

Talk THROUGH

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Taking the lead

... Andy Adams confirmed as Chief



INSIDE

■ Force rises to security challenge of US President's visit ■

■ Delivering for Defence – Senior Leaders debate the issues ■

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New Chief Andy Adams

...sets out vision for Force

FOLLOWING an external competition, the Secretary of State has approved the appointment of **Andy Adams** as MDP's Chief Constable.

Andy, who had been in charge on a temporary basis since July last year, following the untimely death of previous Chief Alf Hitchcock, joined the Force in September 2015 as its Deputy Chief Constable, having previously served in that role with Hertfordshire Constabulary.

Since joining the Force, he has overseen its ongoing programme of organisational reform and development, including the implementation of the new MDP Operational Policing Model and the MDP's deployments under the high profile armed national response to the threat from terrorism – Operation Temperer.

Julie Taylor, Director General Head Office and Commissioning Services said: "I am delighted that Andy has been appointed as Chief Constable for the MDP. Having worked for the Force since 2015 he has a comprehensive and effective understanding of the emerging threats facing our Armed Forces and the country. He'll continue to take the Force from strength-to-strength and I look forward to continuing to work with him closely."

Sir Brian Burridge, Chair of the MOD Police Committee, said: "Andy brings an extensive wealth of experience from across the spectrum of policing, which will be vital in transforming the MDP, in order to meet tomorrow's complex security challenges."

TalkThrough caught up with the new Chief shortly after he had presided over the 2018 Senior

Leaders' Conference and asked him how he felt to have been entrusted with the task of leading the Force:

"I am absolutely thrilled to have been appointed as the Chief Constable of the MDP and look forward to leading the Force and continuing our important work, protecting our people at home and overseas. I'd also like to take the opportunity to thank everyone who has supported me whilst in the role of Temporary Chief Constable," he said.

TT: What vision have you got for the Force as we move forward?

CC: Our purpose is clear; we deliver unique specialist policing to protect the nation's defences and national infrastructure. We perform a policing role for Defence; which

Talk THROUGH

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

CONTINUED . . .

NEW CHIEF ANDY ADAMS... SETS OUT VISION FOR FORCE



carries a high level of responsibility and requires that we meet equally high professional standards.

What I want to achieve during my tenure is located around our profession and our capability – I want to be clear about what policing is in the MOD. My vision is to build our specialist capabilities for the benefit of Defence and as a national asset; develop a workforce that is fit for purpose; make sure our business resource supports the front line and exploit technology as and where we can.

Above all I want the MDP to be a police force recognised for its contribution to Defence and wider policing and as an organisation we can be proud of.

TT: What do you see as the most pressing issues?

CC: We spent a considerable amount of time last year dealing with the issues falling out of our firearms training licence suspension. Once again, I would like to record my thanks to all staff involved for their tireless commitment to our response. Since the licence has been reinstated our challenge has been to move from crisis management back to a reasonably steady state.

I use the term 'reasonably' because we still have some significant challenges and they cannot be resolved without energy. Top of my list is resourcing – the introduction of level 5.7 on the mandatory fitness test has created a cohort who are unable to meet that standard, and this has compounded an existing under-bearing and over reliance on overtime.

We need to recruit enough officers and staff to meet our requirements, train the numbers we require and then retain good people. Fortunately, there is no shortage of people who want to join us, and the HR and DBS teams are doing some great work in streamlining the recruitment

process. However, we must also increase our training capability. We have plans to do these things, but we'll need to be pragmatic as some of these things are historic issues and we're not going to resolve them overnight.

TT: What key things came out of the Senior Leaders' Conference?

CC: I thought the Senior Leaders' Conference was good this year and it was made so by the contribution of the attendees. Those present have a vital role in leading and that is why participants were involved in such a wide range of discussions on current challenges and future direction.

One of the key discussions was on empowerment. I'm keen to evolve the role of middle management so that decision making is taken at the right level by the right people, without the need for reference upwards. Too often we have exercised command and control decision making – there should be a confidence in placing responsibility further down the management chain and, equally, we should support managers to make decisions. Not everything needs to be decided by a chief officer.

TT: How do you make sure that you are accessible and listen to the workforce?

CC: It's easy for people to gain access to us in Wethersfield but that is only a small part of our Force footprint. We have a programme for station visits by chief officers and we set an expectation that every station will be visited at least once a year. This provides an important face-to-face opportunity. The Police Committee also supports this approach through its own visits programme.

I actively encourage responses to the Chief Officers' Blog, with every entry being provided with a response, and an important aspect of the SLC is listening to what

people have to say and responding appropriately.

It's quite reassuring that these channels very rarely provide any surprises – we pretty much know what needs doing. Sometimes, however, the real challenge is getting it done. Finally, and equally important, is gaining feedback from the Staff Survey. I was really pleased to see that our response rate has increased this year, against last, and I'm looking forward to seeing the views of colleagues.

TT: What changes will there be in your senior officer team, following your appointment?

CC: We are currently in the process of selecting a new DCC and ACC, both critical posts for us moving forward. We need high calibre people to lead us and a chief officer team with complementary skills; choosing the right people is vital to our future.

Replacing quality people like Paul McLaughlin and Peter Terry will be a challenge but I am pleased with the expressions of interest so far and I look forward to those materialising into applications.

We will also be looking for a new Chief Superintendent with the announcement of Mick O'Byrne's retirement.



That will be advertised internally and externally so that we can attract the widest possible pool of candidates and have the opportunity to choose a leader willing to support the changes we need to make.

TT: Are you pleased to have got what has been a testing first year in charge under your belt?

CC: It has been a testing year for everyone and on a personal level I am immensely grateful for the support from MOD colleagues and the wider policing family, but most of all I am proud of the individual endeavours of my colleagues in the Force.

At my time of life, losing friends and family members, is something that happens more frequently, but the loss of a serving Chief Constable was a unique experience in policing. Like many I had come to regard Alf as a friend and that made it even harder to deal with. It being closely followed by the licensing issue made life interesting for a while.

Fortunately, those that know me well, will be aware that I am resilient, which is helped by having great support in my chief officer team, taking a large dose of exercise during the week and having a super family always helps too.



MDP and police partners join forces for US President's visit

BETWEEN JULY 12th and 15th this year Donald Trump, the President of the United States (POTUS) and his wife Melania, the First Lady of the United States (FLOTUS), visited the UK.

In the first two days, for the English leg of the visit, the President went to Blenheim Palace, for a banquet hosted by the Prime Minister; to the Royal Military Academy at Sandhurst, for a demonstration of UK capability and US interoperability between the UK and US; to the Prime Minister's house at Chequers, for a political and economic meeting and to Windsor Castle, to meet with Her Majesty the Queen.

The Policing operation for these venues was headed by Thames Valley Police and Hampshire Police (Joint Operations Unit) under the title Op Manifold.

MDP's involvement with the operation began when Supt Dave Pawley, as Strategic Firearms Commander (SFC), attended a planning meeting two weeks before the visit (29th June). The magnitude of the task became obvious during that initial meeting as TVP/Hantspol JOU had been planning for the event for two months.

Because of the strong ongoing relationships between our stations in the JOU area, MDP's involvement was highly regarded as a crucial element of the operation, especially given that the military venue of Sandhurst had been identified as part of the visit schedule.

