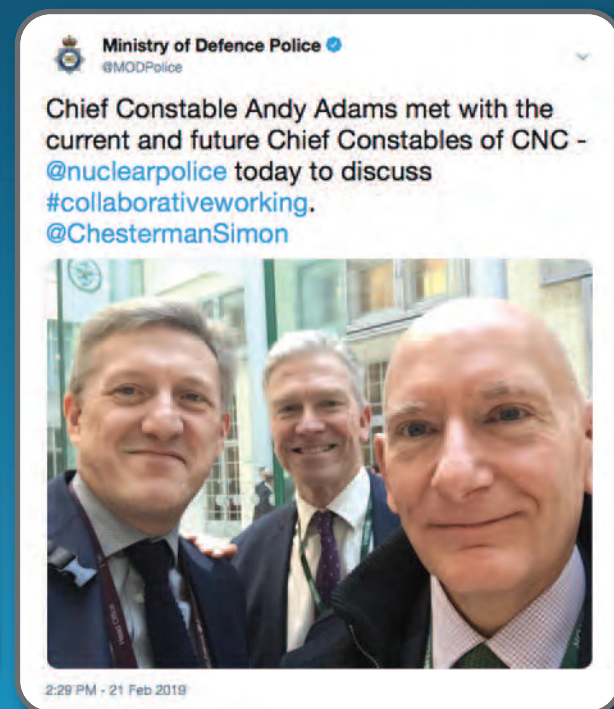
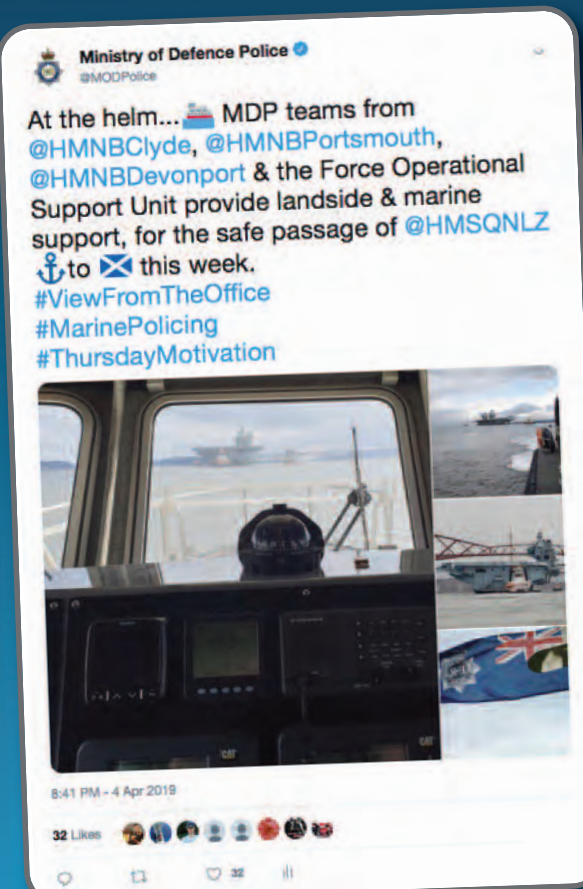
Cooperation between the public, organisations, partners and the police is one of the most powerful tools to tackle the challenge that the UK faces from terrorism and, with the ongoing threat, this cooperation is more important than ever.

"We rely on staff and members of the public, within the communities that we protect, to be our extra eyes and ears. Everybody has a key role to play by reporting any suspicious behaviour that they see or hear, or anything that just doesn't feel right. However insignificant you think something may be, trust your instincts and report it because your actions could potentially save lives."



MDP in the SOCIAL MEDIA

A selection of recent posts and tweets . . .



Follow MDP on Facebook: @ministryofdefencepolice

Follow MDP on Twitter: @MODPolice



POTUS visit ... thanks to MDP



By Insp Luke Halls

ON TUESDAY, 26 March 2019, the Ministry of Defence Police was invited to attend Blenheim Palace, for the **Operation Manifold Award Ceremony**, hosted by Thames Valley Police (TVP) Chief Constable John Campbell and Assistant Chief Constable David Hardcastle (Op Manifold Gold).

