

THE billboard



How Digital Autopsy is Helping South Yorkshire Police

Forensic Podiatry expert,
Professor Wesley Vernon

New President of
BAWP, Dee Collins

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Editor's Letter



Welcome to the spring edition of The Billboard.

This issue we have some fascinating interviews with some fascinating individuals.

Dee Collins, the new president of The British Association for Women in Police discusses the issues she faced early on in her career as a woman in the force and why it's vital we attract more women into the police force.

DCI Bamber talks about his time policing in Hong Kong and how the skills he learnt were an invaluable lesson in empathy back in the UK.

There's a really interesting and informative piece on forensic podiatry, with Professor Wesley Vernon, the most sought after podiatry expert in the world, whose work in this field has taken him around the globe, providing expert testimony on numerous cases.

South Yorkshire Police have teamed up with Digital Autopsy who are pioneering the way autopsies are carried out and eradicating the need for invasive, timely procedures — something many bereaved families are finding much comfort in.

We also have our usual roundup of news, technology, charity and work moves.

Emma Harris, Editor

Contents

Newsboard	2
Features	
How Digital Autopsy are Helping South Yorkshire Police and Bereaved Families	6
Dee Collins, New President of The British Association for Women in Policing	8
Retired Bromley Police Hero Passes Away	10
University's Unique Deal to Help Modernise Malaysian Police	14
Missing People Charity Offers National and Geo-Located Publicity Opportunities to Forces	23
Professor Wesley Vernon; The World's Most Sought after Forensic Podiatry Expert	24
DCI Bamber; from Hong Kong to Sutton Coldfield Merseyside Police - Helping Communities to See	30
Charitywatch	12
Policemoves	26
Tech&gear	34

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Salford's Fallen Heroes Commemorated

A century after World War I began; Greater Manchester Police has unveiled a memorial plaque to remember local police officers who lost their lives during the conflict.

Planning for the memorial began in 2014 the 40th anniversary of Greater Manchester Police and the 100th anniversary of the beginning of World War I.

The memorial commemorates the police officers who were based in Salford and who gave their lives serving in the armed forces during World War I and World War II, both at home and abroad.

The plaque was unveiled on Friday 27 February during a private ceremony at Salford Civic Centre, attended by officers, ex and serving service personnel and community members. Families of the officers commemorated were also in attendance and lay flowers and other tributes at the plaque.

The research and community work comprises part of on-going work as part of the Community Military Covenant in Salford, which was launched and led by the City Mayor Ian Stewart in October 2013 and supports armed forces personnel and their families.

Superintendent Mark Kenny of the Salford division said:

“Surprisingly we found that nowhere within the police buildings in Salford were these officers remembered officially. With this in mind we felt it was right and indeed necessary on behalf of those officers and the community they served to formally recognise and remember them.

“This has culminated with today’s



memorial service which is based on the themes of friendship, cohesion, peace and reconciliation.

“From the research through to the unveiling of the memorial, this has been

a fascinating experience to be involved in and I’m proud to have with us today some relatives of those officers who served their country.”

In a bid to not only remember the past

but look towards the future, the force was supported by the Oasis Academy Media City UK, in Salford. Pupils studied war poetry and also wrote their own poetry and reflections on the officers who died.

Superintendent Kenny added:

“We are very proud of this project and grateful for all the help to make it happen from Oasis Academy MediaCity UK, particularly the enthusiasm of the young people involved – they are the future of our city.

“The service went extremely well and we’ve received some really positive feedback from the family members who attended. It was a fitting tribute to these men who made the ultimate sacrifice for their country.”

Police Launch Next Phase of Counter Terrorism Campaign to Prevent Tragedies

The National Police Counter Terrorism Network and partners have rolled out the next phase of an awareness raising campaign designed to reach out to families, to help prevent young people travelling to Syria.

The campaign, supported by West Midlands Police, will involve radio and press adverts appearing in minority ethnic media across the country from Monday 16 March.

The adverts highlight the strong bond between a mother and daughter and how that relationship can have a powerful influence on a young woman and the decisions she makes. They encourage mothers to have open discussions with their daughters about issues such as travelling to Syria and what they are viewing online.

In the last year 22 women and girls have been reported missing to police by families who feared they have travelled to Syria, putting them in serious danger and leaving their families devastated.