Planning was in an advanced stage and involved numerous elements, although it was primarily focused on Firearms and Public Order Public Safety (POPS).

After the meeting I was asked by Supt Pawley to take on the role of Firearms Command and planning – as Cadre Tactical Firearms Commander – and we both subsequently attended the next Op Manifold planning phase, a table-top exercise, evaluating Bronze plans against the command strategy.

This involved attendance by officers and police staff from numerous specialist areas and ran across a whole day, as the

plans for each element of the operation were discussed and evaluated.

The detailed complexity of the operation soon became apparent, in particular the firearms elements and the need for interoperability between MDP, Home Office Forces and a number of other law enforcement and government bodies.

As the planning process evolved, it was essential to establish a command and planning team that would be robust enough to fulfil the obligations placed on the MDP. Priority went to bringing in a POPS Commander, Security Co-Ordinator (SECCO) and Police Search Adviser (POLSA). The planning team included experienced operational planners and Tactical Advisers (TACAD) for Firearms and POPS. Further planning assistance was obtained (and gratefully acknowledged) from the resourcing units of the Special Escort Group (SEG), Operational Support Unit (OSU) and Force dogs.

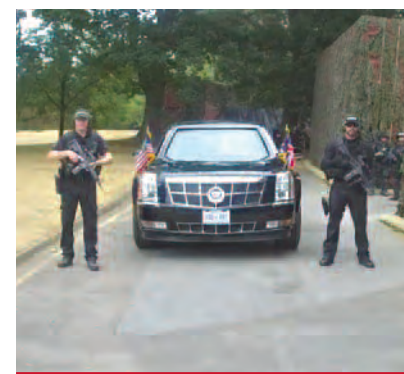
A valued tactical development was the assignment of two rifle qualified officers who both contributed to the rifle officer/counter sniper tactical planning appraisal.

Of note, in providing a welfare and support capability, was the inclusion of the DPF in the operation, on hand to provide help and advise on areas of welfare, such as accommodation, for example.

When finalised the planning team dovetailed with that of our Home Office counterparts and the tactical plans were aligned with the overall Op Manifold strategy and plans. The interesting dynamic that ensued involved the interface we held with the military planning team headed by the Brigadier and Colonel event leads for RMAS, both of whom were extremely impressed by the professionalism of the MDP and who have acknowledged the part the Force played in the success of the visit.

As the operation played out across the phases of planning and activations, the levels of resources changed along with the tactical capabilities, as well as the number of organisations involved in the visit. These included RMAS and Defence staff (including media), Cabinet Office staff, US Secret Service, RAF and USAF aircraft liaison staff, Surrey Fire and Rescue, Metropolitan Police Protection Officers/Escort Group, members of the CTSFO network, TVP/Hantspol SFOs, ARVs, SECCO and POPS officers.

The planning revealed the use of up to 17 aircraft and a motor cavalcade of approximately 20 vehicles. Various contingency plans and jurisdictional issues were tabled to ensure a fully joined up and communicated approach in the event of an incident, including the protocols of command.



As the footprint for the event began to develop MDP deployed AFOs at RMAS under the remit of 'effects-based policing', prioritising the policing of cordoned areas and a 'stronghold' where critical Defence assets and personnel were located. As the activities evolved, the plans developed around the search and POPS elements of the operation – the two Inspectors assigned respectively taking the leads for these elements.

Linked into the Hantspol SECCO, our MDP SECCO helped to develop their report that was subsequently imported into the Firearms and POPS planning processes. The establishment began to grow to become 'target hardened' as hostile vehicle mitigation, screening and other physical tactical aids were established. This was supplemented by the incremental increase in our officers in step with the timeline of rehearsals, searches and pre-event tactics.

As with any event planning there was the ongoing use of the National Decision Making Model, with continual revisits of threat and risk evaluation against the numerous intelligence feeds and assessments. Prior to the event there were extensive briefings, covering all the moving parts of the event, these being: the event itself, firearms, public order, search teams, dogs and comms/planning teams.

Running parallel were the factors of assessing continued Community Impact against the challenge of maintaining Operational Security.

As the search, POPS and dog elements of the operation stood up, there was also an uplift in the numbers of AFOs. Due to the ongoing resourcing demands on the Force because of other operational commitments and requests, there was a stage in



Report:
Chief Insp Phil Lucy

the operation when officers were tasked from MDP HQ courses or course delivery to be deployed to the operation. Many thanks are extended to these individuals.

The Sandhurst visit itself took less than one hour and was of theatrical proportions with numerous airframes landing and lifting at the location and the various policing and security resources involved, as well as the supporting logistics of Presidential cavalcades, police escort vehicles etc, all with a vested interest in the successful delivery of the visit.

During this time the professionalism of the MDP was reflected in the way in which all officers operated – deployed as per the recognised Policing Style, being tactically ready but unobtrusive to the visitors; Protecting, Reassuring and Achieving. It is worthy of mention that this all took place during some of the hottest driest weather we have seen for a long time – of specific impact when the airframes landed and lifted as they kicked up significant dust and debris.



Upon completion of the visit, once confirmation had been received that POTUS had successfully landed at the next location, there was a phased withdrawal of our officers but not before the RMAS Command Team had personally thanked the officers for their part in what was a highly successful operation.

This was added to by MDP SFC Supt Pawley and his co-located TVP counterpart SFC based at the Gold Cell at TVP Kidlington, closely followed by the Op Manifold overall strategic commander.

A debrief process was held post event and as ever, the review, learn and improve points for consideration were harvested.

The recognition of the importance of the event and the performance of the MDP is reflected in the following letter from Brigadier/OIC RMAS, who said:

'Friday 13th July 2018 was an unusual day, even by Sandhurst's standards. Your contribution to the success of President Trump's visit here was significant, especially given the short crash to bang. As you know the visit was designed to demonstrate UK'S capability and interoperability with the US through the medium of a demonstration using UK SF and other strategic government agencies and assets.

I write to thank you and your immediate colleagues and police officers for their assistance and guidance before, during and after the operation. Col Roddy Winsor gained hugely from your advice and from the knowledge that your professional advice and professional and detailed approach underpinned the complexity and coordination of the site here. Pulling it all together, especially given the myriad of police and other operators was no easy feat – well done.

I know that for you this effort will have been 'all in a day's work' but that will miss the huge significance of this visit to the UK, Defence, the Army and in our case, to the RMAS's reputation. You did a cracking job: demonstrating willingness to go that extra mile in all you did and, in the process, helped us all hugely and made impact on the wider success of the visit.

President Trump (and his White House staff), our OM, Secretary of State for Defence, National Security Adviser, Ambassadors to the UK and to US, CDS, DSF and a host of others across security, UK police agencies all benefited from your work. And let's not forget the considerable educational value your input brought, nor the increase to your Force's own reputation: a direct result of your competence and skill. I do not underestimate your contribution in rising to this challenge. Thank you.'

CONTINUED...

... POTUS visit to Scotland



OPERATION ROLL was a multi-agency policing and security operation involving Police Forces from across the UK to facilitate the visit of the President of the United States.

