



“TALK THROUGH”

EXCLUSIVE

Interview with ACC Andrea Bishop:

“I want us to be at the forefront of our training and be seen by others as experts in what we do.”

Also inside:

- | MDP continued response to COVID-19
- | My MDP Survey 2020
- | Spotlight on Salisbury Plain

PLUS... Meet the new Deputy Hd of Corporate Services

Making change happen...

Putting our people at the forefront of a future vision for the Force

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A note from the Editor...

Welcome to the Autumn edition of Talk Through.

This issue looks back at the Force response to the UK-wide lockdown and the current recovery phase, as well as looking forward to the Chief Officer Group's plans for leading MDP over the next five years, as told by ACC Andrea Bishop in a wide-ranging interview to mark confirmation of her substantive appointment to the ACC ODC role.

We mourn the loss of two serving police officers, PCs Brenda Lawson and John Hewitt, welcome two new cohorts of recruits, follow the MDP journeys of some of our officers, take a look at the plans for fitness harmonisation across the Force, meet newly-appointed Deputy Head of Corporate Services Natalie Grenville-Smith and shine the spotlight on our recently-established complement on Salisbury Plain.

Picture: Chief Constable Andy Adams, in his mask, the 'new normal'



The show must go on...

Delivering a quality service throughout COVID-19

As the Force and the country move from responding robustly to the Coronavirus pandemic to the recovery phase, and the potential risk of a second wave, officers and staff who have been at the forefront of the MDP operation reflect on the most challenging six months they are ever likely to face.

Keeping the show on the road

Chief Constable Andy Adams, writing for *Talk Through*, addresses the qualities he has seen demonstrated day in and day out throughout the emergency – qualities of resourcefulness, resilience and plain dogged determination to get the job done.

He said: “The Federation recently used a comment attributed to me on their Twitter account. It was made some time ago but goes like this: ‘Officers and staff of the Ministry of Defence Police are the very foundation of our service and key to its success, and there is an obvious connection between our workforce and the quality of service we provide.’

“My point? What you do matters to how we, as an organisation, are seen by others. That is true whether you are in a highly visible role or supporting that delivery.

“COVID-19 has been a moment in time when my point has been exemplified by your actions: operational cops have been delivering day-to-day, we have plugged

gaps in our (and others’) services. Our back office team have established new ways of working and continue to support frontline delivery - keeping our show on the road. We have responded in the face of adversity, solving problems as we have gone along and coping with the direct effect of the virus on some of our colleagues.

“The quality of your service throughout has been outstanding and your actions have reflected well upon you individually and our Force. Once again, I thank you all for everything you have done to ensure ongoing delivery of a quality service.

“COVID-19 has not gone away and I am acutely aware of the challenges we now face with potential ‘spikes’, the risk of new ‘lockdowns’, and having, now, to establish a new kind of normality. I have no doubt that we will rise to whatever comes our way - because we have proven, once again, that we can.

“And, finally, as we approach the latter part of this year, I am very aware of the impact the preceding months have had on your family lives, with the additional pressures restrictions have brought and the inability of most to have an effective break.

“I want to just pay tribute to your support network - whether that be your families or friends, or both - for being there, to help you through a very difficult period in the history of the Force and everyday life. Say thank you to them on my behalf too. I wish you all the best.

‘No script for the response’

Head of SHEP Nikki Dutton has been one of those members of staff whose life has been upturned by her key role in helping to shape the Force’s response to the pandemic, as part of Op Trifling.

She told Talk Through: “I first got involved in response to pandemics about 15 years ago, when I worked in regional Government and Public Health England coordinated a national Business Continuity Exercise.

“I remember a lot of organisations we were trying to engage with at the time thought it was a bit of a waste of time and an over-reaction to avian flu and swine flu, that were in the headlines back then. The thinking was that it simply could never happen in the 21st century.

“The main learning I took from that experience, which has stood me in good stead for COVID-19, was that there would be no script for the response. Regardless of the number of times you rehearsed, you would have to rely on your own knowledge and instinct to make confident decisions and build a network of trust around you.

“When I attended the first Op Trifling strategic meeting on 20 February, I remembered that learning and it somehow still sounded quite simple as ACC Long set out the MDP strategy and his early priorities.

“However, for me the reality of quite how daunting having no script would be, hit hard when it became clear that there was a landslide of conflicting, panicked guidance regarding PPE and that even when (if) I reached a decision that everyone trusted there wasn’t actually any PPE available to be procured at the time!”

An unprecedentedly difficult time

Whilst thinking back on the enormity of the

situation and the demands on her personally, Nikki said: “The low points for me have been the immense, at times seemingly unsustainable, volume of outputs to be delivered and the loss of any sense of time. I have frequently lost track of the hour, day and even the month as I have struggled to set myself a new routine, working remotely from the office and suffering crippling self-doubt and literal sleepless nights due to the gravity of some of the decisions I have had to make.

“The illness and death of PC John Hewitt was a particularly low period, but it also reminded me of exactly why the work I am doing is so vital.”

New ways of working

Despite it being such a very difficult time, it has also been a time during which the workforce has become more united in many ways.

As Nikki said: “During COVID-19, it has been brilliant seeing how positively everyone has responded to this challenge and how close it has brought so many teams. A fundamental part of ‘recovery’ for me is to ensure the new partnerships between SHEP, Force Welfare Officer, Occupational Health, Procurement, the DPF, TUs and Frontline Ops are maintained.

“As well as the COVID-specific benefits, this new way of working has delivered a renewed appetite to break down silos and to work with greater pace collaboratively to produce staff-focused solutions.

“One of the highs of COVID-19 has been to be part of delivering rapid, novel solutions to a range of challenges that have presented themselves and having several of these solutions – including the MDP’s test and trace programme and my daily collaboration with Chief Inspr Jimmy Carr to deliver the Sitrep – being recognised as best practice by both Defence and UK policing.



Picture: 'Business as usual' at MDP Easington

"I am proud to have been able to contribute to placing the MDP at the forefront of providing a COVID-safe workplace. As well as other SMEs, I have had the opportunity of talking to the majority of the SPOs and many other staff and operational officers that I would not normally get to have a conversation with.

"It has been humbling to hear, especially from the frontline officers, the determination they have to keep delivering the MDP role to an exceptional standard, regardless of COVID-19.

The operational response

Chief Insp Jimmy Carr spent most of the six months of Op Trifling co-ordinating the operational response, as well as linking in with SHEP and other HQ departments to ensure a coherent and robust response to the pandemic.

He told *Talk Through*: "COVID started formally for me on 3 March when the Force opened a Command and Control number to record absences from the workplace for those required to isolate, owing to having symptoms. From then until now COVID has consumed my daily working life.

"Very early in the crisis, I assumed full time responsibility as support to Gold (Mr Long) to assist in delivering his strategic objectives for the Force, which in short were designed to do all that we could as a force to keep people safe and ensure that MDP delivered operations.

"This was a role which was new for me and it is fair to say that the last five months have been demanding.

"My work in support of Gold was made easier by exceptional support from Head of HR, MDP OH and, with regards to PPE, Procurement, Finance and the stores team, particularly in the early days when getting access to PPE was difficult.

"The team still meet twice a week to ensure that force PPE needs are met, in the ever-changing world of COVID and to deal with the challenges that arise when updated guidance is provided by the NPCC, after advice from PHE. I know this can sometimes be frustrating to officers, but the aim of these changes is always to protect staff and members of the community. Karen from the DPF sits on that committee too, to ensure that staff concerns can be expressed.

"It has been a pleasure to work closely with some really inspirational people, during a significantly difficult period of time. Dilly in Procurement, Nikki in SHEP, and Claire as Force Welfare Officer are just a few of those people, and in all cases their professionalism, support and desire to help has been exceptional.

"I meet regularly with Mitch and Eamon from the DPF and Paul Kemp and Steve Robinson from the Trade Unions, to ensure that open and transparent discussions can take place and to provide regular opportunities for issues to be raised, so they can be dealt with as quickly as possible.

"In fact, the highlight for me has been the good old-fashioned teamwork. Whether uniform or non-uniformed, whether in HQ or at stations, teamwork has allowed the MDP to deliver and that has been recognised at high levels within the MOD.

"I have also had significant support from SPOs who have assisted greatly in scrutinising policy and guidance prior to publication. For that help, I remain very grateful. This again recognises the real team effort that MDP has and continues to employ, in response to the pandemic.

"During the last few months, the MDP has worked extremely closely with MOD centre and other agencies, such as the NPCC and PHE and other forces such as the Metropolitan Police Service, on test and trace, PPE, face coverings and developing wider policy. Those relationships will continue.

"COVID remains a significant challenge to society and will impact on the MDP for months and potentially years to come, but as a force we should be proud of what we have done in response to the most significant issue that we have faced in a lifetime and, as a final message, I urge everyone to remain vigilant and avoid complacency."

High praise for Special Escort Group

There have been several messages of thanks to Chief Constable Andy Adams during the COVID-19 emergency, praising officers for their efforts.

One of them was from **Vanessa Nicholls**, Director General Nuclear in the Defence Nuclear Organisation, in which she said:

"I am aware of how successful delivery of the CASD (Continuous at Sea Deterrent) mission relies absolutely on the safe, secure and timely movement of nuclear materials. This is not a simple task, given the safety and security imperative, and the number of organisations which are required to work effectively together.

"I am also very aware of the significant level of activity demanded of the transport domain recently, and that the additional challenges of COVID-19 have only made this more challenging.

"The flexibility, mission focus and simple hard work of the Defence Nuclear Enterprise transport capability (the DNO Nuclear Transport Operations Group, the Special Escort Group MDP, R Sqn 43 Cdo FPG Royal Marines and our key transport and support partners in AWE) has not gone unnoticed during this period.

"I would therefore like to formally recognise this excellent effort and the success of the operations you have all delivered recently and pass my personal thanks to all involved. Well done and thank you to all."

Interview with ACC Andrea Bishop

Written by:
Norman Hicks



ACC reflects on her first year in office

After almost a year as Temporary Assistant Chief Constable (ACC) Organisational Development and Crime (OD&C), Andrea Bishop was appointed into the substantive role in March. Last month, *Talk Through* caught up with her for a socially-distanced interview, to find out what her impressions have been of the Force since she arrived last year from Kent Police, and how she sees MDP's future, post COVID-19 and the impending HQ move to RAF Wyton.

TT: We began by asking 'Ma'am Bishop', what had been the highlights of her first year in the MDP's Chief Officer Group.

She said:

AB: "For me there have been a number of highlights. When you have been in another Force for several years and move to a completely new organisation, getting to know and meet new people takes some time, but it has been fantastic, and I've really enjoyed that part.

"There have been so many interesting stories and I have met so many fascinating people within the MDP; it has been informative and thoroughly interesting from my perspective. I have heard about a range of work that has taken place within the MDP, for instance work that has been carried out overseas historically, work that has been carried out with different partners and customers and then how

we continue to take on new and exciting work, continuing to build on those firm foundations. It has given me a good overview of the different experiences that officers have, some of which are totally different to my own.

"All this has helped in my own mission to understand MDP in a much better way and also to meet the people and get out on the ground.

"I had some great experiences going out on the RHIBs and the boats in Scotland and down in Portsmouth, gaining an understanding of some of the tactics, and what's expected of them, as part of the unique policing that they provide. That was a great day and they even entrusted me to control the launch!

"Another highlight has been the amount of work that has been done around bringing in new recruits. I feel really proud when the pass-out parades take place.

"We are constantly evolving and developing the training to make sure that those coming through are given the best training, preparing them for their new roles out at the stations. It's a great occasion and when the military bands play it just adds so much to the event.