The campaign recognises that it is mothers who often spot changes in behaviour or signs someone may be considering travelling to a conflict that millions are desperate to escape.

By encouraging mothers to have an open dialogue with their daughters, it is hoped that potential interest in travelling to Syria will be picked up at an early stage and that the mother will be able to take action, either by challenging the misconceptions or seeking help from other agencies, including the police.

Families are also encouraged to reach specially trained officers for help and advice by calling 101 or visiting www.preventtragedies.co.uk. This is a dedicated webpage, newly created as a one-stop-shop for concerned families to visit if they would like further information or advice around this issue. The website also provides links to a range of further organisations working in this field.

Leaflets supporting the campaign will also be provided to police forces to distribute locally by Prevent officers and partners.

Senior National Coordinator for Counter Terrorism Policing, Helen Ball said:

"This advertising campaign is part of our

sustained efforts to continue to raise awareness around this very serious issue.

“We care deeply about the well-being of women and girls throughout the world. We reject the degrading treatment of women by terrorist organisations and seek to prevent the tragedies caused by it.

"We are increasingly concerned about the numbers of young women who have travelled or are intending to travel to Syria. It is an extremely dangerous place and the reality of the lifestyle they are greeted with when they arrive is far from that promoted online by terrorist groups. The option of returning home is often taken away from them, leaving families at home devastated and with very few options to secure a safe return for their loved one.

"We want to increase families their confidence in the police and partners to encourage them to come forward at the earliest opportunity so that we can intervene and help."

Head of West Midlands CTU, Det Chief Supt Sue Southern said: "We have seen in the West Midlands the devastation caused to families when young people – men and women - travel to Syria. We need families to come forward if they have concerns. We have partners across the region who are

working with us to help support those who are vulnerable to negative influences. But that 101 call into the police needs to come as early as possible to give us the best chance of preventing a tragedy."

Kalsoom Bashir from Inspire said: "Having

seen the devastation facing families where a loved one has travelled to Syria I would advise families to keep their children close – to constantly remind them that they are loved, that they are part of a strong family network and that they can talk to you about anything they are worried about."

Award Winning Films for the All Wales School Liaison Core Programme

The All Wales School Liaison Core Programme and Straker Films have won major awards for films on sexting and domestic abuse, which are offered to all secondary schools throughout Wales.

At the EVCOM 2015 award ceremony at Park Lane's Grosvenor House Hotel on Friday 27 March, dramas 'Risky Pics' and 'Hidden Hurt' won two Gold awards for Education and Health & Safety, plus three Silver and two Bronze awards in other categories.

'Risky Pics', a film about sexting for 11-14 year olds uses a 'sliding doors' idea where the character splits at the moment of decision and we watch the outcomes of both sending or deleting. The film aims to show both the consequences and future risks of sending images for both parties.

Many School Community Police Officers comment that children are unaware of the consequences of sexting socially, emotionally and in terms of the Law. The film makes it clear that making a positive choice is the best course of action.

'Hidden Hurt' warns of the danger of getting drawn into a relationship with an abusive partner and highlights how difficult it is to escape the relationship once you're caught in it. The hard hitting drama is shown to 11 – 14 year olds in lessons delivered by School Community Police Officers and is narrated by the best friend of the abused girl.



The All Wales School Liaison Core Programme has a long standing relationship with Straker Films. Back in 2012 the team won awards in Education and Health & Safety for the films 'Be Cyber Safe' and 'Look Who's Talking'.

Each of the four films are bilingual, which meant shooting each scene twice, once in Welsh and then in English, and use

a different creative device to engage the particular age group, with the script developed in close connection with the Police Forces and Straker Films. Since its release in September 2012, 'Be Cyber Safe' has been seen by over 93,000 pupils; released at the same time, 'Look Who's Talking' has been seen by over 51,000. 'Hidden Hurt' was released to schools in September 2014 and has already been

seen by over 14,000 young people; 'Risky Pics' was released to schools in January 2015 and has already been seen by over 7,000 pupils. This means since 2012, these combined films have reached over 165,000 children in Welsh Secondary Schools.

Faith McCready, National Coordinator of the AWSLCP based in South Wales Police said, "Working with Straker Films was successful because the team understand the requirements of producing high quality films that grasp the attention of young people and

provide credible advice and information.

The films have been incredibly successful in delivering the messages to pupils across Wales. Subjects such as sexting, safe relationships and esafety are a growing problem in schools so it's vital that our School Community Police Officers get the message across to pupils."