The Clyde Marine Unit, under Operation Heart, provided specialist Marine policing mutual aid to Police Scotland, delivering 24-hour waterborne protection of the seaward aspect of the President's official residence at Turnberry estate from 13-15 July 2018. Throughout the event, the CMU operated within an agreed Memorandum of Understanding, which had been agreed and signed by the Chief Constable prior to the operation.

To safeguard the waterborne integrity of the Turnberry Estate, an exclusion zone was identified by CMU and Police Scotland POLSA, which required the provision of both an Island Class launch and a Pacific RHIB to cover this area adequately.

The logistical and administrative support to this operation was complex, given the location and duration of task, although this was very efficiently organised through the CMU operational support team, working in partnership with their Police Scotland colleagues to ensure all

assets and resources remained in position throughout the many changeovers and briefing requirements.

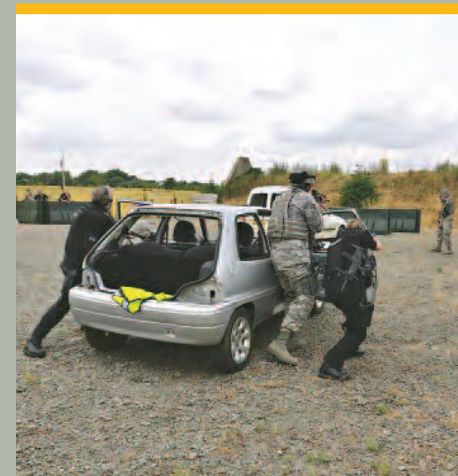
During the event, the CMU was involved in various incidents and occurrences which were all managed professionally and effectively. The officers were cognisant of the community impact of the exclusion zone and restrictions, particularly to the local fishermen and the sailing fraternity. They were also considerate of media attention, predominantly during waterborne protester action, which was facilitated to a successful conclusion through excellent communication.

Clyde Marine Unit Operations Inspector Pat McNaught, who attended the Police Scotland Silver Group meetings for this operation, stated:

“Once again our officers provided an excellent example of specialist marine policing during a very high-profile event in sometimes difficult conditions. Our partner Force continue to be extremely grateful for this mutual aid provision which ensured that the waterborne integrity remained throughout the event.”



Joint exercise tests



‘GATE RUNNER’ scenarios...

TESTING OUR RESPONSES to hostile attacks on the MOD establishments we protect is something that the MDP does routinely and, at RAF Croughton officers were able to do so in joint firearms training exercises with their American counterparts.

In the first event of its kind on UK soil, in July, two days of exercises, using blank ammunition and covering a number of realistic threat scenarios, saw MDP officers training alongside airmen from the US Air Force 422nd Special Forces.

A series of six ‘Gate Runner’ exercises were conducted in the Outdoor Training Facility within the confines of RAF Croughton, completely separate from the day-to-day Policing and Security Operations at the Base.

The use of ‘blanks’, or firearm cartridges containing gunpowder but no projectile, creates a more realistic training environment by mirroring the sounds and movements Defenders would experience in a real-world setting.

Senior Master Sgt Jason Garo, 422nd Security Forces Squadron operations superintendent, said: “The only way to get truly adapted to an environment is by simulating that environment as much as is humanly possible. We don’t have the luxury of being wrong.”

Exercise participants used the blank ammunition to practise high-risk traffic stop scenarios in which they were required to immediately adapt and respond to various threats at an entry checkpoint. As they worked their way through each scenario, the teams identified differences in their responses and practised synergising their efforts.

“Some of their tactics are different from our tactics, and ours are different from theirs,” said SMS Garo. “We want to see how they approach, how we approach, and then see how we can intermingle that.”

The training and face-to-face communication is critical in building confidence between the teams and increasing readiness, said Tech Sgt Travis Beatty, 422nd SFS non-commissioned officer in charge of Security Forces’ training.

CONTINUED...

JOINT EXERCISE TESTS 'GATE RUNNER' SCENARIOS

☛ The main goal is to work together from a security forces and Ministry of Defence Police perspective to find out what kind of tactics intermingle with each other and what we can work on together so we're ready to respond. ☛

The event is a significant step in an ongoing initiative to synchronise training and communication between USAF and MDP Defenders.

The 'Gate Runner' scenarios involved both MDP, as first responders on the scene, with the USAF SF providing the support element and also tested MDP providing support to USAF SF first responders.

MDP Senior Police Officer at RAF Croughton, Sgt Eileen McAdam, told *TalkThrough*: "The scenarios began with a briefing over the USAF radio that a vehicle had failed to stop at the main gate. The levels of information and intelligence evolved and the threat level moved from simple to complex.

"Like all training scenarios the knowledge and understanding of each responder's capabilities and methods increased as the scenarios moved forward and developed.

"This improved the individual skill levels of the MDP Authorised Firearms Officers and USAF SF operatives, with the final complex scenario being an excellent example of interoperability."

SF Commander Major Phil Ferris and Sgt McAdam are very keen to keep the momentum of this exercising



alliance going locally, with the intention of taking it out to USAF nationally.

Chief Insp Cliff Sharp – HQ Operations, Assurance and Compliance – and the Chief Firearms Instructor Chief Insp Jon Brockett have been closely involved in a very supportive role to make this happen.

Further planned exercises this year, again using blank ammunition, include a Single System of Search operation in the police building on Base, with both a victim and suspect lead.

The overall objective is to give every officer on shift the opportunity to train with SF, to be fully prepared and ready should a real world incident take place.

☛ With grateful thanks to the USAFE Public Affairs Department for its contribution to this article

MDP at Cenotaph for Remembrance Day

ON SUNDAY 11 NOVEMBER 2018 three officers from MDP, Inspector Jimmy Carr (Frontline Ops) PC Alistair Stewart (St Fergus – CNI) and PC Kelly Street (AWE) represented the force as part of the Civilian Services Contingent (CSC) on parade at the Cenotaph during the National Day of Remembrance.



It was an early 5am start on the Sunday for a hearty breakfast before transportation to the Foreign and Commonwealth Office, where the two hundred strong CSC elements of the parade were put through their paces, to prepare them for the march out onto Whitehall for the service.

Prior to the march onto the Parade, the civilian services were inspected by the Rt Hon James Brokenshire MP on behalf of HM Government.

All three MDP officers felt very privileged to be representing the force at this event.

Insp Carr summed up their feelings when he said: "It was an honour to represent the force particularly on the one hundredth anniversary of the end of the Great War. This made the parade even more poignant than usual."

Photographs attributed to Peter Anderson, Anderson Photography



SENIOR LEADERS' CONFERENCE 2018

Focus on way ahead for Force

Report by Editor Norman Hicks

Photographs by Paul Kemp



■ **WELCOMING delegates to the 2018 Senior Leaders' Conference, ACC Ops Dave Long said its aim would be for them to spend their time together developing a clear understanding of where the force is heading.**

The changes required to achieve that vision and how the leadership challenges it creates can be supported would also be key elements of the three-day conference, he said.

ACC Dave Long, on behalf of the Chief Officer Group (COG) thanked all those who work for MDP – both police officers and non-uniform civilian staff – for the work they do on a daily basis, adding that the contributions of all are valued.

The COG had listened to the feedback from both the 2017 conference and last year's My MDP Survey and had used the highlighted themes to develop the programme for this year's event, which took place at the Operational Capability Centre (OCC) at MDP HQ, in September.