"Sadly, COVID-19 has meant that we haven't been able to do the parades in quite the way we would like, so we have been working on how we can continue to make them special for people. Hopefully in time we can get back to the pass out parades where family and friends can attend and see what their loved ones have achieved. Every officer recalls that day, so we want to continue to make it special, as best we can.

"I've also been carrying out my Gold Commander responsibilities, such as when we supported the Metropolitan Police in relation to the Extinction Rebellion protests in central London. We made sure that we had got the capability and the response right, and I saw at first-hand, during the operation, some of the really capable and talented officers and staff we have got within MDP"

"In September 2019, I had the chance to go to DSEI at the London Excel Centre, which is a biannual exhibition for all Armed Forces across the world. It is a massively impressive thing to go to, and the fact that we were running all of the security there gave me a

really good opportunity to see those staff who were working there over that period of time."

"Firearms training and delivery has also been a compelling feature. The work that goes on to ensure slick and efficient delivery to all officers, thereby making sure capability is healthy is a big ask, but I am really pleased and impressed with how that is done by the teams.

"Of course, it would be remiss not to mention Crime Command and how I have seen the workload that they take on, with what is a small group of trained detectives dealing with serious and complex crimes and playing their part in the achievement of some fantastic results."

TT: MDP prides itself on being a 'Force with a difference'. How have you found the transition from working in a Home Office Force to being part of the Defence community?

AB: "Firstly, I totally recognise and acknowledge that we offer a very unique service in terms of what we do and we are in a unique position in terms of our colleagues in the Home Office. We have got differences in terms of the way that we police and the fact that we are serving and working alongside the Defence community.



Picture: ACC Bishop with new recruits at a graduation in February 2020

“Whilst we are not answering 999 calls in the same way that our Home Office colleagues do, we have got massive similarities in terms of the expectations of what policing should look like and how the public see us and what we deliver. So, whilst there are differences, there are also many similarities.

“More and more we are seeing a lot of MDP support going out to other Forces that operate in the areas where we have stations. I think this is important, as that support assists officers to develop and experience all types of policing, but at the same time we have to make sure that we are delivering what is expected to Defence.

“This has been something that I have had to wrestle with and understand more, and there are still lots of areas where we will need to continue to develop. I include in that, Command and Control and our response generally, and the bit I am looking forward to specifically is the management and supervision at senior level and how that is handled across the Force.

“One of the main differences with a County Force is that they have much more autonomy than MDP, which is clearly part of a much wider organisation, so we are a small cog in a massive machine. Understanding our place in that has been something else that I have had to adapt to and understand.”

TT: How do you see the new Strategic Development and Change Department contributing to MDP’s future policing style and purpose?

AB: “This is part of the Deputy Chief Constable’s portfolio, but it is a department that will benefit the whole Force. We have already seen results and lots of activity from the department, such as their role in the creation of this year’s Business Plan and their ongoing work on My MDP Survey.

“That fits very neatly into my area of business, because the staff survey has a real relevance around leadership development and feedback from staff is essential. We must listen to that and ensure and encourage that we have got a fair and open working environment.

“The staff survey will give us a lot of useful feedback on what we should be doing and in my role as the lead for OD&C, the task I have is to re-purpose and lead the drive to further professionalise our leadership, to ensure that we meet the national standard.”

TT: What factors are likely to impact on the future operational capabilities of the Force?

AB: “I think that the first point to make around operational capability, is the impact that COVID-19 has had on us. It has created opportunities and it has made us think differently, looking at how we can use technology in a better way and how we can make some changes to how we deliver our services.

“We have looked at technology in terms of how we can deliver courses remotely and, from an OD&C point of view, we really need to exploit that. We need to make sure that we are constantly evolving and using the best technology that we can, whilst understanding the framework that we are working within.

“The other thing that has come to the fore and that is important for the Force to understand, is that customers really value what we are doing and have said that they are really pleased with what and how we continue to deliver, commenting on the very professional way that we have responded to COVID.

“From an operational capability point of view, looking across all operational, front line and back office functions, it goes back to this point of ensuring that we are professional and that we are performing to the national standards and have strong leadership throughout.”

TT: The COG is soon to roll out its five-year plan. Where do you and the other Chief Officers want the Force to be in 2025?

AB: “In the five-year plan, the biggest part for me is the people. The MDP has got a very strong history and, as I’ve said at the beginning, there are some really experienced people, officers and staff alike and we really

need to recognise that.

“We have also, over the last year recruited a huge number of new entrants, with 320 this year alone. For me, it is about harnessing new talent, driving new innovation and making sure that all of that fits neatly into our purpose and enhances our role and our service delivery.

“We also need to recognise how Defence has changed and how the threat has evolved. We need to make sure that we are adapting, understanding that evolution if you like, and making sure that what we are training is keeping up with those challenges. I want us to be at the forefront of our training and be seen by others as experts in what we do.”

“We have got some fantastic talent within the organisation and the recent Superintendents’ promotion process, provided a great opportunity for the candidates to showcase their abilities and to see some outstanding leaders come through.

“I am a real advocate of developing our people, caring for them and ensuring fairness within our organisation, but it is also about developing leadership skills, empowering staff and providing clear direction to deliver policing to the highest standards so that we can all feel proud to be part of the MDP.”



Picture: ACC Bishop with the Clyde Marine Unit in August 2019

My MDP

Survey 2020

Make change happen

Last October saw the launch of the 2019 My MDP Survey, in collaboration with Durham University's Policing Research Unit, with the Report and its findings being released in April this year. This survey was the first in an enduring process for the MDP which aimed to underpin successful delivery of the Force's strategic objectives, and make improvements by using a stepped approach in how the Survey process is managed. Although relatively new to the MDP, the Durham University partnership approach is currently in use across numerous Home Office Police Forces, with proven results recorded.

Results and a plan of action

The 2019 My MDP Survey sought the views of staff across twenty-nine key measures, using a 1-7 scale. The results highlighted where the MDP performed well which included: Individual-Code of Ethics Value Alignment (5.67); Public Service Motivation (5.65); and Meaningfulness of Work (5.42). It also revealed where improvements could be made. This included: Vision Clarity (4.22); Procedural Justice (Fairness) (3.37); and Access to Resources (3.29).

In response, the Strategic Development & Change (SD&C) department analysed

the findings and consolidated the areas for action into three work strands to take forward:

- Leadership Development: developing our leaders
- Organisational Tone: delivering clear communications that align with our policing purpose, from the COG, senior managers and across the Force
- Wellbeing and Organisational Support: supporting the health and wellbeing of our people

The work strands have been incorporated into a SMART Action Plan which is aimed at improving MDP staff morale, wellbeing and performance, with actions assigned to Chief Officer leads. The Action Plan was approved by the Chief Officer Group (COG) on 22 July and has the full support of the Ministry of Defence Police Committee, who have a vested interest in the benefits identified by the Plan and will scrutinise its progress. The COG are also fully invested in the Survey process and, in recognition of the importance it brings to the organisation, each Chief Officer has presented their stance and areas of survey ownership in video messages to the Force on Defnet and MDP Net.

Staff engagement

As part of the Action Plan, the Survey Staff Engagement process began on 27 July by way of virtual workshops facilitated by SD&C. These focused on circulating the key measures and results detailed in the My MDP Survey Report and specifically seeking feedback on the three work strands. To maintain momentum and develop the engagement process further, supervisors and managers were required to promote these staff engagement sessions and generate feedback, comments and observations which were fed back to SD&C.

SD&C have also established a network of empowered 'Change Agents' who will further enhance the Survey process by being points of contact at a local level.

100 Little Things

A "100 Little Things" process has also been introduced to the Force. This is an approach that has been adopted by Home Office police services including Essex Police, Hampshire Constabulary and Gloucestershire Constabulary. It aims to address, what Durham University's Policing Research Unit refer to as, 'Hindrance Stressors.' These are minor issues that cause frustration and impact staff wellbeing and performance in the workplace (e.g. poor facilities, inadequate equipment or needlessly complicated policies). It is here that the 'Change Agents' will act to address issues and provide frontline support for change.

My MDP Survey 2020

In a video message, released by Deputy Chief Constable Gareth Wilson on 22 July, he provided an overview of the 2019 My MDP Staff Survey results and explained that another My MDP Staff Survey would commence later in 2020. The launch date for this survey was 28 September and once again it is being conducted in collaboration with Durham University's Policing Research Unit.

The 2020 My MDP Survey is important for several reasons. It builds on the 2019 survey process and gives an organisational 'temperature

check'. The Covid-19 pandemic has presented the MDP with numerous operational and wellbeing challenges and opportunities, and so the Survey has provided a timely outlet for staff to have their say. It will also offer an insight into how we have performed, as an organisation, during what has been a particularly difficult period for the MDP (including our families, dependants and loved ones), our customer base and wider society.

The survey process is supported by the Defence Police Federation, and unions, PCS and Prospect, and they assisted with ensuring that as many staff members as possible were able to participate.

More information:

- My MDP Survey tile on the MDP home page on SharePoint
- Video messages from the Chief Officers on Defnet
- Regular newsletters on Sharepoint, to keep staff updated on survey activity and issues related to the three work strands
- Contact SD&C – My MDP Survey Team: MDP-SDC-GMB@mod.gov.uk



New Deputy Head of Corporate Services

The Senior Management Team at MDP HQ, Wethersfield, has been boosted by the appointment of Natalie Grenville-Smith to a new B1 post, acting as Deputy to the Head of Corporate Services, SCS 1* Justin Oliver.

Natalie, who has combined her career with bringing up two children, comes from a strong policing family history. Her father and grandparents were Constables in Essex Police and she grew up in the Wethersfield village police house, as her Dad was the local/rural beat policeman there.

She started her career with MDP in 2004 as an E1 Control Room Operator, in what was then called the MDP Central Control Room, now FCIR, rising through the grades mainly via roles in Finance and HR, including a spell as an HR Business Partner for HM Prison and Probation Service in London.

The new role

Of her current role, Natalie says: "I think Civil Service Reform is a key aspect – 'A Brilliant Civil Service' is looking to deliver improved outcomes, effective leaders, skilled people and a great place to work.

"To deliver on that vision, I have a strong focus on governance and reviewing and refining the Corporate Services operating model, ensuring it is supported by clear business planning and management of

risks to deliver high performance from each department within the portfolio.

"Corporate Services has a vast array of functions and we continue to support and enable operational policing, whilst delivering on some of the largest projects in MDP. Our people are vital to our success and it is important that we recognise their value and contributions."

A focus on our people

With her background and experience in HR management, Natalie is focused on ensuring that staff are enabled and empowered to progress in their careers and be the best they can be, in an inclusive working environment where they can be themselves.

She said: "I am keen to support learning and development of staff and the opportunity to study towards professional qualifications. The professionalisation of Corporate Services will invest in our people, develop key skills and continue to support the delivery of specialist policing.

"COVID-19 has assisted the modernisation of working arrangements and use of flexibilities, however we need to continue to strengthen our knowledge and develop our use of modern tools and ways of working, reducing reliance on paper files and developing SharePoint tools.

“Our people are vital to our success and it is important that we recognise their value and contributions.”



"There is lots of exciting work in the HR arena, including the development of strategic workforce planning to support the Force and facilitate financial planning, and the accurate demand planning of services such as learning and development and procurement of clothing and equipment.

"I am keen to encourage collaborative effort between HR and OCC, covering all aspects of People, including the development of effective leaders.

"I am an advocate of Talent Management and Career Pathways – attracting, identifying, developing, engaging, retaining and deploying individuals who are high potential candidates, to support staff to make informed decisions when choosing a career direction.

"Career Pathways look to balance organisational and individual needs, provision and cost of training and return on investment, with the aims of retaining experience and offering new career development opportunities, operational resilience and flexibility, stability and rotation.