Blenheim Palace was one of four event locations within the TVP area that the President of the United States of America (POTUS) Donald Trump visited on a formal visit to the United Kingdom in 2018.

Described as the largest policing operation in Thames Valley Police history, despite the short notice and significant resourcing demand, Op Manifold proved to be highly successful, thanks to the dedication and commitment by all involved to support what was a strategically important event for the United Kingdom and Her Majesty's Government.

The MDP played a vital role in supporting the Ministry of Defence's interest and security requirements in light of this high-profile event, as well as supporting the wider Thames Valley Policing Operation during the build-up to and the Presidential visit to the Royal Military Academy Sandhurst (RMAS).

During the visit, POTUS received a demonstration of UK capability and interoperability between UK and US forces. Notification of this event was only added to the visit schedule two weeks prior to the President's arrival.

Chief Supt David Pawley (Strategic Firearms Commander) and Chief Insp Phil Lucy (Cadre Tactical Firearms Commander) led the MDP planning team at Sandhurst and coordinated the Protective Security Operation in support of TVP/Hampshire Constabulary's Joint Operations Unit.

The MDP response included the deployment of Police Licensed Search Team, Public Order Public Safety (POPS) resources, General Purpose Police Dogs/Licensed Search Dogs, Rifle Officers, Security Coordinators and Advisers within the relevant areas.

More than 100 MDP officers were deployed and assisted in delivering a safe and successful operation, all demonstrating a highly professional and adaptable policing response in which we delivered an effective, high-profile role in support of Op Manifold.



Insp Luke Halls, Public Order Bronze Commander, attended the ceremony on behalf of the MDP and received two awards from the TVP Chief Constable. The first award was a Certificate of Recognition for the Policing Team at Sandhurst and the second was a certificate of thanks to the Ministry of Defence Police: 'In thanks for their contribution towards the successful delivery of a safe and secure visit of the President of the United States.'

Also in attendance was PC Roger Hall, who recently joined the MDP as a NEOF from Hampshire Constabulary in October 2018. Then PC 1172 Hall coordinated the Protester Removal and Heights Access response across all four venues. This included the deployment of six teams from six different police forces, as part of the mutual aid support. PC Hall was presented with a certificate

of recognition on behalf of the Protester Removal Teams.

In acknowledging this formal recognition, Chief Supt Pawley said: "These awards were received on behalf of all the officers who were deployed and supported this high-profile event."

"The professionalism, dedication and flexibility of everyone involved has significantly enhanced the professional reputation of the MDP and it is great to see this formally recognised by colleagues from another police force."

"My sincere thanks to everyone who contributed to the success of the MDP operation in support of Op Manifold."

Well done, and thank you

**FROM: Neville Sullivan,
Principal Security Adviser,
Dstl Porton Down**

As we mark the anniversary of the Salisbury incident (Op Morlop) and recognise that today marks the sign-off of remediation with the local authority I wanted to write to formally record my thanks to you for the highly professional and valuable support provided by your officers throughout a period of high tempo complex operations. The very nature of the operations was unique and challenging and within that we received an impressive level of support from your staff not only locally but also from the centre, including DSR (as and when required).

I cannot overstate the contribution and impact that MDP support had on the overall success of the operation. There was a high degree of operational agility and a wide range of tasks undertaken which were managed confidently and smoothly, this included moving key staff to brief COBRA and Gold Command, a number of sensitive tasks, as well as proactive and effective security of the Porton Site and the evidence chain that was being managed during those Ops. The Dstl staff are extremely grateful for the highly

professional and responsive support that your officers provided and hold them (rightly so) in very high regard. In addition to managing a very complex range of operational tasks at high-tempo, your officers found the time to totally reassure scientific staff who at times may have felt somewhat vulnerable within the operation – this was very helpful and welcome!