Straker Films won the commissions through an open national tendering process. They said:

"The awards are testament to the trusting relationship with the All Wales School Liaison Core Programme and the Police. We worked closely together on defining the messaging and the creative idea to make sure it would hit home with the schoolchildren and engage their attention.

We also won a Gold Award for Best documentary and two Silvers for a film for the CPNI on identity fraud, so we've swept the board with films for law enforcement agencies this year."

Fundamental Change in Mind-Set is Needed to Fight Cyber Crime

City of London Police Chief Adrian Leppard, at a recent Tech UK conference, said that up to 80% of online crime goes unreported to the authorities.

The Commissioner told the audience that the scale of the threat is much greater than the public think, so much so that it may have even surpassed what drugs make up the criminal economy.

Leppard's concerns echo a report released last year by the Joint Committee of the European Supervisory Authorities (ESAs) which shows, not surprisingly, that banks "have been hit by cyber-attacks and other malicious attacks more frequently, and have seen an increase in high-profile distributed denial of service (DDoS) and outages."

The vast gap between what is reported and the actual threat level arises primarily because of banks' unwillingness to report breaches, for fear of damaging their reputations and losing customers. This attitude makes it harder to gain an accurate picture of online crime, helping fund growing cyber criminality and in turn, costs customers collectively.

This raises the question of whether the UK government should consider obliging firms to disclose serious breaches, as is currently

the case in the US. There has been proposal by the European Commission that companies operating in Europe across a wide range of industries, including banking, would be required to report cybersecurity breaches to designated national authorities.

But detecting threats is not easy. Today, banks face sophisticated intruders who constantly change and refine their methods, as well as insiders who abuse legitimate access to manipulate and steal data.

Attacks are also very difficult to detect, because there is no attack rulebook to consult. A clever intruder may lie low within an organisation for a long period of time, concealing their movements within the "noise" of the network. Insiders are even more difficult to spot because much of what they do may be legitimate, while only a small part of their activity is threatening.

The key is to understand what is happening on a continuous and ongoing basis, evaluate the degree of risk at any one time in order to detect cyber breaches early on, understand them and manage them. This is essential

considering that, on average, it currently takes around 230 days before a breach is detected.

A new approach to cyber security is now needed – one that takes advantage of big data and smart algorithms to allow organisations to detect small anomalies before they become big problems. With mathematical machine learning and anomaly-detection capability, new information-driven cyber intelligence tools are designed to allow organisations to identify previously unknown, security-relevant patterns in an ongoing and timely manner, enabling identification of high-risk cyber threats and vulnerable areas that can inform comprehensive risk management strategies.

Serious cybercrime and cyber espionage are an unfortunate fact of life for virtually all companies and governments. Regardless of mandatory reporting of a breach, the company that employs big data analytics to detect and act on unusual network activity is best positioned to counter those attacks, preserve their data, and protect their customers and reputation.

How Digital Autopsy are Helping South Yorkshire Police and Bereaved Families

Digital Autopsy by iGene delivers a new way to harness technology for the betterment of after-death care, using software, not a scalpel, to establish cause of death.

There are many technical, medical and economic benefits that our approach can offer, for example, reducing the need for invasive procedures and helping to minimise the pain for bereaved families. Above all else our aim is to ensure the best possible care for the deceased and the families they leave behind.

Every year in the UK over 200,000 deaths are classified as medico-legal, with the majority of investigations being conducted via traditional, invasive methods. This is often in detriment to the wishes of the bereaved families, and can result in considerable emotional stress for those involved; however, there is now an alternative. More than 70% of cases could actually be concluded with the use of a Digital Autopsy, instead of the body being cut with a scalpel, it utilises scans and digital technology to complete the post mortem process in two simple stages:

- 1.** First the body is scanned using a CT (computed tomography) scanner.
- 2.** The data from the scan is then processed to create a detailed 3D image of the body. Trained radiologists and pathologists are able to examine the image layer-by-layer to look for abnormalities that allow them to determine the cause of death.



Key Benefits:

- Digital Autopsy is an advanced, non-invasive process, that uses software, not a scalpel.
- Digital Autopsy data may be revisited and reinvestigated long after the body has been laid to rest, allowing investigations to be repeated on the same body again and again.

- Remote medical experts can provide second opinions by examining the same data, at the same time.