"I fully support our focus on diversity and inclusion, attracting and retaining a diverse workforce, developing an inclusive culture where all staff can experience a positive work environment where they can fulfil their potential. The staff networks will be key to the development of our D&I strategy and we are keen to hear their voice and develop our policies, processes and initiatives."

CAREER HISTORY

- 2004 - Joined the MOD as an E1 (AO) MDP Central Control Room Operator
- 2006 - E1 (AO) Personnel Assistant
- 2006 - D (EO) Budget Officer, MDP Finance
- 2007 - C2 (HEO) In Year Manager, MDP Finance (spent 6 years in this post, including two periods of maternity leave)
- 2013 - C1 (SEO) HR Business Partner, MOD Civilian HR (Business partnered the Ministry of Defence Guard Service)
- 2014 - Committed to the HR profession and commenced academic study in HR Management
- 2016 - C1 (SEO) HR Programme Manager, Civilian HR, working directly to the MOD HR Director in Main Building
- 2017 - HR Programme Manager role upgraded to B2 (Grade 7), occupied on temporary promotion (London based)
- 2017 - Achieved a Master of Arts (MA) in HR Management
- 2018 - B2 (Grade 7) Transforming Government Security Programme Manager, Defence Security and Resilience (London based)
- 2018 - Senior HR Business Partner, HM Prison and Probation Service (London based)
- 2019 - Loaned to MDP as Project JUTE People Lead
- 2020 - B1 (Grade 6) MDP Deputy Head of Corporate Services

... planning for HQ exit and relocation to RAF Wyton and DCPG Southwick Park

Natalie has retained the Project JUTE People Lead role and is driving forward the necessary processes and procedures to enable the successful redeployment of staff to RAF Wyton from September 2021 and DCPG Southwick Park from April 2022.

“The retention of knowledge and skills will be vital to maintaining business continuity and engaging with staff and providing information and support is important to help people make decisions about their future careers. The next 12 months will be a busy time with business areas transforming to meet future requirements, line managers supporting staff and the project team delivering on major milestones”, said Natalie.

“I believe that modernisation is key to enabling our successful transfer. That includes modernisation of our infrastructure and facilities, working practices, digital workplaces, use of technology and use of flexible working arrangements.

“We are working currently towards transferring to RAF Wyton from September next year, with training delivery transferring to Southwick Park from April 2022. This

is a particularly complex bulk transfer due to the numbers of staff affected and the proportion of non-mobile employees.

“The closure of Wethersfield impacts on over 300 members of police and non-uniform civilian staff. Approximately one third of Wethersfield employees are non-mobile and therefore not obligated to travel more than 60 minutes to work from their home address.

“Redeploying this number of staff is no small feat and we are well supported by Defence Business Services (DBS) and MOD Civilian HR colleagues. We are currently on track to deliver to the planned timescales and are working closely with staff to understand their position and preferred outcomes. We are also working closely with the Defence Police Federation (DPF) and the Trades Unions to support and facilitate a successful transfer.

“Change is of course a challenge for all involved, but it also brings opportunities and improvements. The decision to close Wethersfield was out of our control, but how we operate in the future is very much in our gift.”

Picture: First Initial Authorised Firearms Officer course to be run at Southwick Park in September 2019



“Despite the impact of COVID-19, it is important that our students are still able to graduate and are competent for the demanding role we carry out on behalf of the MOD.”

Chief Inspector Stuart Wilson

Welcome to the MDP family

In August our latest new recruits to complete their training received awards, during graduation ceremonies (with only students and staff present) at Coulport, for the Scottish Law class, and at MDP HQ Wethersfield, for the English Law class.

Chief Constable (CC) Andy Adams attended both ceremonies, with Assistant Chief Constable Andrea Bishop at HQ, and Mr Brian Scullion, Superintendent Royal Naval Armaments Depot, at Coulport. Awards were presented to:

- PC Colin Carruthers – given the accolade of Top Student
- PC David Scregg - received the Alf Hitchcock Trophy
- PC Thomas Parker - in recognition of academic achievement
- PC Mark Pickersgill - collected the Endeavour Award

During their training, students from recruits' course 05/19 raised money for Combat Stress, a charity that supports veterans' mental health. CC Adams received a cheque for £2100, from PC Joshua Cavill, on behalf of the charity.

Mr Scullion was given a special thanks from CC Adams, for his support in facilitating the training for the Scottish Law class.

CC Adams also expressed his gratitude to all MDP Operational Capability Centre (OCC) staff - including course trainers, firearms trainers and those in coordination, policy and administrative roles - for their efforts in ensuring

the continuation of MDP training, despite the ongoing challenges that COVID-19 brings.

Head of OCC Training, Chief Inspector Stuart Wilson commented: “Our recruit training has been conducted throughout the pandemic with the appropriate robust Risk Assessment Safety Briefs in place. We have had to adapt training delivery due to social distancing and this has meant using alternative locations – including Scotland for Scottish Law training, which was previously taught at MDP HQ.

“Training delivery has also changed, in that we’re now teaching the whole course together in a lecture style set up to observe social distancing, because the classrooms were assessed as being too small. Additionally, we have introduced PPE to keep our staff and students safe, whilst conducting activities where social distancing is not possible.

“Despite the impact of COVID-19, it is important that our students are still able to graduate and are competent for the demanding role we carry out on behalf of the MOD.”

Following his attendance at the ceremonies, CC Adams said: “Although a very different graduation event this time round, the ceremonies were still occasions at which each officer could feel very proud of all that they have achieved.

“For us as a Force we are also very proud to welcome these new recruits into our police family. Well done to all and we wish you the very best for your future career with the MDP.”



Picture: Ali Booker (MDP Dietitian), PC Chrissie Dinnell (MDP Lead Fitness Instructor) and Sgt Ben Brook (RAF Physical Training Instructor)

New approach to supporting officer health, wellbeing and fitness

With the requirement for the MDP to be compliant with national police fitness standards by April next year, the Force's Fitness Instructors are being given new tools to support the health and wellbeing of all officers.

The MDP has a well-established working relationship with the Institute of Naval

Medicine (INM) and has recently appointed Ali Booker as its Registered Dietitian for Health and Wellbeing.

Ali is no stranger to policing, having previously served as a Police Officer with the Derbyshire Constabulary, where she was also a Unit Fitness Instructor.

“ putting in place effective health and wellbeing support for MDP officers is a key priority for the Force ” Supt Matt Spiers, MDP Fitness Harmonisation lead

Supt Matt Spiers, Fitness Harmonisation lead for the MDP, said that putting in place effective health and wellbeing support for MDP Officers is a key priority for the Force and the latest partnership with the INM is an important step to realising this intent.

The MDP has partnered with the INM to implement a programme of enhanced professional development for Fitness Instructors: this is called the Defence Health and Wellbeing Adviser (DHWA) course.

The DHWA is a Level-4 Association for Nutrition training package, specifically designed to prepare Physical Training and Healthcare practitioners to provide health behaviour change support in Defence. It provides trainers with the knowledge, skills and tools to deliver the Defence Occupational fitness programme (DOfit), which is a best practice health behaviour change support programme, developed in partnership with Public Health England (PHE) to support Service personnel.

The DOfit approach has been specifically modified by the INM to provide flexible, person-centred support to MDP officers, which acknowledges their varied and challenging roles and responsibilities.

The first MDP volunteers to trial the DOfit Programme attended the the Operational Capability Centre at Headquarters on Monday 21 September.

Said Ali: “This was an exciting moment for the team behind its implementation, who have been working collaboratively with partners from across Defence to bring to fruition a new and innovative approach to “health, wellbeing and fitness” in the MDP.”

The team was joined by Sgt Ben Brook, an experienced Royal Air Force Physical Training Instructor, trained as a Defence Health and Wellbeing Adviser (DHWA), whose insights and experiences were invaluable for demonstrating the DOfit best practice approach.

Evidence-based programme

DOfit is an evidence-based programme that has been designed by nutrition, physical training and behaviour change subject-matter experts, and has been benchmarked against Public Health England's Key Performance Indicators for Tier-2 weight management services.

Officers participating in DOfit will learn about:

- improving their fitness progressively, potentially within the limitations of injuries if relevant, through undertaking activities they enjoy
- the benefits of improving dietary quality, healthy eating and planning food intake around work and non-work routines
- where relevant, how to lose weight in a healthy and sustainable way

Since its launch in the Armed Forces in 2016, the DOfit programme has proved highly impactful, providing participants with the knowledge, skills and support to implement positive health behaviour changes.

Said Ali: “The first DOfit trial in the MDP was a landmark moment, as the Force considers the optimal approach for flexibly delivering health, wellbeing and fitness support to officers. It is essential that DOfit is relevant to the MDP and acknowledges the unique challenges for officers by putting healthy and appropriate lifestyle choices into action.”

How is DOfit delivered?

The programme is delivered by Fitness Instructors (FI) who have received the DHWA training. The standard DOfit programme commences with a five-day residential course consisting of fitness sessions, as well as nutrition and health workshops.

Participants receive regular follow-up support for 12 months. There are additional workshops during the programme, for assessing progress and providing ongoing support. Behaviour change takes time and the DOfit programme promotes an incremental approach, that focuses on the longer-term health, wellbeing and fitness of MDP Officers.

Ali commented: “DOfit builds social support by bringing together participants with shared experiences in a safe environment; this can be very empowering. The DOfit programme is not “just another diet” it provides participants with the knowledge and skills they can apply to their own personal circumstances, with the non-judgmental support of DHWA-trained practitioners.”

Some of our DOfit trial participants have commented: “I would go as far as to say this course has been life-changing, and for the first time in a long time I feel that I will achieve my goals.”

“The course really helped me, knowing that others feel like I do, we can keep pushing ourselves.”

Who is eligible to attend DOfit?

DOfit is initially aimed at Authorised Firearms Officers (AFO) due to Force’s need to fulfil its MOD Statement of Requirement and National Policing commitments such as the Strategic Armed Policing Reserve (SAPR).

It’s designed to support officers wishing to make a lifestyle change, address their weight management goals and improve their fitness in preparation for the Job Related Fitness Test.

You will be eligible if:

- You are unable to meet the fitness standard for your job role and require additional support
- You believe you are at an increased health risk due to your current body composition measure

Work is ongoing to ensure that the DHWA training for MDP FIs and the DOfit programme for MDP officers specifically meets the needs of the Force, this has involved the development team collating feedback from ‘early adopter’ FIs and officers who have undertaken the training.

DHWA training will continue throughout Autumn 2020 to ensure a critical mass of FIs are equipped to provide health, wellbeing and fitness support to officers.

Further DOfit trials are scheduled at Headquarters, which will inform a model for delivering DOfit courses at regional hubs in early 2021.

COG Endorsement

Deputy Chief Constable Gareth Wilson, Chief Officer Group lead on Fitness Harmonisation, endorses the new approach:

“By ensuring that DOfit works, we will achieve enhanced numbers of suitably qualified and capable operational firearms officers. This is essential if we are to retain our College of Policing firearms licence, which we must do to remain viable as a national police force.

“It has the added benefit of a healthier workforce with less sickness and with less officers leaving early through ill health.

“Full alignment with national policing standards, and the assurance that goes with it, is critical for our ongoing operational activity, both within our day to day role and also when we support our colleagues throughout the nation when called upon to do so.

“Importantly, we will also have a healthier workforce with through life support via our wellbeing programmes.”

If you are interested in participating in DOfit, please liaise with your Chain of Command and log your interest with the Defence Occupational Fitness Team: MDP-DOfit-DHWA-GMB@mod.gov.uk

NB: A dynamic risk assessment is in place and the course will be fully compliant with current Government and MDP COVID-19 guidance.

“The DOfit programme is not “just another diet” it provides participants with the knowledge and skills they can apply to their own, personal circumstances...”