In his opening address, **Chief Constable Andy Adams** highlighted the need for all leaders within the MDP to have a common and shared understanding of the big issues the Force is facing.

The revised MOD Mandate and Statement of Requirement for the MDP would shortly be published by DSR and would define what the MOD wants from the force and how that requirement could best be met.

The Mandate will highlight the need for the MDP to retain a College of Policing Firearms Training Licence and to continue to meet the agreed commitments to Op Temperer and the Strategic Armed Policing Reserve, said the Chief.

☛ **It is essential for the MDP to adopt national police fitness standards by 2020 in order to retain the licence. This is critical as the MOD requirement for the MDP is predicated on the ability of MDP officers to deploy in an armed role both within and outside establishments, and to be interoperable with local police forces.** ☛

The MDP must orientate itself around delivering what Defence wants and the force will therefore look to become a centre of excellence across all areas of policing, including firearms, police dogs and marine policing.

The Chief referred to his discussions with TLBs about meeting their security requirements and the need to use the MDP's policing powers, that are conferred to our officers by the MDP Act. The outcome of the Modernising Defence Programme will also give an opportunity to improve the existing funding model for the Force.

The COG is keen to bring in officers from outside to enhance existing in-house capabilities and expertise, whilst at the same time developing our own internal talent through the introduction of career pathways. There is a need to develop our middle managers and to improve representation from under-represented groups at all levels of the force, said the Chief.

He referred to the MDP Policing Plan for 2018/19, which articulates the organisational objectives and priorities for the Force over the coming year and



beyond, stressing how important it was that all officers and civilian staff were familiar with it.

He summarised the organisational aims of the MDP as:

- **Police First**
- **Professional**
- **Capable**
- **Focused**
- **Collaborative**

The CC referred to the way the Force is now assessing the risks and vulnerabilities facing it, so that these can be addressed in a systematic and structured way. The new Force risk register will help to achieve this.

Justin Oliver, Chief Officer Resources and Planning, then invited the SLC delegates to complete an organisational health assessment of the force based on their collective experiences. The results would help generate a shared view of current issues of concern for discussion in workshops on the second day of the conference.

LEADERSHIP INSIGHTS DISCUSSED

A number of delegates spoke of their own personal leadership challenges, in their current and previous roles, in a session devoted to Leadership Insights.



First **Eamon Keating**, the National Chairman of the Defence Police Federation, offered his views on what leadership means from the Federation's perspective and the challenges of leading in a policing environment. He referred to the Civil Service Leadership Statement that identifies the three key characteristics expected from leaders:

- **Inspiring**
- **Confident**
- **Empowering**

Managers at all levels of the MDP need to be empowered to build trust and to aid decision making, he said.

Chief Insp Kerrie McGlinchey provided an overview of the Defence Leadership MSc course that she is currently undertaking, on a part-time basis, and how this has assisted her in her current role.

The course is provided by Cranfield University at the Defence Academy in Shrivenham and is aimed at those with some personal experience of leadership who are keen to expand and improve

their knowledge and understanding of leadership theory and practice.

Chief Insp Matt Spiers, from HQ Operations, provided his personal experience of the challenges of being a manager /leader in the MDP and how to get the best out of people through good leadership.

Next, **Supt Dave Pawley**, SPO Portsmouth, gave his personal perspective and reflections on being a leader in the MDP and how good leadership can be displayed at all levels, from Constable up to the Chief Constable. He referred to the year-long Advanced Command and Staff Course that he had undertaken several years ago at the Defence Academy. This had been an entirely positive experience in all aspects. He stressed the need for leaders at all levels of the MDP to reflect on how their own staff and customers perceive how both they and their own senior leaders operate.

Finally, **Sgt Dave Hyde**, SPO Corsham, spoke about the practical challenges associated with being a Senior Police Officer at a small MDP station. He explained that Sergeant SPOs are responsible for all aspects of the running of their station, from ensuring operational service delivery, managing officer capability and welfare issues, managing delegated budgets and dealing with requests from the force Headquarters.

FORCE FIREARMS OFFICER INSIGHT

Force Firearms Officer **Supt Trevor Clark** gave a hard-hitting presentation that focused on the changes to police firearms capability that have been implemented in recent years to counter the threat from terrorism. He used examples of a number of recent terrorist attacks in the UK and on mainland Europe to emphasise the critical importance of operational preparedness and situational awareness when planning the armed policing response to an attack.

Trevor spoke about the external scrutiny that is applied in the aftermath of a police shooting and how this would apply to the MDP. He also gave his own personal experiences of the Post Incident Management process as a result of his previous service with the Metropolitan Police.

CPNI BRIEFING

The second day of the conference opened with a briefing from **Mike 'G'** of the Centre for the Protection of National Infrastructure (CPNI), who provided an introduction and overview of the organisation's work and an update on the current threats from terrorism.

Mike explained how the lessons learned from previous attacks are used by

CPNI to inform the protective security advice that is provided to the police service and others. The presentation included an overview of the CPNI thinking, planning and training for a marauding terrorist attack and the supporting technology that is now available to counter this threat.

POLICE COMMITTEE INSIGHT



The independent Chair of the MOD Police Committee, **Sir Brian Burridge**, gave an overview of its role and how it meets its statutory obligations to the Secretary of State for Defence under the MOD Police Act 1987.

Sir Brian said that the context and environment in which the MDP operates

within the MOD involves constant change and financial constraint, although the Modernising Defence Programme might benefit the MDP. The force continues to be a significant player in both the MOD and wider UK security context, through the protection of key establishments, assets and people, he said.

Sir Brian gave his personal views and experiences of leadership and trust that have been gained as a result of his career in the RAF and his subsequent work in the private sector. He maintained that leadership and management are distinctly different. Leadership is emotional and instinctive and is a privilege not a right. It is about accepting delegation, delivering empowerment and taking ownership of problems.

The MY MDP Survey for 2018 would be critical in terms of assessing morale within the MDP workforce. SPOs should therefore encourage all officers to take part in it, but the force would need to address issues of concern expressed by the workforce, said Sir Brian.

A strong organisational culture and sense of belonging are vital for an organisation to succeed. This requires a clear vision and mission statement that is understood at all levels, with clear direction from the top about what is required ("i.e. mission command"). People should be empowered to deliver the mission and trusted to do what is required to achieve this.



Sir Brian then referred to the seven principles of public life, as articulated by Lord Nolan in 1994, that apply to anyone who works as a public office-holder, including the Civil Service and the Police Service, and how these relate to leadership:

- Selflessness
- Integrity
- Objectivity
- Accountability
- Openness
- Honesty
- Leadership

Personal resilience and engendering resilience in people are key to good leadership and he urged delegates to "take hold of your personal professional development and that of your people."

BREAKOUT SESSIONS

The delegates spent the remainder of Day 2 in four facilitated Breakout Sessions where a range of issues were discussed under the theme of 'Managing our Resources – Developing the Force'.

Sgt Jim Friel and Joe Wrigley from the OCC provided delegates with an overview of the feedback generated by the Breakout Sessions when delegates returned for the third and final day of the conference.