I am delighted to report this back to you at this time and felt that it is an issue that you may wish to cascade more broadly across your operational teams also who may have helped in the planning stages. I am always impressed with the capabilities that you are able to deliver and value the enthusiasm and professionalism shown in meeting the challenges faced. More locally, I have been very impressed with the proactive leadership shown by the Porton SPO and Inspector during this dynamic period of operational high-tempo, and the coordination they undertook to ensure smooth operational interfaces with HDPF and Lead Agency aspects around the operations.

There were some important lessons relating to these operations and I have confidence moving forward that we will be able to manage the risks and challenges of the future more effectively through wise use of your very capable resources.

TRAINING EFFORTS RECOGNISED



Chief Constable Andy Adams presents a Certificate of Commendation to MAUREEN CHAPMAN, in recognition of her 'outstanding contribution, resilience and dedication to the delivery of training in the MDP over 23 years.'

In this time she has delivered vital training, as well as developing officers by delivering Trainers' and Tutor Constables' qualifications.

Maureen was integral in Doctrine and Compliance, ensuring that officers remained operationally capable and, over the past five years, was central in developing, conducting and monitoring the externally accredited Scottish Certificate In Policing for all Probationers serving in Scotland.

Almost 40 years' service marked...

AFTER SERVING MDP for just shy of 40 years, Whitehall Deputy Senior Police Officer Insp PETER MACDONALD retired in March, receiving his certificate of service from Chief Officer Resources and Planning, Justin Oliver.



Peter joined MDP on 20th August 1979 and was posted to RO Birtley, County Durham, as a uniformed PC. From 1983-4 he became an aide attachment to CID



at Catterick Garrison and was then appointed as a Detective Constable at CID Rosyth, where he served from 1985 to 1986.

Promoted to uniformed Sergeant in 1986, at RAF Menwith Hill, Peter ran a section during a period of intense protest activity, before transferring in 1987 to Northern Area HQ at Rosyth, on the staff of ACC Scotland.

Three years later he transferred to MDP HQ, London, on the staff of ACC Support. In 1997 he was appointed SPO (as a Sergeant) at RAF Lakenheath, before being promoted to Inspector, in situ there, in 2002.

In 2005 he received a temporary appointment, running the Divisional Support Group at Alconbury and then, on March 6th, 2006 took up position as the Inspector Emergency Planning Team – later to be the Operational Support Team – at MDP Whitehall, subsequently becoming DSPO there.

Death of long-serving officer

THE FORCE was sad to learn of the death in April of one of its longest-serving officers, retired SERGEANT RAY TIDSWELL, who was aged 71.

Ray from Ardrossan, Ayrshire joined the Admiralty Constabulary in 1966 at RSRE Malvern. He also served at RAF Hartlebury, RAF Fairford and HQ UKLF Wilton, as a uniformed Constable, before promotion to Sergeant in 1983 at HMNB Portsmouth.

In 1986, Ray moved to RNAD Coulport, where he became synonymous with the role of training, moving to Scotland Division HQ in 1998 to continue the training role.



In 2005 he became Senior Police Officer at Prestwick. He returned to Scotland Division HQ in 2008 until his retirement on 30 September 2014, at which point Ray was the longest serving officer in the Force, with 48 years' service.

In an interview with *TalkThrough* in 2011, to mark the 40th anniversary of the MDP's formation, Ray said: "I've enjoyed my time in the MDP and have endured both happy and sad occasions. I believe the job is what you make it."

Ray's funeral took place on Thursday 25th April, near his family home in Ayrshire.



Photograph:
Sgt P.J. George MA ABIPP
RAF Photographer
Directorate of Defence
Communications

Protective role

An MDP Whitehall officer forms part of the protective security provided at MOD Main Building when the Secretary of State for Defence hosted a Joint Expeditionary Force meeting for several Defence Ministers from around Europe. The Coldstream Guards provided the Ceremonial Guards on the steps of the North Door entrance.