Ali Booker, MDP Dietitian



Keeping it in the family

Proud police service record for father and son

Written by retired officer, PC Mike (Pebbles) Stone

“ On 25 October 2020 my father celebrates his 90th birthday, retired MDP Inspector Frederick Rodney (Rod) Stone. Born in 1930, he recalls seeing searchlights over Reading looking for WW2 German bombers, and how he'd walked to Woodstock from his home in Upper Basildon, Reading, to hear Sir Winston Churchill speak as the war finished.

My father, Rod, carried out his National Service in the RAF Police, from March 1949 to Sept 1950. This taste of “Policing” obviously stayed with him as he joined the Air Ministry Constabulary in February 1951. Until his retirement in 1988, he served at various stations: Met Office Pease Pottage, USAF HQ South Ruislip, RAF stations Aston Down, Central Flying School Little Rissington, Digby, Chilmark, REME Ashchurch, RSRE Malvern and finishing at Central Area HQ RAF Stafford, rising to the rank of Inspector.

Constable 224 Stone started at No3 Maintenance Unit, RAF Milton.

In April 1953 he was posted to the Meteorological Office Pease Pottage, later that year marrying fiancée, Anne Sunderland, on the ‘Glorious 12th’ (August 12th for those that don't know).

Towards the end of 1958 he was posted to RAF Aston Down, Gloucestershire, which effectively closed and so he was posted to RAF Kemble and C.F.S. Little Rissington, although we remained living in the married quarter at Aston Down. By this time he and his wife Anne had five children – four sons (including myself) and a daughter.



Picture: (Front right) 1952 PC Rod Stone

In August 1962 Rod was posted to RAF Digby, Lincolnshire. Little did we know that the 1962/3 winter was just around the corner. A wartime “prefab” was not the best house to be in. We later moved into a much warmer, brick built married quarter, it was whilst here that their last child was born, another boy!!

In February 1967 we moved from Digby to a married quarter in the little village of Dinton, south Wiltshire, where my father served at RAF Chilmark, including the associated satellite sites. It was here we saw our Mum and Dad, as a couple, enjoying socialising and dancing at the Salisbury Civil Service Club.

In September 1973 following promotion, we moved again, this time to REME Ashchurch, Gloucestershire, where he was the Senior Police Officer (SPO), covering other local stations. In 1979 he was posted to RSRE Malvern, Worcestershire and remained there until his posting to Central Area HQ Stockport

and then when HQ moved, to RAF Stafford. He retired in 1988, taking Approved Early Retirement, joining the Retired Officers' Association and attending several of their Annual Meetings. In 2013 Mum and Dad celebrated their 60th wedding anniversary with an extended family gathering, and he now spends his days at their home in Bromyard, Worcestershire looking after our mother and himself.



It is testament to our father that four of his sons joined the "Services", for my part it was initially the RAF, enlisting May 1979, before following his path into the MOD Police in May 1985.

During my initial interview with Supt Hutchinson at, what is now Central Support Group, Bicester, he rang Supt J R (Bob) Williams at the then A&AEE Boscombe Down, saying that he had a young man who he thought would fit in well there, and so my career began in the MDP.

I spent the first 12 months at Boscombe Down, learning from the 'old boys' (no women at that time) the 'job', walking around the buildings, checking doors and windows, checking passes, and learning about the 1500-acre airfield and airfield duties. I quickly received the nickname of 'Pebbles' from one of my shift members, and it stuck.

After my probation period was complete in 1986, I volunteered for dog handling duties and having completed the course at Melton Mowbray, I returned to Station with my first Police Dog Luke, who after about 6 months, while I was off duty;

unfortunately put the duty handler off work for 3 months, by biting him badly on both hands.

The dog was quickly returned to Melton for 're-programming'. For 16 years I was a Dog Handler and had three dogs during my time, all who have performed that role, know it is very special relationship between man and dog. My last dog, Shane, retired home to my wife and I for his last days, I returned to 'normal' station duties in 2002.

The MDP complement was gradually reduced from aprox. 50 Officers, Senior Officers and Constables over the years, to finally a Sergeant and 10, until on March 31st 2013 we were completely removed from the now Qinetiq Boscombe Down.

Following 'post-mapping', I was relocated to the Defence Academy UK, Shrivenham. This complement was also removed in Dec 2016 and again I was 'post-mapped' to Dstl Porton Down.

On my 60th birthday, as planned, in 2018 I retired from the MDP after a total of 33 years. ”



Green Class 5/1985
Rear Row: 1. 2.Harry Horton 3. 4.Dave Hatton 5.Ginge Mattocks 6. 7.Mark Hanvey
Centre Row: 1. Adam Teasdale 2. Mike Stone 3. Dave Tapner 4. 5. 6.Chris Reine Ellerker 7.
Front Row: 1.Karen Williams 2.Sue Walton 3.PS Ron Southall 4.Debbie Rees 5.Eileen Pratt





JOINED UP POLICING KEY TO SUCCESS

Regular joint operations with Wiltshire Police Rural Crime Teams and close working with all other principal stakeholders, including the Army and the Defence Infrastructure Organisation have been key to the success of the MDP complement at Salisbury Plain Training Area (SPTA).

Established in June last year and based in their own accommodation at Westdown Camp, the team, led by SPO Sgt Alan Swanwick, covers the entire training area at Salisbury Plain. This amounts to some 300 square miles of largely open terrain, with around 200 miles of byways criss-crossing the landscape, used principally by the Army for battle training and including live firing ranges.

PS Swanwick told *Talk Through*: “Our officers deal with a wide range of crime, ranging from road traffic offences on byways to rural crime, such as hare coursing and poaching. Hare coursing is illegal in the UK and anyone convicted can be fined up to £5000. It’s popular in places like the Plain because of the terrain here.

“We have got two qualified wildlife crime officers, trained to Home Office standards and they contribute to seminars and conferences regularly, as well as taking the lead on rural crime investigations on the Plain.”

In a busy first year, the MDP SPTA team has issued more than 300 fixed penalty notices, for offences of no insurance, driving whilst under the influence of drugs, and driving a stolen vehicle or one with no valid MOT certificate.

The team have also seized 28 vehicles, again for a mixture of offences, but generally for no insurance, tax or MOT, and have been required to attend three unlicensed music events.

Speeding and driving without a valid driving licence, road tax, insurance or MOT are some of the most common motoring offences being picked up by the team, as many drivers think those legal requirements do not need to be met, when driving on the local byways. They are mistaken: the same legal requirements apply.

Alan said: “Without a driving licence, tax, insurance or a valid MOT people could be stopped, receive a fine and have their vehicle seized.

“We recently seized a motorbike from the owner, who was riding in the training area, with no insurance, but you must have insurance to ride these bikes. They also need number plates, as one rider found out when we stopped him at Tidworth for failing to display a rear number plate. He was fined £100.

“In another incident we seized a van that was being used to transport motorcycles when we discovered that the driver had no insurance. He was also issued with a fixed penalty notice for driving elsewhere other than a road!”

Joined up working with other policing and security partners is also an important aspect of the MDP SPTA team’s work.

“We conduct regular joint operations with Wiltshire Police Rural Crime Teams, targeting offenders on and off the Plain, and we work closing with military Training Safety Marshals (TSMs) who operate in the training area” said Alan.

In a recent development, the TSMs took delivery of a number of Unmanned Air Systems (UAS), or drones, which they are using to help maintain a “Safe Place” for the Armed Forces to train. Both MDP and Wiltshire Policing operations have benefitted from the information passed to them by the Marshals.

SENIOR Police Officer at MDP Salisbury Plain, PS Alan Swanwick, was first posted to the SPTA on detached duty at the beginning of October 2018, in order to set up the station and carry out local liaison with Wiltshire Police and other agencies.

Before taking up his current post, Alan served with the MDP at HMNB Portsmouth, Bordon Garrison, APT/DSG Gosport and CSG Aldershot and Salisbury Plain.



The work of the MDP SPTA team, with messaging to both deter and inform on issues such as driving offences and hare coursing, regularly features on the Force Facebook and Twitter pages.

Follow us and search #MDP_SalisPlain and #MODonthePlain to find out more.



NEXT: BLACK HISTORY MONTH>>

Black History Month

...celebrating a shared experience

OCTOBER marks Black History Month, the annual commemoration of the history and achievements of Black people in the UK, and acknowledges the struggles they have had to endure to make their voices heard.

This year those struggles have been put into even more poignant perspective, following the death in America earlier this year of George Floyd.

The theme for this year's Black History Month was "Dig deeper, look closer and think bigger". MDP's contribution to celebrating the 2020 event included a social media campaign, featuring officers from different ethnic backgrounds, speaking about their experiences.

It was launched by ACC Andrea Bishop, MDP Race Champion, who said:

"In the MDP we support and celebrate Black History Month and recognise

that it is not just a time for looking back, it is a time for looking at 'the now' and looking forward. It's a time for us to continue to review, reflect and learn together from history and to be clear that we all have a responsibility to stand up to racism and discrimination.

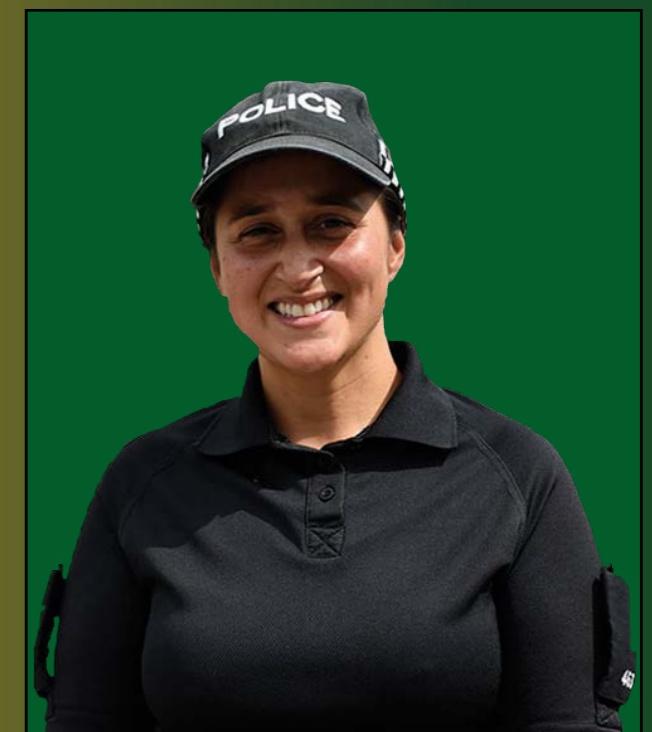
It is also a time to reflect on the value everyone brings to our organisation and for each of us to think about whether we're doing all we can to make sure that ourselves and our colleagues feel comfortable, confident and included at work."

Feroza, PC Authorised Firearms Officer

"This October, in the UK, we have celebrated people of African and Caribbean descent, exploring their contribution to our shared history. The stories of strong, successful, inspiring people, who have made a difference, promote inclusion and provide important lessons for the future. This is what Black History Month is all about.

It is also about remembering inspirational people from our own histories. My mother is a personal inspiration for me. She was part of the 'Windrush Generation' and, as a teenager in 1960, travelled for over two weeks below deck on a freight ship from Trinidad and Tobago to England, in search of a better life. She became a nurse and my dad was one of her patients. The rest, as they say, is history . . . !

Recognising and understanding our individual differences - who we are,



where we have come from and what we aspire to be - is what creates a real culture of inclusion. This means something to us all, every day, whatever our backgrounds and experiences. Inclusivity makes a difference to individuals and organisations, by helping people feel respected, valued and empowered to be their best self and to succeed. Inclusivity matters."