ADAPTIVE LEADERSHIP – POSITIVE PSYCHOLOGY

Guest speaker **Mark Hodder** gave a very well received workshop on the science of positive psychology and neuroscience and how these can be used in leadership at all levels. Mark highlighted how behaviour matters in leaders. Creating a happy working environment is critical, as negativity is catching and has a detrimental effect on the performance of an organisation.

Through a number of interactive exercises with SLC delegates, Mark was able to demonstrate how regularly focusing on things that have gone well can have a positive impact on wider organisational performance and outlook and individual wellbeing, both at work and at home.



In his closing address to the SLC, Deputy Chief Constable **Peter Terry** stressed the need to communicate the key issues that had been discussed at the Conference to staff at all levels of the force. He also highlighted the relationship between the force Headquarters and stations.

The Headquarters should be an enabling function that supports operational service delivery. Decisions on managing resources at the local level should be for SPOs and local managers.

SLC OUTCOMES

Justin Oliver reflected on the aims of the SLC and what the MDP needs to focus on to improve. The COG wants to maintain the engagement with the senior leaders of the MDP to ensure collective ownership and a shared view of the issues affecting the force.

He thanked delegates for completing the organisational health assessment of the Force and compared this to the COG's

In Memoriam

April 2018

Inspector Robert Gordon David BRUCE

PC Christopher John BRERETON HUGHES

Retired Officers' Association

Alfred BANNERMAN
Sunday 19th November 2017

Clifford METHERINGHAM
Saturday 13th January 2018

John BARKER
Friday 26th January 2018

Peter LAMBOURN
Monday 29th January 2018

Peter PARKES
Sunday 11th February 2018

David ROGERS. MBE
Thursday 8th March 2018

Ronald STEWART
Monday 7th May 2018

Ernest ELLWOOD
Monday 18th June 2018

Neville ROLPH
Monday 2nd July 2018



Planned uplift heralds wider role for MDP complement

PLANS TO INCREASE the number of MDP officers at HMNB Devonport will signal an expanded role for the complement there.

HMNB Devonport is the largest naval base in Western Europe and has been supporting the Royal Navy since 1691.

The vast site covers more than 650 acres and has 15 dry docks, four miles of waterfront, 25 tidal berths and five basins. The base employs 2,500 Service personnel and civilians, supports around 400 local firms and

generates around ten per cent of Plymouth's income.

Devonport is home to Britain's amphibious ships, survey vessels and half her frigates, plus the training hub of the front-line Fleet, FOST (Flag Officer Sea Training), and the Royal Navy's Amphibious Centre of Excellence at RM Tamar.

The Southern Diving Group also has one of its two bases there – the other being at HMNB Portsmouth.

On a visit to the Base in October, Defence Secretary Gavin Williamson announced that all of the Royal Navy's next-generation Type 26 frigates will be homed at Devonport.

The eight Type 26 warships will start being delivered to the Royal Navy from the mid-2020s, heralding yet another new era in the role of a base which has played a central role in the defence of the UK for hundreds of years – from the Napoleonic wars to the Falklands Conflict.

The 6,900-tonne frigates will be world-class anti-submarine warships and will provide cutting-edge protection for the likes of the UK's nuclear deterrent and the Queen Elizabeth Class aircraft carriers, with the ability to conduct a whole range of other operations anywhere in the world.

CONTINUED ...

SPOTLIGHT ON HMNB DEVONPORT



Mr Williamson said:

“The largest Naval Base in western Europe, Devonport is the lifeblood of Plymouth and is as synonymous with this city as it is with our famous Royal Navy.”

“We are living in increasingly dangerous times, with threats intensifying both on and beneath the water. Plymouth should be in no doubt that it will be right at the heart of Britain’s fight for a safer world by homing these formidable warships.”

The eight Type 26s will replace the current anti-submarine warfare Type 23 frigates. They will make up the next-generation of the Navy’s fleet, along with a first batch of five Type 31e frigates. The decision on where the Type 31e frigates will be based is still to be made.

The move follows the announcement last year that the eight Type 23 ships, fitted with a towed array sonar tail, would all be based in Devonport, making the site a centre of excellence in anti-submarine warfare. The five general purpose Type 23 frigates are now based in Portsmouth, which is also the home of the UK’s Type 45 Destroyers and new aircraft carriers.

On a recent visit to the MDP complement at Devonport, Assistant Chief Constable Operations Dave Long was briefed on the plans for expansion at the port by Acting SPO Insp Tony Micallef.

Tony later told *TalkThrough* that the current MDP complement encompasses General Duties, Dog Section and Marine Unit and at the time of Mr Long’s visit was subject to an Independent Security Review (ISR).

This has resulted in support for a funded uplift to the number of officers, which will underpin the

policing of the 9 Dock and Submarine Refit Complex, whilst also providing further Marine resilience, he said.



There are also plans to introduce Project Servator at the Base next year. The high profile, external patrols have become an integral part of the MDP’s Operational Policing Model and have been rolled out at a number of MOD locations over the past couple of years.

The national project also involves close co-operation between a number of policing and security bodies involved in counter terrorism initiatives and sets high standards, against which the Force is quality assured.

Said Tony: “It is intended that training for Project Servator at Devonport will



commence in 2019. There has been engagement with Devon and Cornwall, British Transport and Avon and Somerset Police Forces, to

establish points of contact for the local development of this operation.

“The customer at Devonport has received a presentation by Force lead Project Servator trainer Sgt Guy Hibbert and has provided positive encouragement to develop the initiative.”

Commendations presented



WHILST VISITING the MDP complement at Devonport, Mr Long presented INSP TONY MICALLEF and SGT SHAUN BASKERVILLE with certificates of commendation in recognition of the key roles they had undertaken in planning a major annual exercise at the Base.

The citations explained what was involved:

‘Operation PRO-CARRIER 2018 aimed to progress previous SECUREX evolutions set against key training objectives. Directed as an annual requirement, the security exercise took place on the evening of 31 May 18.

The engagement of Ministry of Defence (MDP) Tactical Firearms Assessors (TFA), internal MOD Guarding Service (MGS), the Defence Nuclear Security Regulator (DNSyR) and

Navy Command Principal Security Advisers (NC PSyA) provided external support, assurance and observation.

The exercise itself tested a scenario in line with real world events and was driven by Joint Threat Assessment Centre (JTAC) guidance, namely the threat of Vehicle Borne Improvised Explosive Device (VBIED) and bladed weapon attack methodology.’

Insp Micallef was commended:

‘For your outstanding professionalism, leadership and resilience, demonstrated as lead planner for the multi-agency security exercise . . . This was a critical exercise for the MDP and, due to your outstanding efforts, was declared a success for the Force.’

Sgt Baskerville was commended in similar terms for his role as a vital member of the planning team and for helping to achieve a successful outcome.



'RAF 100' flypasts make RIAT 2018 extra special...



By Insp Matthew Staggs,
Senior Police Officer,
RAF Fairford

Photographs by Paul Kemp



attending the airshow, of which 121 took part in the flying display.

As you would expect for such a bumper year Royal guests were in attendance including HRH the Duke of Kent, HRH Prince Michael of Kent; HRH The Princess Royal, as were guests from the world of politics, including the Chancellor of the Exchequer Philip Hammond and the Secretary of State for Defence Gavin Williamson, amongst others.

To put this into some perspective, in total the Air Tattoo hosted 79 military delegations including 64 military chiefs from around the world, which once again highlighted the importance of the event.