- With 3D imaging and 360 degree rotation, pathologists can locate abnormalities and foreign objects in the body.

- Digital Autopsy can act as an adjunct to traditional post-mortems to avoid issues such as infection.

iGene to date have already assisted the police in a number of ways. Using our metal tracking software we have successfully located bullets and fragments of knives lodged in a body, saving a forensic pathologist as much as eight hours searching. The ability to quickly confirm that a bullet is retained within the body can also eliminate the need to deploy resources in the field looking for a pass through bullet.

A contingent of road traffic officers have visited iGene's Sheffield facility to see the technology for themselves. Working with the Coroner's pathologists and using a combination of digital autopsy and toxicology, the families of RTC victims have been spared the further distress of an open post-mortem.

Claire Walker, iGene's Digital Autopsy Services Manager, commented "we have



Above: Digital Autopsy is an advanced non-invasive process that uses software not a scalpel.

Below Right: The body is scanned using a CT (computed tomography) scanner.



“ iGene to date have already assisted the police in a number of ways. Using our metal tracking software we have successfully located bullets and fragments of knives lodged in a body, saving a forensic pathologist as much as eight hours searching.

scanned remains and decomposed bodies for the police looking for evidence of foul play. iGene have been operating in the UK since November 2013 and I believe we will continue to discover ways we can assist the police in their day to day operations”.

We have been working closely with DC Tony Fitzwilliam and Sgt Murtaza Awan from South Yorkshire Police, “who have initiated the drive to engage with the community around this topic which is not only sensitive, but very important. Their work with the public has highlighted that South Yorkshire Police are actively engaging with communities to create awareness and to tackle what is important to them.”

South Yorkshire Police are using the digital post-mortem process in serious

and complex crime investigations, which has led to a successful community engagement campaign.

Not only have we helped with police cases, but have successfully completed digital autopsies for many families that has saved them emotional stress during a very difficult time. “We cannot thank iGene enough – we needed peace of mind and they provided it to us and that has really helped us to move on.” - The Greenhoff Family.

We currently have three facilities across the UK; Sheffield, Bradford & Sandwell. With further facilities due to open in 2015. For more information about Digital Autopsy by iGene, please contact info@igeneglobal.com or call our headquarters in Sheffield 0114 2780 712.

Dee Collins, New President of The British Association for Women in Policing

Dee Collins is the new President of the British Association for Women in Policing, having taken over from Cressida Dick.

Here she outlines her plans for the organisation, what the main issues facing women in the service are today and what she gets up to in her spare time...

Why did you want to become the new President of the BAWP?

I have always wanted everyone to value our differences and individuality, and therefore I want to play my part in ensuring that female officers and staff have a voice within policing. More broadly, it is important, particularly now, with so much change that gender issues are recognised and progressed.

What will your priorities be for the organisation? How will you advance the Gender Agenda?

I am keen that BAWP continues to thrive and develop. We need to look carefully at the recommendations within Gender Agenda 3 and see how we can work through them. I want to ensure that our people feel valued and empowered within the workplace, and that those who need support feel able to seek it.

Why is the work of the BAWP still needed in 2015?

Although the Police Service has championed change and embraced the need to understand our communities and ourselves, there is still much to do. There are still challenges such as uniform, flexible working and providing support networks.

Have you ever encountered sexism during your career? Do you think your gender has ever been an issue?

Sadly, yes, although I have been fortunate to have had good support from male and female colleagues. Sometimes my gender has been an issue for some of our public, but I work hard to understand and appreciate the views of others.

What were the issues facing women in the service when you joined in 1987?

The service looked and felt pretty different when I joined. I was issued with uniform and equipment that frankly wasn't practical. There were too few role models



Although the Police Service has championed change and embraced the need to understand our communities and ourselves, there is still much to do. There are still challenges such as uniform, flexible working and providing support networks.

working in specialisms, and there had not been a female Chief Constable. We have come a long way and we should be very proud of that. There is more work needed though.

What do you think the main issues facing women in the service are today?

Forces are facing huge financial pressures and, as a consequence, there is significant change. Women are finding opportunities for career development and flexible working reducing. Collaboration has presented some challenges where some individuals with caring responsibilities feel unable to travel long distances to work. We share concerns with other support groups about providing advice and guidance to those who are feeling uncertain or vulnerable.

How do we get more women into the police service?