BLACK HISTORY MONTH CONT'D >>



Iverton, PC Authorised Firearms Officer

“I’m currently undertaking my initial training at MDP HQ and, so far, my journey to join the Force has been a great experience with such great people who have really supported me and made me feel very much

welcomed into the MDP Family.
I feel that more can be done to improve diversity in policing, and I’m very pleased to have the opportunity to take positive action with the MDP Race Network, to help make those changes happen.

I’m looking forward to completing my training and progressing in my police career, where I will be able to engage with the communities we protect, whilst working in such an important role to support national security.

I also like the idea that I can do my small part in helping MDP be truly representative of the communities and country it serves. I am proud to be a Black, gay policeman and feel very proud to be an MDP officer.”

Kerrie, Special Escort Group, Chief Inspector

“This October, Black History Month is a great way to remember and appreciate the positive impact Black people have had on our culture in the UK and to recognise how, through diversity and inclusion, we can continue to grow stronger.

Being of mixed-race, I’m fully aware that if it wasn’t for the progress made by Black people before me, in tackling racism and promoting understanding and acceptance, I may not be in the position I am now in my policing career.

One of my Black History Month idols is Rosa Parks, a strong Black female, who was brave enough to stand up for what

she believed in, by fighting inequality. In policing, helping the public and treating people equally is at the core of what we do.

I will always keep those values at the forefront of my work, and I will strive to carry out my role with the same strength and determination that was shown by Rosa.”



Princess, MDP HQ SHEP Claims Manager

“Now is a good time for us to look back at Black history and to approach topics that are often considered as things that we shouldn’t talk about and, we should not just talk about those things, we should actively play our part in making a difference in our



communities and at work, to embrace inclusivity for all.

I am of the view that we won’t all understand everything about one another and every aspect of society, but that doesn’t give anyone the right to make someone feel less of a person because of their differences.

That applies to all differences, not just race. Part of our role in the MDP Race Network and the other Force networks is to provide opportunities for conversations and learning, to break down any barriers through lack of understanding or awareness and to empower people to feel confident about being their true selves at work. Black History Month is a time to be vocal, to be bold and to come together and learn from one another.”

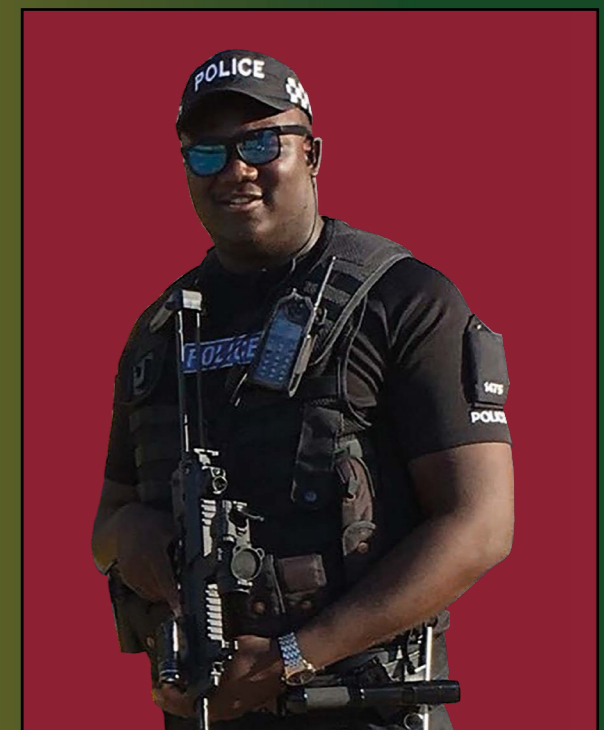
Moses, PC Central Support Group

“When I was at Primary School, for a couple of years I was the only Black male in the school and it was an everyday challenge, feeling that I had to hold my tongue when faced with racist remarks and behaviour and feeling that I couldn’t really speak up about it because of the vast lack of education about racism at the time.

I now feel a strong sense of duty and responsibility to play my part in helping to educate people about racism and to address injustice and prejudice.

In my view, unconscious biases come from a lack of understanding and we therefore need to have open and honest

conversations to better understand all our differences and to be truly inclusive.”



BLACK HISTORY MONTH CONT'D >>



Growing up I didn't think a job in policing would be right for me, it isn't seen as a career path parents from Asian backgrounds see their children taking. However, my father was my inspiration, he encouraged me to join the police and gave me his full support. He was so very proud of me and happy to tell the community that his son was a Police Officer.

Inti, PC Authorised Firearms Officer

"Racism was something I dealt with from primary school onwards, name calling was the norm. On one occasion I remember being asked by a teacher how I must be used to the hot weather as I have Pakistani roots, even though I was born in England and had never visited Pakistan.

I have been with the MDP for over 15 years now, and to this day I still receive calls from families asking me to talk to their sons or daughters who are interested in joining the police. I love my job and feel I have a personal responsibility to challenge people's perceptions about the police, and share the opportunities and experiences I have had to better myself since joining, and the exciting roles I have done and carry out now."

Patricia, MDP Occupational Health Lead Clinician

"The theme for this year's Black History Month is 'Dig deeper, look closer and think bigger' and for me that message is at the heart of what we can all do, to contribute to positive action and cultural change. Although actions speak louder than words, sharing lived experiences to open up conversations on race is a really important way of helping people better understand one another.

For diversity and inclusion to be genuine and meaningful, the focus

must not only be on talking about issues and creating policies and processes: it's about recognising, celebrating and embracing all of our differences together."



Flashback Feature

Earlier this year, as Black History Month 2020 was approaching, *Talk Through* asked Feroza to reflect on her experiences when she attended the official launch of last year's event, held at RAF High Wycombe.

She said: "It celebrated the history of black people in Britain and their contribution to all of our shared history. The aim of the event was to also inspire people, whatever race, or ethnicity, to be ambitious and provide practical advice on achieving their career goals.

"Chief of the Air Staff, Air Chief Marshal Mike Wigston CBE, welcomed us to the event. He said that, in 30 years of service, he could honestly say this was the most diverse armed forces and Ministry of Defence audience he had ever been part of, or ever addressed, which was a fantastic reflection on what the networks had done to bring together the launch of Black History Month 2019.

Feroza continued by saying: "The first and second world wars included many service men and women from the Commonwealth and those of black descent in Britain, who volunteered and fought for the freedom we enjoy today.

"Fifteen thousand soldiers from the West Indies' Regiments won 81 medals for bravery during the first world war, and 55,000 men from Africa fought during the first world war, whilst hundreds of thousands of others carried out vital roles of carriers and auxiliaries. It is estimated that 10,000 of them were killed and African troops were awarded 166 decorations

for bravery.

"Over a third of the people aboard *Empire Windrush* were service men and women coming back from leave. This began an influx of people from the Commonwealth travelling to Great Britain for jobs and a better way of life. This 'Windrush generation' spanned well into the 1970s.

"My mother was among them, travelling from Trinidad and Tobago in the Caribbean, to England in 1960 to become a nurse, where she met my dad who was one of her patients.

"At the launch event we heard personal and inspirational stories from the speakers surrounding the following topics:

- What are the challenges faced by today's leaders?
- How can we empower ourselves to reach the summit of our organisation?
- What are the barriers to achieving success and what can we learn from them?
- What are the unhelpful attitudes in Defence and how can we overcome them?
- Does culture matter and how can Defence build an inclusive culture?
- How does diversity make us better at solving challenges across Defence?



“Opening remarks came from Cat Little Senior Civil Servant, who at the time was the MOD Race Champion & Director General for MOD Finance.

“Keynote Speaker Nicola Williams, Service Complaints Ombudsman, spoke about her own experiences in the MOD and led a discussion on how the Department could do more in recruitment, retention and talent progression, so that we better represent the society that we are here to defend.

“The special guest speaker was Linbert Spencer OBE, who is an international consultant, trainer and coach. He was born in Jamaica and is a former professional actor, international athlete and a television presenter.

“He is also a member of the Salvation Army, which is where I met him over 30 years ago! It really is a small world!

“Linbert was a truly inspirational speaker on:

Equality...everyone getting an invite to the party

Diversity...everyone turning up

& Inclusion...being asked to dance, more than once!

“A culture of inclusion enables the individual to make a difference. Inclusion is feeling respected, valued, safe and trusted, having a sense of belonging and being able to be our best self and do our best work.

“It is important to understand who we are and where we’ve come from. In terms of what it means for each person and for the organisation, it is vital to think not only about our history, but also our progression both collectively and as individuals and understand what we need to do to get there.

Feroza concluded by saying: “I was very pleased to attend the event at High Wycombe last year. It was a great experience, exploring the rich history of the Black and ethnic minority military personnel that have helped to shape the future of this country. This provided a rich, vibrant and enlightening backdrop to Black History Month 2019.”

BLACK LIVES MATTER



Nationwide protests in the US over the death on 25 May of George Floyd, 46, an African-American man in police custody, led to widespread protests in the US and the worldwide Black Lives Matter campaign.

Mr Floyd died after being arrested by police outside a shop in Minneapolis, Minnesota. Footage of the arrest shows a white police officer, Derek Chauvin, kneeling on Mr Floyd’s neck while he was pinned to the floor. Mr Chauvin, 44, has since been charged with murder.

Message from the MDP Race Network

Following the tragic incident, the MDP Race Network issued to the Force, the following statement:

“The Race Network members of Ministry of Defence Police stand with those who are appalled at the death of George Floyd.

We send our heartfelt condolences to his family and friends for his treatment, and the way he died.

As police officers we want to protect life and preserve the peace; this did not happen in Minneapolis. The actions of the officers involved disgusts us and goes against everything we stand for. It is imperative they are held accountable for their actions and brought to justice.

Nobody should be treated in such a manner by those employed to protect and serve. In the UK we police only by consent. The Race Network here within the Ministry of Defence Police does not see colour, but humanity as a whole. We are all members of one race: the Human Race. The pigmentation of our skin does not determine our worth as human beings.

There is no place for racism. It will not be tolerated within our communities or our organisation. Now is the time for all our communities to come together to stand against this, however we would urge for this to be done peacefully. The brutality of George Floyd’s treatment does not justify the violence we have seen in protest of this incident.

BLACK LIVES MATTER CONT'D>>>

There is no gene for racism. This is learnt and anything we learn we can unlearn.

love comes more naturally to the human heart than its opposite” (Nelson Mandela 1994)”

“No one is born hating another person because of the colour of his skin or his background or his religion. People must learn to hate, and if they can learn to hate, they can be taught to love, for

Until #Blacklivesmatter, all lives cannot matter.



UK Police stand with those appalled by George Floyd death

Chief Constables from forces across the country, the chair of the National Police Chiefs’ Council, the chief executive of the College of Policing and the President of the Police Superintendents’ Association also spoke out following George Floyd’s death and subsequent protests.

in communities to prevent crime and solve problems. Officers are trained to use force proportionately, lawfully and only when absolutely necessary. We strive to continuously learn and improve. We will tackle bias, racism or discrimination wherever we find it.

They collectively said: “We stand alongside all those across the globe who are appalled and horrified by the way George Floyd lost his life. Justice and accountability should follow.

“Policing is complex and challenging and sometimes we fall short. When we do, we are not afraid to shine a light on injustices or to be held to account.

“We are also appalled to see the violence and damage that has happened in so many US cities since then. Our hearts go out to all those affected by these terrible events and we hope that peace and order will soon be restored.

“The relationship between the police and the public in the UK is strong but there is always more to do. Every day, up and down the country, officers and staff are working to strengthen those relationships and address concerns. Only by working closely with our communities do we build trust and help keep people safe.”

“In the UK we have a long-established tradition of policing by consent, working

STOP RACISM



Pride 2020

Although the global COVID-19 pandemic meant that many Pride 2020 events had to be postponed or cancelled in June, MDP officers were encouraged to join the virtual celebrations.

or negative bias from other people in their community.