Of course, at the heart of the Tattoo is flying and amongst the display highlights were a number of unique flypasts. A special tribute to the legendary 617 'Dambusters' Squadron saw the iconic Lancaster bomber from the *Battle of Britain Memorial Flight* fly in formation with the squadron's current aircraft, the Tornado, and the RAF's new state-of-the-art F-35B Lightning II.

Another flypast featured nine RAF Typhoons in formation, as part of centenary celebrations.

HISTORY MADE AT SHOW

Saturday visitors were treated to seeing a US Air Force B-2A Spirit stealth bomber that had made the round trip from its base in Missouri,

US and, just days prior to the airshow, history was made as the first transatlantic flight by a civilian-registered Remotely Piloted Aircraft (RPA) touched down, ushering in a new era in unmanned aviation.



The SkyGuardian is the latest version of the General Atomics' MQ-9 Reaper remotely piloted air system. Capable of flying for up to 40 hours at a time, at altitudes of up to 40,000ft, when SkyGuardian comes into RAF service it will be known as 'Protector'.

Although you could argue that RIAT 'started' on Thursday with public viewing areas being open, RIAT really kicked off on the Friday (13th) by displaying the new Queen's Colour in a ceremonial parade. For those of you who are unaware, the Queen's Colour is the senior ceremonial flag of the RAF flown for those living and for all those who have died for the Queen.

Following the parade, a Royal Review took place, where HRH Prince Michael of Kent toured aircraft which included the United States Air Force, which is where our policing focus for RIAT lies.



■ **ANOTHER** year and another RIAT flies by! However, this year was particularly special to commemorate, celebrate and be inspired by **RAF 100**, the International Centenary celebrations of the Royal Air Force.

This ensured that there was a record crowd of 185,000 people and blessed with glorious sunshine spectators were treated to a feast of flying.

RIAT certainly lived up to its name of being the world's largest military show, with 302 aircraft, from 43 air arms representing 30 nations

CONTINUED ...

'RAF 100' FLYPASTS MAKE RIAT 2018 EXTRA SPECIAL ...



PRAISE FOR THE "WONDERFUL STAFF"

At the end of the Tattoo many miles had been walked, copious amounts of water drunk and many friends were made with the general public and our policing colleagues. Officers had smiles on their faces and fist bumps with children were a recurring theme. "Wonderful staff" is a quote which certainly resonates well with me.

As this is the centenary year of the RAF, the 2018 airshow had been many years in the planning. Notwithstanding that RIAT is still the largest military airshow in the world, the bar was raised once again.



It is therefore quite amazing to think that my fantastic team at Fairford really delivered something special for the MDP, whilst still doing their day job. It is at this point where I wish to sign off by saying thank you to each and every one of them who played their part, especially to Supt Hewitt as our Gold Commander for all her support and resources, and a

very special thank you to PS Gavin Thomas, PS Jim Mitchell, T/PS Mark Goodman and PC K Harvey who actually made our work at RIAT run seamlessly. An incredible job. A heart felt THANK YOU once again.

■ A DATE FOR THE DIARY –
Next year's Air Tattoo takes place on 19-21 July, 2019



The protection of our customer's assets is at the heart of what we do and by ensuring their safety we achieved our purpose. However, this role is expansive and officers were deployed in a variety of ways, which included dedicated corrals, high visibility patrols, performing standoff duties at customer entry points, walking the showground, staffing our recruitment stand – a first for us at RIAT – carrying out station duties or working as a unit with our Home Department Police Force colleagues. All these roles played their part in achieving the number one priority, which was the safety of people.

A visit from Ch Insp Simon Munro (HQ Ops) and having on site our Gold Commander, Supt Pam Hewitt, all added to the event and their presence was fully appreciated by all officers.

Indeed, it was MDP officers right at the heart of the action from day one when an officer first reported stallholders trying to sell prohibited 'imitation' firearms and knives.

Then, our Project Servator officers identified a male acting suspiciously at one of the customer entry points and this led to the individual's arrest. A good sign off for one of the officer's diploma portfolio.



MDP supports Defence Equipment and Supply Safety Day at Kineton



PC Paul Wright working in partnership with the Fire Chief, DFRS, to make the scene safe

MDP KINETON, in partnership with the Defence Fire and Rescue Service, supported the Kineton Safety Day by delivering a mock Road Traffic Collision involving a motor vehicle and a cyclist.

The objective was to allow all attendees to self-reflect on the road safety aspects identified throughout the

demonstration, both as the driver of the vehicle and as the cyclist.

PS Ian Hurrell provided a 'running' commentary throughout the incident whilst PC Paul Wright demonstrated the initial actions of the police at the scene, followed by the roadside breath test procedure (pictured right) when dealing with someone suspected of driving with excess alcohol in their system.



Coming to an MDP station near you ...

By Landon James

... there may be change ahead on the policing systems front

THE MINISTRY OF DEFENCE POLICE (MDP) like any Home Office force relies on Information Technology (IT) to function.

All the more so with its specialist policing systems and its purpose to protect the nation's defence and national infrastructure. If we can't get officers to the right location or run a check on the Police National Database (PND) then we are going to fail and there's nothing professional, respectable or adaptable about that.

That's why there is now a project for the MDP Core Operational Integrated Policing Systems (COIPS) requirement (not the most elegant title I know). Amongst other things this is tendering to industry for an integrated suite of police systems, of which the following are key requirements.

- **Duty Management System (DMS) to ensure effective rostering of officers**
- **Computer Aided Despatch System (CAD) to control and coordinate deployments**
- **Records Management System (RMS) to record intelligence and crime**

■ **Integrated Communications Control System (ICCS) to ensure effective communications**

MDP is not working alone on this. Commerce Decisions is an external company which will be assisting the project team, and all commercial aspects are authorised via the MOD's Defence Equipment and Supply (DE&S) Information Support Services (ISS).

There are also links with the Home Office Emergency Services Network Project and the National Law Enforcement Database project.

Our current supplier for these systems is predominantly Capita Secure Systems Ltd, and that has been a productive relationship. However, as with any commercial process, there is no bias and ISS ensures that a fair process is followed.