ACC Dave Long, MDP LGBT+ Champion, said: “During the current pandemic response everyone has united to prioritise the health, safety and well-being of colleagues, friends and family and, from a policing perspective, the communities we serve.

“In the MDP, I want all LGBT+ colleagues to feel confident to bring their best efforts to the fore and contribute to our service delivery in the communities that we serve professionally and with pride. Remember – it’s about #YouMeUsWe !”

“Pride 2020 is a time to virtually come together to remember and celebrate the progress made on gay rights since the Stonewall riots in 1969. It is important for everyone to be able to be themselves without fear of discrimination

MDP LGBT+ Network

If you work for the MDP and would like to join or learn more about the MDP LGBT+ Network, or speak to members in confidence, contact MDP-LGBT-Network-Group@mod.gov.uk



Be Kind to Your Mind

Mental Health Awareness Week 2020

Now more than ever, we need to be kind to ourselves and kind to each other.

In the MDP this theme was taken up across Mental Health Awareness Week (MHAW), in May, when Mental Health First Aiders held socially distanced drop-in sessions at sites across the Force.

The week also provided an opportunity to promote the MDP's COVID-19 Health and Wellbeing booklet, created to assist in providing access to toolkits and guidance which promote good mental health and healthy living. The booklet signposts a wide range of vocational organisations and national support networks available to all and, more specifically, available to those who work in policing.

As ACC Bishop and ACC Long explain in the Foreword:

'Whether you are continuing to work, caring for loved ones, coping with the demands of home-schooling children, or dealing with an increased level of anxiety about your own personal wellbeing, you won't be alone.'

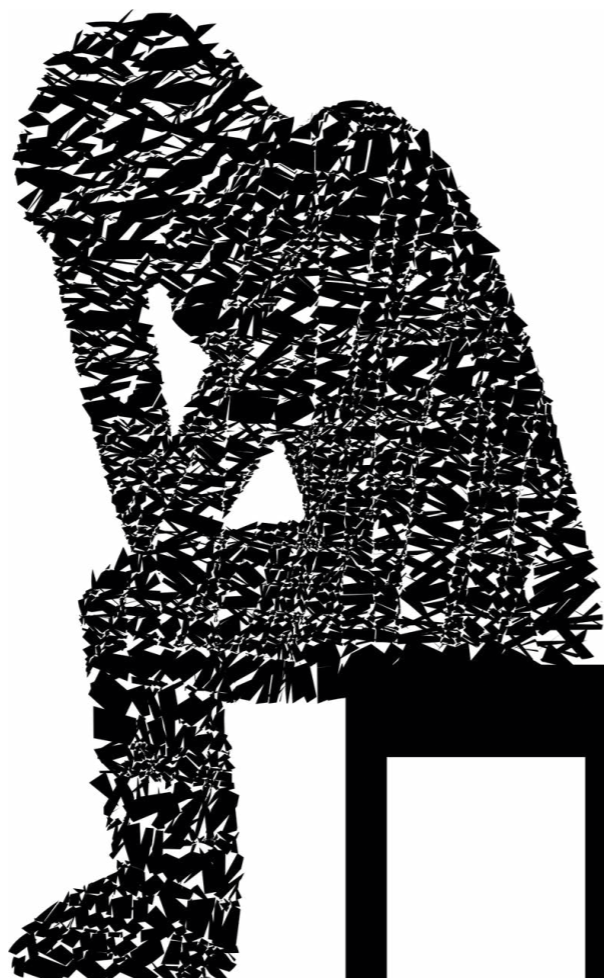
The MDP and its staff have always adopted and displayed a 'can-do' attitude, but it is important to remind ourselves that, as well as delivering the operation, we all need to be there for each other and provide support and access to help available.'

The MDP Health and Wellbeing Booklet is supplementary to information available on the

wellbeing page on the Coronavirus portal, on Defnet and Defence Connect, and all staff are encouraged to access it, to make use of the wealth of guidance provided.

Further signposts to articles on the Defnet homepage and advice from relevant organisations and initiatives - including Oscar Kilo, HeadFIT, NHS - Every Mind Matters, Time to Change and Our Frontline - were shared via staff announcements and on Force social media pages throughout MHAW.

It's ok, not to be ok



MHAW also coincided with "On Air-Online" Learning at Work Week, which featured a host of digital activities available for staff across the MOD to participate in.

Minister for Defence People and Veterans, Johnny Mercer MP, commented:

'Under normal circumstances we would have the chance to talk face-to-face with peers, attend events together, share experiences and have the opportunity to connect with others across the department. This year we celebrated it entirely digitally. Despite losing the physicality of the events, there was still a fantastic range of activity going on that I hope you were able to take the time to engage with.'

'We are proving that, regardless of distance and circumstance, we can stay connected and communicative across teams and relationships - I am very pleased to hear and see that you are helping each other both personally and professionally. It is through showing this support and solidarity that we strengthen the sense of community and our workforce and alleviate some of the pressures that we are facing.'

In a joint message to MDP personnel from the Force, Defence Police Federation, Force Welfare Officer and Trade Unions, to mark MHAW, the impact of the global Coronavirus pandemic on everyone's lives was highlighted:

'The effect of this virus will be felt by us all for many months ahead and we therefore want to ensure that everybody knows how they can access support available to them, now and in the future.'

For those who are clinically vulnerable, this

is clearly a very worrying time but, we also recognise that those who are not clinically vulnerable may nonetheless be feeling vulnerable, because of mental health or other non-clinical concerns.

For those isolating at home because of COVID-19 or for those spending more time at home and working from home, you may feel bored, frustrated or lonely.

You may also be low, worried or anxious, or concerned about your finances, your health or those close to you. This includes, those at risk of violence, those with drug and alcohol dependency concerns and those that are vulnerably housed.

We particularly recognise the impact of the coronavirus crisis on members of Black and ethnic minority communities. You may have seen press reports indicating that members of those communities appear to have been disproportionately impacted by COVID-19, in comparison to other members of society.

Research regarding this impact is ongoing, but the concern, anxiety and feelings of vulnerability that this may be having on you is acknowledged.

We want to collectively encourage and reassure all who are vulnerable, for whatever reason that may be, that support is available. We do not want you to suffer in silence.

There are groups in and out of the workplace that are there to assist. Share your concerns with your family, friends and colleagues, who will have a friendly ear to support you.

Reach out to your Line Manager, DPF, Force Welfare Officer, or Trade Union. It is good to talk.'

#MyMDPJourney

Strong response to recruitment campaign

The latest social media campaign for new recruits to join the MDP got underway in July, using #MyMDPJourney and the tagline 'Where could a career in the MDP take you?'

The campaign material focused on the broad range of specialist policing opportunities available throughout an officer's career in the MDP, with individual perspectives from serving officers – some relatively new in service and some who have been part of the MDP Family for a number of years - on their career paths in our 'Force With a Difference'.

The officer perspectives reflected on their career aspirations as a child, what they did before joining the MDP, why they chose to join the MDP, their highlights in the MDP so far and where they see themselves in ten years.

A few days before the applicant registration period opened, MDP Resourcing Manager, Michelle Kirkwood, delivered a 1-hour 'Question and Answer' session on Facebook, during which the post reached over 35,000 people and circa. 293 comments were posted.

It was clear that there was a lot of interest being generated by the campaign and that came to fruition when over 2100 expressions of interest were received during the 1-week registration period.

In the weeks that followed, the Recruitment Team were extremely busy contacting all registered individuals, to go through pre-screening questions. Once pre-screening was complete, around 1500 people were then granted access to apply.

Rich - Police Constable, HMNB Portsmouth
When I was a child, I aspired to be... a footballer and although I wasn't good enough to be a player, I went into coaching for a local football team.
There have been many memorable moments in my MDP career so far...but the most memorable was completing my initial training. During my graduation I presented a cheque, alongside CC Andy Adams, to a charity that we had raised money for during the course and throughout training there was a feeling of all being in it together as a team. It was a great experience and I met people who I'm now proud to call my friends, as well as my colleagues.
I decided to join the MDP because...friends who had joined recommended it to me, and I was interested in working for such a unique force, where I could build on my experience as a PCSO.
In ten years...I hope to see myself as a Police Sergeant.
Ministry of Defence Police
#MyMDPJourney

Paul - Inspector, Operations
Whilst at college, it was always my ambition to progress into the police service and I became aware of the MDP and started to make tentative enquiries.
In 1985, at the age of 19, I began my recruits' course at MDP Medmenham and, after successful completion of training, I was appointed to serve at RAF West Drayton in London.
During my service I've been fortunate to serve in a broad range of roles, including general armed policing duties, marine policing, working as a DC in CID (now Crime Command) and undertaking a few international deployments as well.
My proudest moment was when I supervised a team of Community Police Officers across Scotland and Northern Ireland, as they supported the Defence community whilst deployed on Operation Herrick.

Nikki - Inspector, Easington
As a child I aspired to be...a vet
My proudest MDP moment was...receiving a Chief Constable's commendation and Royal Humane Society Resuscitation Award, for helping to save a colleague's life
In ten years...I can't be sure where my MDP career will take me, as there are so many paths available but I know that whatever I do it will be a new challenge and something that is right for me, my family (three children, my partner, also in the Force)
Before joining the MDP...I studied psychology and then worked in a Student Union advice and support centre
I joined the MDP because...it offered lots of variety and opportunities to progress
#MyMDPJourney

Tim - Police Constable, Special Escort Group (SEG)
As a child, I aspired to be...a professional rally car driver
I joined the MDP because...I wanted to pursue a career in armed policing from the outset, and the unique and highly important role of the SEG was of particular interest to me
Before joining the MDP...I was an assistant workshop manager for a large automotive company
My proudest MDP moment so far was...providing armed security as part of the police operation for D-Day 75 celebrations at HMNB Portsmouth
In ten years...I would like to have achieved inspector rank, or above, in an operational command role
Ministry of Defence Police
#MyMDPJourney

Conor - Constable, Coulport
As a child...I always aspired to have a sports career.
I joined the MDP because...I felt that it was the best choice for me, and I have already had so many opportunities to develop my career, the shift pattern allows me to continue with my personal interests in playing tennis and football and, in a national force with a range of specialist units, I know that there will be plenty of scope for variety and progression.
The best thing about my job in the MDP so far...is the amazing people, that I work with...We all look out for each other and for my managers are so supportive and they had no hesitation in allowing me time to go back to Uganda to continue my volunteer work.
In ten years...I would like to see myself as a Chief Inspector...an ambitious goal I know I intend to keep on working hard to progress my MDP career.
#MyMDPJourney

Nicole - T/Police Sergeant, HMNB Clyde
As a child I aspired to be...a police officer.
My proudest MDP moments have been...when I graduated as a new recruit from Orange Class, with my new daughter watching (and dressed in orange for the occasion), which was then immediately followed by me being deployed as part of Operation Tempered, following the Manchester Arena attack in May 2017. Three years into the job, I'm now working as a T/PS, I'm a Force Personal Safety Training Instructor, as a Project Servator officer and I've undertaken specialist training represent the Force at local careers events. I'm very proud of everything that I've achieved so far.
I decided to join the MDP because...I wanted a stable work life balance and plenty of opportunities for promotion and career development.
In ten years...I would like to see myself as an Inspector or above.
#MyMDPJourney

Shannon - Police Constable, Coulport
As a child, I aspired to...work in the emergency services, but I could never decide if I wanted to be a police officer or a paramedic!
Before joining the MDP...I worked in a nursery, caring for children aged zero to five. I enjoyed that job, but I wanted to do something completely different that would really challenge me.
I joined the MDP because...it offered opportunities which I felt may have been limited elsewhere. The range of options available to specialise, and move or be deployed to different locations across the UK, really appealed to me.
My most memorable MDP moment was when I boarded the Prince of Wales. I received a lot of support from my colleagues.
Ministry of Defence Police
#MyMDPJourney

Constable Ho - Whitehall
As a child I aspired to be...a commercial airline pilot
I decided to join the MDP so that I could play my part in serving, protecting and connecting with the Whitehall community and general public, whilst making good use of my skills from working in the prison service and my cultural understanding and language abilities
My proudest MDP moment was...receiving an award, from the Chief Constable, for my academic achievements during initial training
In ten years...I'd like to be a Station Senior Police Officer
#MyMDPJourney

Jon - T/Superintendent, Special Escort Group
Following in his father's footsteps
I've been a police officer in the MDP for 30 years following six years' service in the Army. The MDP is a fantastic career and I've been fortunate enough to spend a large part of my service at AWE, including roles on shift, on the Tactical Firearms Unit, and now currently leading the Special Escort Group. I had no hesitation in recommending this great Force to my son Danny, when he was looking to join the police service.
Like my Dad, I joined the Army after leaving school, but I always wanted to join the police and applied as soon as I could after leaving the military. Whilst growing up, my family and I were so proud of my Dad and I wanted a career where they would be equally proud of me. Although I've only been with the MDP for a short time, I really enjoy it and am already considering a short time in one of the specialist units. I've already considered a few departments and I'm looking forward to starting my new role.
#MyMDPJourney

If you've applied to join the MDP or you have a question that is not answered at www.mod.police.uk, contact mdp-recruitmentenquiries@mod.gov.uk

For those candidates who are currently going through the recruitment process, you will have been assigned a Case Officer who will deal with any enquiries that you have and will guide you through each of the required stages.

Special appeal for MSA

The Multiple System Atrophy Trust is the UK and the Republic of Ireland's leading charity supporting people affected by multiple system atrophy (MSA) – a rare neurological disease with no known cause or cure.

Sgt Gill Wheeler, from the Professional Standards Department at Headquarters, recorded a special appeal for BBC Radio 4, which was broadcast in August, on behalf of the Trust.

The appeal sought donations to support the Trust's MSA Nurse Specialist service, which Gill and her husband Paul have found to be invaluable since Paul was diagnosed with this rare condition.

In the broadcast, Gill explained: "My husband Paul has asked me to speak for him as his speech is difficult to understand.

"Paul has multiple system atrophy – a cruel disease which means he's slowly becoming trapped in his own body. His speech is becoming worse, he can only walk unaided for short distances and gradually MSA is taking over every part of him.

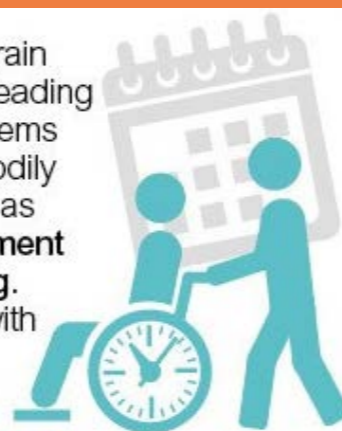
"There is no cure or effective treatment and average life expectancy from diagnosis is just seven years. No one

knows what causes MSA; it can strike any adult. Paul is one of around 3,000 people in the UK with MSA, but when we were first struggling to find out what was wrong five years ago, we felt very much alone.

"Back then Paul got a bit wobbly when he walked, and his speech became slightly slurred; he looked like he'd had too much beer. When he was diagnosed, we searched the Internet and frightened ourselves half to death about what the future might hold. Thankfully, we also found the MSA Trust. What a 'godsend'.

MSA causes brain cells to shrink leading to severe problems with multiple bodily functions such as **speech, movement and swallowing**. Many people with MSA will need

24/7 care



“There is no cure or effective treatment and average life expectancy from diagnosis is just seven years.”

Multiple system atrophy is a VERY rare condition that affects around

5 people in every **100,000**.

People with MSA may never meet others with the disease. Health and care professionals are unlikely to have ever supported someone with MSA.

“During lockdown, the nurses have continued their work, hosting online support groups and using telephone and email to give advice. They all have significant expertise which, in our experience, simply cannot be found elsewhere.”

“The Radio 4 Appeal had a tremendous result. The listeners, our friends, family and colleagues donated over £32K - Paul and I are so grateful as the Trust is a lifeline for all MSA patients and their families.

“The Trust employs MSA Nurse Specialists who support anyone affected by MSA. Our nurse has been fabulous; she speaks to us whenever we need her, providing advice on how to manage symptoms and giving us the reassurance to get out and live our lives and not let MSA define us.

“She has built Paul's confidence around his speech and helped me understand what I can expect as his carer. We can call on her any time.

In her appeal for people to help raise funds for the MSA Trust, Gill said: “Every day it costs the Trust £200 to provide one MSA Nurse Specialist; it relies upon donations entirely.”



To find out more and support the MSA Trust:

- visit www.msatrust.org.uk
- call 0333 323 4591
- email support@msatrust.org.uk

Just the beginning...



Well done PC Ryan McGraw and PC Christopher Murray, from HMNB Clyde, on completing their Certificate in Policing in September - pictured here with Supt Sandy Stewart.

...and in it for the long haul

Congratulations to colleagues celebrating 30 years' service

Amongst officers completing 30 years' service and receiving commemorative coins have been:

- PC Alan Blair
- PC Ian Burdon
- PS Iain Clark
- PC Neil McRobb
- PC David Moore (ret)
- PC Andrew Nicholson
- PC Kenny Stewart
- PC Peter Williams
- PC Colin McWiggan
- PC Stuart Torrance
- PS Hazel Brooks
- T/Insp Alister McKechnie



Movie star and producer, Tom Hardy, popped down to Regents Park Barracks in August, to present PC Kevin Crowhurst with his commemorative coin for 30 years Service.

Saying goodbye...

On 30 September MDP CC Andy Adams said farewell to Christine Lands who joined the Civil Service, as a Senior Scientist at AWE in 1981. In 2004, she changed career and joined the MDP team at AWE to work in a HR support role.



Also in September former Royal Marine, PC Brian Templeton, from HMNB Clyde retired after 30 years' service in the MDP - 21 of those were spent on the marine unit.



Well wishes were given to PC Cathy O'Neill as she transferred to a civilian post in the Control Room at HMNB Clyde.



Since the last edition of Talk Through we have also said goodbye to Chief Inspector Mel Goudie. Mel joined the MDP in 1980 at RNAD Coulport. During his service he carried out many different roles including a dog handler, training manager and Senior Police Officer. Mel has also worked at various locations including, most memorably his international deployments in Kosovo, Iraq, Afghanistan and finally Gibraltar. Mel concluded his career where he started, in the Clyde Group, this time as a Shift Commander at HMNB Clyde.

OUR PEOPLE CONT'D>>

Tob job...

BARROW OFFICERS' ACTIONS COMMENDED

Officers from the MDP station at Barrow-in-Furness have been presented with commendations for their efforts during risk-to-life incidents in the community.

PC Craig Govan's commendation was given in recognition of his actions when dealing with a vulnerable person in an area close to the BAE Systems site.

PC Joseph Coleman was commended for his actions during three separate operational incidents, including a request for assistance received from colleagues in Cumbria Constabulary.

PCs Louise Allison and John Graham were recognised for their professionalism and dedication,

whilst assisting Cumbria Constabulary during a public order incident in which an individual carrying offensive weapons was arrested.

Constable Graham was further commended for his actions when dealing with a vulnerable person.

Barrow SPO Insp Ewan Muir said: "These officers have each demonstrated great presence of mind, with professional responses in difficult circumstances, whilst demonstrating our close work with Cumbria Police.

"They have shown the MOD Police at Barrow their best and are thoroughly deserving of this recognition."

PRAISE FOR PORTON OFFICERS' BRAVERY

When PCs Ifor Williams and Kiernan Downie, from MDP Porton Down, responded to an ongoing domestic assault in the nearby village they needed all their professional skills and courage to deal with what turned out to be a serious physical assault, in which the victim suffered several stab wounds.

Their quick-thinking selfless actions have been praised by Wiltshire Chief Constable Kier Pritchard, who sent a personal message of thanks to the two officers.

He wrote: "I wanted to write to offer my thanks to you both for the professional response you provided. I know you deployed to the scene of an ongoing serious assault and will have appreciated the dangers you were likely to face from a man with a knife.

"Whilst I know we are trained to deal with violence and hostility, there are many dangers for officers attending such incidents, not least when the offender has already used the weapon. At the scene I know that the actions you took have directly saved the life of the victim . . . You have both clearly put your own concerns aside and have carried out vital actions to control the incident and safeguard the life of the victim.

"You worked seamlessly alongside officers from my force and showed the strength we have in partnership with the MOD. Very well done.

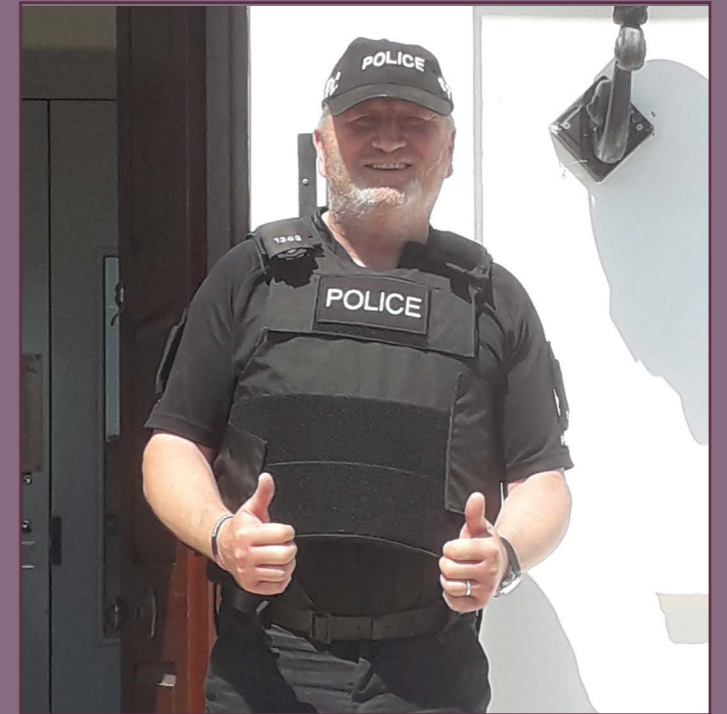
"The core mission of the police service is to protect people, often in extreme circumstances. You have both excelled against this. Once again, thank you and very well done. You should be very proud of your actions."

...fundraising achievements

PC Paul (Coco) Cocoran is pictured after walking 42.3 km / 26.3 miles (equivalent to a marathon distance), around one of the main buildings at DSTL Porton Down, finishing in 6 hours 37minutes. Coco raised £1800 for Wiltshire Air Ambulance

Coco also organised a charity walk, with over 200 people joining him, along the Jurassic Coast, covering 50 miles in three days between 16-19 September 2021. The aim: to raise over 100K in sponsorship for The Rifle Regiment Trust, Care for the Casualties Appeal

Last September Coco organised 200 Veterans to march for 50 miles over three days along Hadrian's Wall and raised over £96,000 for Rifles Care for Casualties/PTSD.



...and Royal recognition



Congratulations to Force Firearms Officer, Supt Trevor Clark, who was awarded the Queen's Police Medal for distinguished service in the delayed 2020 Birthday Honours, announced on Saturday 10 October.

Trevor has been a Police Officer for over 35 years – 32 with the Met – and was appointed as an MDP Superintendent in 2017, with responsibility for firearms capability development and training.

Chief Constable Andy Adams said he was "delighted to see Trevor recognised for the contribution he has made to policing over three decades. He is one of the most influential police leaders of his generation, particularly when it comes to police use of firearms."