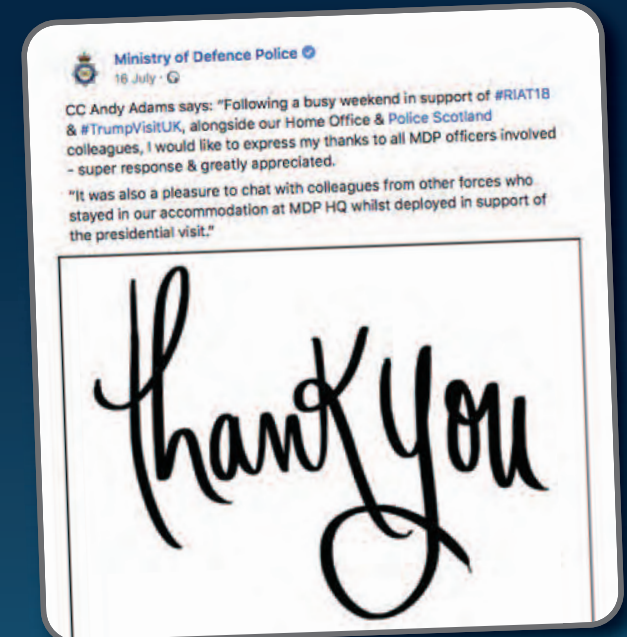
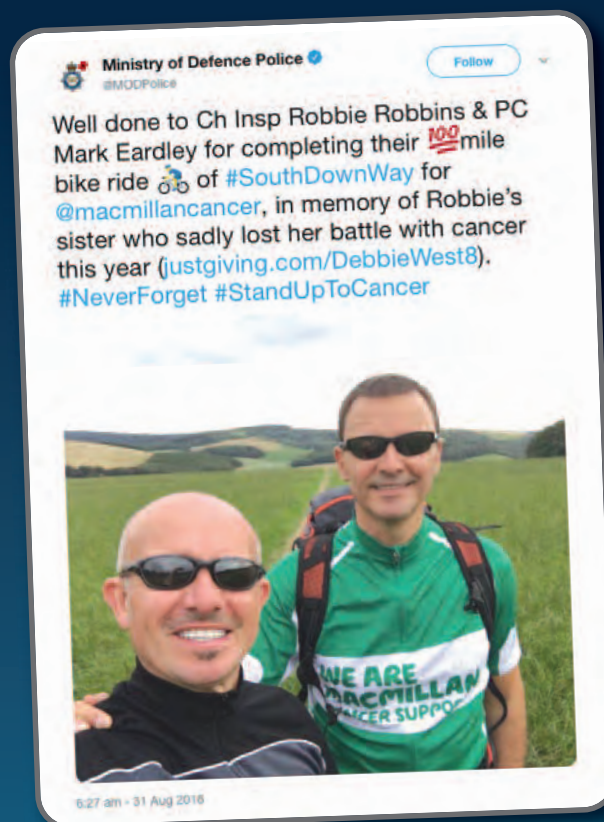
So, in the future, subject to contract, officers may find a similar or different suite of policing systems to aid them in their duties. Our MOD and wider government customers can also be reassured that we spend our money wisely to achieve continued protection using the best policing systems available.



PC Paul Wright securing the scene and dealing with the injured cyclist

MDP IN THE SOCIAL MEDIA...

A selection of recent posts and tweets...



Follow MDP on Facebook: @ministryofdefencepolice

Follow MDP on Twitter: @MODPolice



MDP IN THE SOCIAL MEDIA...



Follow MDP on Facebook: @ministryofdefencepolice

Follow MDP on Twitter: @MODPolice



MDP team competes in International Canine Biathlon



CONSTABLE MARTIN JOHNSON and Police Dog PEPPA, from the Atomic Weapons Establishment (AWE) at Burghfield, successfully competed in the annual International Canine Biathlon, held at Rutland Barracks – hosted by the 1st Military Working Dog Regiment (Army) for the first time since 1986.

Military and police competitors from the UK, US, Belgium and Latvia took part in the event, with the biathlon course designed to prepare dogs and their handlers for the problems they could face whilst on duty or when involved in operations.

A total of 46 teams and individuals took on challenges across a 10km route. This involved a variety of obstacles and activities including: two skips filled with water, a dog carry for 100 metres, agility tests and an electronic shooting range.

Constable Johnson said: "When preparing for the biathlon, training was key. I had to ensure that mine and my police dog's fitness was up to scratch.

"I prepared for the event in my own time, using equipment such as wheelbarrows and push bikes. This proved to be a real bonding experience for Peppa and I, improving our understanding of one another and making us an even stronger and more confident dog team.

"Peppa and I achieved a respectable 25th place out of the 40 competitors. I was really pleased with this and was astounded by exactly how fit my dog is! She was ready to go and play straight after competing!"

Lt Col Neil Lakin, Commanding Officer, 1st Military Working Dog Regiment said each task helped to instil confidence: "The lifting, the carrying, the control, the obedience, are all exactly the same thing handlers need in their working role."

Next year's event is due to take place in the United States.



New recruits march to a different beat...



Photographs by Neil Parry and Paul Kemp

THERE HAVE BEEN TWO new intakes of recruits passing out from their initial training over the summer, with more to follow in the new year after a successful recruitment campaign in November.

For one of the intakes – **Probationer Training Programme 01/18** – their graduation ceremony featured a marching band for the first time in many years.

Not any old marching band – this was the band of the Scots Guards no less! A rare treat for those taking part and their friends and families who came along to support them.





Joint operation catches illegal off-roaders

■ A JOINT OPERATION involving MDP, Wiltshire Police, MOD Salisbury Plain Training staff and the Wiltshire Police and Crime Commissioner, resulted in a number of illegal off-roaders being dealt with.

This included five KTM motorbikes, seized for not being road legal and being driven on an MOD area where the public are not allowed.

PC Pete Simmonds, of MDP Porton Down warned others thinking of riding their bikes on Salisbury Plain:

"Make sure, if you're going to venture out, that you do your research and plan your day.

"Be sure you know where you are and are not allowed to be. Useful links are below for further information.

"Avoid an expensive day out and plan where you're going, drive safely and ensure your vehicle is road legal."

The joint operation, codenamed Op Aston, is ongoing and also links in with Plain Watch, where visitors can report suspicious or dangerous activity by calling **01980 674700**.

Op Aston also encourages those wanting to visit the area to first check:

■ MOD firing times:

Telephone 01980 674679

■ Local byelaws pertaining to the Salisbury Plain Training Area:

www.gov.uk/ministry-of-defence-byelaws

■ Public rights of way:

www.wiltshire.gov.uk/communityandliving/rightsofway.htm or via the Green Lane Association **www.glass-uk.org**

Platinum Award for MDP's domestic abuse work

AFTER FIVE SUCCESSIVE YEARS of holding the 'Workplace Charter on Domestic Violence' Gold Award, MDP Northern Ireland went one better this year and collected the Platinum Award, one of only eight partners to achieve this honour.

The award recognises the work MDP has delivered in this field over several years – and especially during the past 12 months – developing, reviewing and renewing policy and working with other agencies that seek to support, protect and reassure victims of domestic violence.



the last few years, culminating in the recognition this platinum award provides.

"It is significant that I collect this award alongside Brigadier Jon Swift, 38 (Irish) Brigade, as an example of partnership working and the MOD's commitment to work positively to protect victims of domestic violence. This work will continue."

Collette Stewart ONUS NI stated: "In the years that ONUS and MDP have been working together, there has been so much progress in how we perceive and respond to domestic abuse in society.

"We recognise that if we are serious about creating a society without domestic abuse, that we need to work together in partnership, bring together our respective understanding and through that develop new and better practice."

MOD and MDP have been proactive in developing policy and

training staff to recognise and respond to domestic abuse through Onus Pathways' initiatives, and have developed excellent working relationships with support services such as Women's Aid and Men's Advisory Project.

"We have improved how we understand and respond to families experiencing domestic abuse and now, as a Safe Place Partner, we have plans with other Safe Place partner organisations to create additional initiatives," said Collette.

"We also will challenge the myth that domestic abuse is not our problem – domestic abuse impacts upon all of us as a society, and we need to come together, challenge that myth and be prepared to work for change."