Commenting on his award, Trevor said: "I am extremely honoured but also quite stunned to receive this award. I can only thank colleagues who deemed me worthy of nomination and acknowledge the many fantastic people I have worked with over the years and continue to work with today".

OUR PEOPLE CONT'D>>>

In memoriam

PC John Hewitt

On 16 June PC 3892 John Hewitt, based at Garlogie, Aberdeenshire, died in hospital, where he had been treated for the COVID-19 coronavirus.

John joined the MDP in 1990, training at Medmenham. His first posting was to HMNB Clyde where he served on 2 Section, doing detachments around the country, including RAF Fairford.

With the MDP requirement to support Op Vintage, John volunteered to become part of the initial implementation at Critical National Infrastructure (CNI) sites in Garlogie and St Fergus. John then took a permanent move and transferred to MDP Garlogie in 2008, where he worked as an ASV Patrol Officer, followed by a detached duty as Rosters Officer within Ops Support at HQ.

John was 53 years old. He is survived by his wife Maria (a former MDP officer), two sons



and a stepdaughter and stepson, but also his granddaughter Orla and grandson Anthony, whom he doted on.

On 27 June, at 0940hrs, John's former colleagues on One Section at HM Naval Base Clyde conducted a General Salute and 2-minute silence in memory of John. A pipe was sounded, and the gates closed as a mark of respect. The salute was conducted in front of the main police office.

PC Brenda Lawson

After a courageous battle with cancer, PC 485 Brenda Lawson died on Saturday 25 July.

Brenda joined MDP at Beith in June 1978, where she served until transferring to DM Glen Douglas in April 2014. Brenda was the longest serving female member of the Ministry of Defence Police with over 42 years' service, in which she served at Greenham Common, Molesworth, Northern Ireland (HMS Caroline) and Stonehenge, amongst other detached duties.

Brenda was diagnosed with cancer in 2017 and subsequently underwent treatment until earlier this year, when she moved into palliative care at Woodland View, Irvine. Brenda passed away, with her beloved daughter Ashley and niece Loraine by her side.



The funeral took place at Largs Crematorium in August and there will be a memorial service organised by the Force at a later date where colleagues can attend to pay their respects.

Team work key to successful VIP visits

On 15 October the Queen, accompanied by the Duke of Cambridge, officially opened Dstl's new state-of-the-art Energetics Analysis Centre near Salisbury and met specialist scientific staff. On hand was MDP specialist search Dog Max and handler PC 'Spot' Balshaw, who provided a demonstration of the skills they've developed in support of the fight against terror.

The Royal visitors also met staff who have been providing specialist scientific advice and support to the COVID-19 pandemic and those involved in providing a rapid operational response to the Novichok incident in 2018.

On an earlier occasion, MDP Porton Down officers welcomed the Home Secretary, The Rt Hon Priti Patel to Dstl's Headquarters where she saw and heard first-hand how its scientists are researching, developing and delivering innovations to protect not only the UK's police forces, but also UK citizens.

The Home Secretary also heard how Dstl forensic scientists provided evidence that has helped with 152 terrorism convictions between 2016 and 2019.

Meanwhile at RAF Menwith Hill, PD Polly and handler PC Hulme were honoured to meet The Prince of Wales, as Patron of The Intelligence Agencies, when he visited the Base on 12 October. His Royal Highness toured the newly dedicated Serenity Park and the operations centre, before addressing members of the workforce to thank them for the important work that they do.

Finally, PC Rob Jessiman was proud to stand together with colleagues at AFC Harrogate, during Captain Sir Tom Moore's visit as their new Honorary Colonel.





Ministry of Defence Police @MODPolice · Sep 16
 #PowerOfPartnerships #ProtectingCommunities
TVP Slough @TVP_Slough · Sep 16
 @TVP_Slough Neighbourhood Policing officers led a joint operation with @BTP and @MODPolice this morning at train stations across the borough.
 Five arrests made. Drugs, offensive weapons and a vehicle seized.
 #TVPStronghold #CountyLines #PST #P6221



Ministry of Defence Police @MODPolice · Jun 18
 Teamwork with #BlueLight colleagues at a #RTC in Tadley yesterday, when officers from our stations at the nearby @AWE_plc sites provided support to the initial emergency response.
 facebook.com/62134256497595...
 #JoinedUpWorking #OneTeam @Tadley12



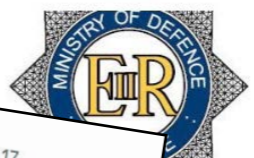
Ministry of Defence Police @MODPolice · Oct 27
 #KeepingDefenceSafe
 The @MODPolice have been helping to clamp down on crime on the South East Defence Training Estate as part of an ongoing programme to reduce illegal incursions taking place on the Aldershot, Pirbright and Longmoor training areas: ow.ly/Z8k460C2Gus #RespectTheRange



Ministry of Defence Police @MODPolice · Oct 2
 Well done to all. #PoliceTraining
C. Supt Wayne Jones @ChiefSuptStaffs · Oct 2
 Well done to the 11 colleagues who passed their @CollegeofPolice Gold Public Order Public Safety course this morning. Commanders from @gmpolice @metpoliceuk @bedspolice @MODPolice @EssexPoliceUK @ASPolice @HantsPolice



Ministry of Defence Police @MODPolice · #ThrowbackThursday
 #On This Day RN @OnthisdayRN · Aug 13
 #OnThisDay 1934 @metpoliceuk are withdrawn from their duties protecting @HMNBDevonport and all Royal dockyards during the year. Replaced by the Admiralty Constabulary which merged with Army & RAF versions in 1971 to form the @MODPolice which still protects @RoyalNavy bases today.



Ministry of Defence Police @MODPolice · Great #Teamwork PD Hanna and handler, PC Paterson from #HMNB Clyde

Police Scotland Air Unit @polscotair · Sep 19
 Assisted @AButeWDunbarPol @SArgHelenLomPol with a search for a lost youth that had got separated from his family on The Strone, Garelochhead. Youth located and Dog Unit from @MODPolice talked on to their location. @policescotland @polscotcontrol



Dorset Police @dorsetpolice · Aug 1
 Our @DorsetMarine and @RuralCrimeTeam are working with our including the @MCA_media, @SouthernIFCA, @MODPolice, @HMCcoastguard and @PooleHarbourC to educate those taking waters to stay safe.
 Heading out in the water in Poole? Stop and have a chat with us



Defence Equipment & Support @DefenceES · Jun 17
 Announcement: New £26.7m contract with @MercuryEngines to supply and maintain outboard and inboard motors fitted to the MOD's small boats fleet. The contract will support operations involving @RoyalNavy @RoyalMarines @BritishArmy @MODPolice Find out more: bit.ly/2UQmN4L



Ministry of Defence Police @MODPolice · Good job Alfie & Pete. #TheNoseKnows #MDP_PoliceDogs

RN in Scotland @RNinScotland · Sep 30
 It was great to see @MODPolice PD Alfie 🐶 and his handler 'PC Pete' 🐕 this morning at KGV dock in #Glasgow conducting a vital security sweep of the quayside before the arrival of @MarineNationale #SafetyFirst



Ministry of Defence Police @MODPolice · Oct 12
 For #NationalComingOutDay yesterday, @LGBTIPoliceScot shared coming out stories from their members, including Kieran from the MD @lgbtpolice.scot/kieran-mdp
 Thanks to all who shared their experiences. 🏳️‍🌈
 #ComingOut #YouAreNotAlone #DiversityIsAboutAllOfUs #YearOfInclusion

Scottish LGBTI Police Association @LGBTIPoliceScot · Oct 11
 Happy #NationalComingOutDay 🏳️‍🌈 Everyone's story is different, and equally valid. We have collated 6 accounts of officer and staff's personal journeys offer advice. The 1st comes from our very own Udi @lgbtpolice.scot/ciaran
 Remember it's Ok if you're not ready yet 🥰

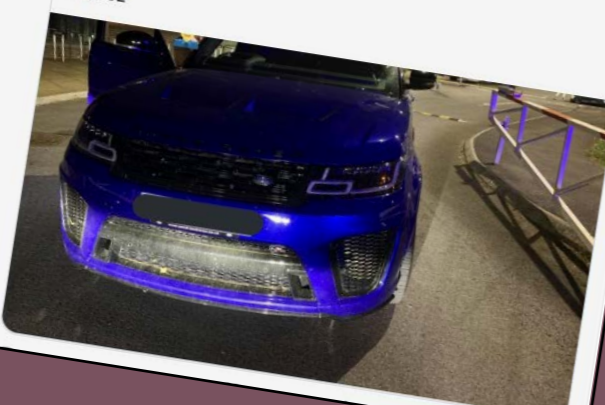
Ministry of Defence Police @MODPolice · Jul 24
 #KeepingYouSafe #PowerOfPartnerships
Harrogate Police @HarrogatePolice · Jul 24
 Today @NYorksPolice and @MODPolice worked together on #ProjectServator We deployed vehicle check points in various locations including Harrogate AFC. Working together to keep you safe! #TogetherWeveGotItCovered #ActionCountersTerrorism @BritishArmy



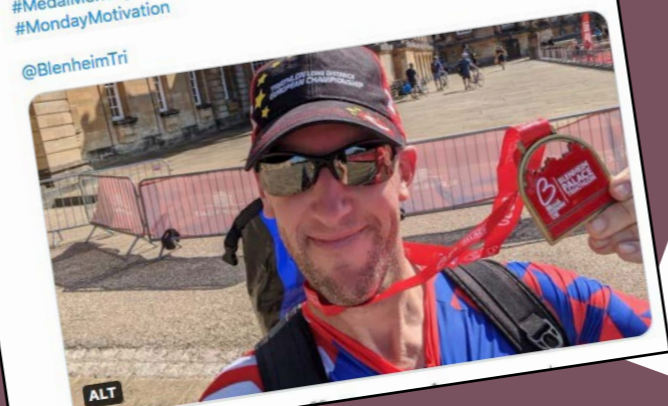
Ministry of Defence Police @MODPolice · Aug 3
 #JoinedUpWorking #MarinePolicing
Southern IFCA @SouthernIFCA · Aug 1
 Following engagement @Baiter Park this am, now heading out in to #Poole Bay with @WildlifeCop as part of joint working with @DorsetMarine @PooleHarbourC @MODPolice @The_MMO @PooleCoastguard, speaking with people on the water to educate on fisheries, conservation and safety



Ministry of Defence Police @MODPolice · Jul 24
 #OneTeam
TVP Roads Policing @tvprp · Jul 23
 #RangeRover Sport worth £100,000 #seized in #Tadley after an extensive area search by @HantsPolRoads, @MODPolice and ourselves last night. Vehicle is alleged to have been used in crime in @gmpolice area a short time before.
 #teamworkmakethedreamwork #P5562



Ministry of Defence Police @MODPolice · Sep 14
 Well done to triathlete, PC Graham Lee from Whitehall, who represented the MDP in the 2020 #BlenheimTri at the weekend
 #MedalMonday #MondayMotivation @BlenheimTri



Ministry of Defence Police @MODPolice · Sep 14
 Watching over today's passing out parade at #AFC #ProjectServator officers were honoured to meet his family.
 #WePopUpEverywhere #KeepingDefenceSafe



Ministry of Defence Police @MODPolice · Aug 5
 #Teamwork
Garelochhead Coaches @GheadCoaches · Aug 5
 Morning, Early shift here, the A814 has reopened past Faslane, the 316 and G6 services will operate normal route to and from Helensburgh. Thanks to the @argyllandbute @policescotland @MODPolice and contractors working overnight to get the road reopened. 🌞🌞
 twitter.com/GheadCoaches/s...





Despite being in the midst of a pandemic we still have a job to do and we need to be ready for the next threat, whatever that might be.



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