Simon is pictured with Brigadier Jon Swift – Commander 38 (Irish) Brigade – Ken McQuillan, the lead for Army Welfare Services and Sgt Daryl Lucas, MDP NI.



Chief Insp Simon Munro, from HQ Frontline Operations, who collected the award certificate from sponsors ONUS – specialist trainers and consultants for professional services dealing with domestic violence and abuse – commented:

"It is my pleasure to visit Northern Ireland and collect this award on behalf of my officers for the work that they have done over

Counter Terrorism Presentation

CHIEF INSP ROBBIE ROBBINS, Senior Police Officer at Porton Down, gave a Counter Terrorism Safety and Security presentation to 180 Public Health England staff at the establishment, in support of the Action Counters Terrorism campaign.

The Head of Security and Sustainability for PHE later wrote to Robbie, thanking him, adding:

"This has provided an invaluable update for our staff and has helped many who are less knowledgeable about these things to set the risks in context."



'Superb' policing effort praised following Clyde demonstration...

AROUND 600 PROTESTERS took part in the 'Nae Nukes' demonstration, organised by Scottish CND outside HMNB Clyde on 22nd September.

A successful joint police operation between MDP and Police Scotland ensured that the event passed peacefully, with no arrests.

The protesters arrived during the morning in 11 coaches, six minibuses and around 40 private vehicles and then proceeded to march from Faslane Cemetery to the North Gate of the Naval Base.

All had dispersed by 4.30pm, with no disruption to the Base throughout the event.

Commodore Donald Doull, Naval Base Commander, later wrote to the Chief, Andy Adams:

'Before the event, protesters had indicated they were to conduct a large-scale march, with non-violent direct action such as blockades a possibility over the course of the weekend. In response, the MDP from the Clyde Group performed superbly under difficult conditions, fully achieving the aim of protecting the UK's Defence capability.

I am particularly pleased with the OSG team and am grateful that they ensured access to the base was sustained over the period,



handling difficult situations with professional ease.

The MDP personnel provided my Naval Base staff with the comprehensive support and assistance they needed to undertake their business, without fear or intimidation, and guaranteed the integrity of the Naval Base during a difficult period of enhanced security risk. I am deeply grateful for their efforts.'

MDP's STRONG ARMS OF THE LAW

THREE MINISTRY OF DEFENCE POLICE OFFICERS successfully competed in the annual Britain's Strongest Police Officer competition at the Wild Training Gym in High Wycombe.

The competition is open to all serving police officers from forces across the UK and comprises of six strength events in four different body weight categories for male and female competitors.

The events for the 2018 competition comprised of a barbell deadlift, log press, keg walk, truck pull, straight arm hold and a medley that involved a farmer's walk and tyre flips.

Police Constable Claire Stott-Barrett (pictured below, 2nd from right), a police dog handler based at Royal Naval Armaments Depot, Coulport, came second overall in her weight class and said:

“Everyone at the event was very helpful, friendly and supportive, particularly with regards teaching techniques to us newbies who were competing for the first time.”



Police Constable Josh Haydock who is based at Atomic Weapons Establishment Burghfield won three of the six events in his weight class and thanked his colleagues for their support and encouragement.

Josh said: "I am regularly asked about training and nutrition and this inspires me to get more people at work into a fit and healthy lifestyle."

Temporary Police Sergeant Mark Bunce from Atomic Weapons Establishment Aldermaston won the



Police Constable Josh Haydock pulling a 9.5 tonne truck

deadlift event in his weight category by lifting an impressive 270KG, which was 50KG more than his nearest competitor and was also the second highest lift of the day in all categories.

Mark said: "I have trained as a power lifter for ten years, so when the opportunity to enter an event like this within the police community appeared I relished the thought of putting some of my hard work over the years in the gym to the test."

Commenting on the success of his officers Chief Constable Andy Adams said: "We advertised the Britain's Strongest Police Officer competition within the Ministry Defence Police earlier this year and I am delighted that Claire, Josh and Mark all decided to enter. They are a credit to the force and we are justifiably proud of their achievements."



Special recognition for MDP's Anne Turner



INSP ANNE TURNER, an MDP training manager, was presented with a Special Recognition Award by the British Association for Women in Policing (BAWP).

Anne (pictured above centre), who is based at the Operational Capability Centre in Scotland, was presented with the award at the BAWP awards ceremony in June. There were 247 nominees for the awards, from 34 forces.

Sponsored by Deloitte, Anne's award category was open to male and female nominees, either within policing or in partnership with the community who

have made 'a significant contribution to gender equality or service to females'.

Anne was nominated for her dedication and commitment to MDP training (and in particular police firearms training) throughout her career, and more specifically for the work she has done to support female officers.

Anne, who has always been viewed as a role model by her female colleagues in the MDP, said: "Being the first female firearms instructor was a proud achievement for me, and let me show other females they too could push themselves into any career path they wished.

"When I was contacted by the BAWP to tell me of my award I was dumbfounded. I never think of myself as doing anything special, I just get on with a job I enjoy and help others where I can.

"When I heard the stories behind the others who had been nominated for awards I felt privileged to be considered in the same group, but I think all of us felt the same. We were just doing our job and if there is one thing that this award has taught me it is to do just that.

"Do what you can to support others whenever the chance arises because it's amazing the difference it can make to everyone, as well as making you feel good about yourself."

Busy times at Portsmouth Naval Base



AS WELL AS THEIR REGULAR PATROLLING DUTIES at HMNB Portsmouth, the MDP Marine Section has also provided extra security for visiting US Navy vessels, such as *USS Gunston Hall* and the Nimitz-class carrier *USS Harry S Truman* on recent visits to the UK.



Porton Down team's CHARITY RUN...

CONGRATULATIONS to the MDP Porton Down team who competed in the Salisbury Half Marathon in October, raising around £300 for Cancer Research UK.

Led by SPO Chief Insp Robbie Robbins, the team of nine officers gave a creditable performance – well done to all who took part!



*Above: The MDP Porton Down team get ready to race
Left: Insp Graham Scott finishing in a time of 1:56:43, only 20 seconds behind SPO Chief Insp Robbie Robbins. Good career move Graham!*

KENNY is 2018 golf champion

MDP GOLF CHAMPIONSHIP 2018 winners, pictured with ACC Paul McLaughlin.

Champion:
Kenny McGarry, RNAD Coulport

Handicap Champion:
Stuart Wilson, RAF Menwith Hill

Alf Hitchcock Endeavour Cup:
Gordon Park, Clyde Marine Unit

Retired officer winner:
Kevin Lowther



This year's event was at Hawkstone Park, Shropshire. Next year will mark the 30th anniversary of the MDP golf championship and will take place at Cardrona Golf Club, Peebles, Scotland. To mark the occasion there will be a 30 year anniversary ball marker championship, on Thursday 22 August 2019. The Alf Hitchcock Endeavour Cup was first played for in 1971 and was purchased by the officers in memory of the only MDP Chief Constable ever to play in the championship.

Photographs: Paul Kemp



Ever vigilant ...

Police Launch *Millennium* – part of the MDP's highly-regarded and extensive Marine Unit – patrols the dock area at her home base, HMNB Devonport, part of the comprehensive security and guarding operation mounted by the Force to protect the many highly valuable Defence assets which regularly use the facilities there. See full report and more pictures inside.