This is becoming increasingly difficult as the service shrinks and entry/development opportunities disappear. Honest and open dialogue is needed at every level, and recognition that women bring skills and experience with them to each role. We need to encourage Forces to continue to support diversity networks who can then support individuals, especially through this period of change.

In 2013 you were awarded the BAWP's Annual Award for Mentoring. Please tell us more about that?

I was very humbled to have been nominated via my own Force Diversity network. Many years ago, a female colleague took the time and trouble to encourage and mentor me. I have tried to re-invest that energy into supporting others to realise their potential and to flourish as people. I have been lucky to have worked with some amazing people.

You have been a representative in both the Police Federation and Superintendents' Association. How have those roles help the way you lead your force?

I think a good understanding of people issues, the difference between employment and regulations, and also what individuals and groups want and need has helped me to develop as a leader. I strongly believe in values, driven decision making within an ethical context. We should all aspire to do the right thing and our best for one another.



Who have been your role models during your career?

Key people who have influenced me have been my Grandmother, seeing female Chiefs, my friends and colleagues and polar explorer Ernest Shackleton.

What would your advice be for lower ranking women officers who look to you and want to follow in your footsteps?

Be authentic and true to yourself, support your colleagues, do your best for the public, work hard, be patient and smile a lot.

How will you juggle the role of being West Yorkshire Police Temporary Chief Constable and President of BAWP?

I'm very lucky to have great support, both in Force and via the BAWP committee. I

enjoy and feel privileged in doing the work I do. Policing is a vocation to me and to have the opportunity to ensure that our female and male colleagues have my visible and vocal support is important to me.

What do you do when you are not being a chief officer?

I try and spend time with friends and family. I enjoy taking part in sport, and chilling out in front of the TV.

Please tell our readers something they will not know about you?

I am a Blue Peter Competition Badge Holder from when I was eight. I am passionate about supporting Breast cancer charities, as I was diagnosed with it in 2009 and had terrific support to come through it... and I have a cat called Aggie!

Retired Bromley Police Hero Passes Away

Retired Bromley police officer Ivan King, who was awarded the George Medal 64 years ago for his part in foiling an armed break-in at a Biggin Hill store, has passed away.

Ivan passed away peacefully at his Yorkshire home on Wednesday, 8 April, at the age of 89, after a long, happy and very adventurous life that also included time in the Malayan and Kenyan colonial police services.

Ivan was awarded the George Medal after he and a colleague chased and apprehended a man who had broken into Temple's Stores, Stock Hill, Biggin Hill and shot and critically injured another police officer on 28 September 1950.

Bromley Borough commander Chris Hafford said: "I am saddened to hear that ex-PC Ivan King has passed away in Yorkshire. I have a photograph of the three officers, a press cutting and letters regarding the award of the George Medal on the wall of my office and I find it inspiring. The bravery that Ivan King and his colleagues displayed is a fine example of what police officers can be called upon to deal with.

"I've received an email from a former colleague of PC King many years after this incident, who commented on how professional, courteous and hard-



Retired Bromley Officer Ivan King with the George Medal he was awarded for his part in foiling an armed break-in.

working he was. He was a credit to the Metropolitan Police Service".

PC Ivan King (P Division, Bromley), PC Owen Ashwin (P Division, Orpington), PC John McCallum (P Division, Bromley), and Mr Thomas Temple (a Company Director from Biggin Hill) were each awarded the George Medal and a £20 cheque by the King at an Investiture held at Buckingham Palace on 31 October 1951 for their heroism during the Temples Stores incident.

On 28 September 1950 PCs King, Ashwin and McCallum were in a patrol car when shortly before 01:00hrs they received a message to go to Temple's Stores, Biggin Hill as it was suspected that people were unlawfully on the premises.

Thomas Temple, principle director of the Stores, met the officers on their arrival and he and PC Ashwin entered the premises by the back door. The lights were switched on and Mr Temple locked the door on the inside. The other two officers, with two relatives of Mr Temple, covered the outside of the Stores.

PC Ashwin and Mr Temple went upstairs by different staircases and met at the shop office in which, through the glass panelling, they could see two men. One of the men - William McGuire - stepped out of the office, raised an automatic pistol and fired a shot in their direction. The shot struck the framework of a show case. Both men then ran out of the office to the other side of the building followed by PC Ashwin and Mr Temple. As he reached the side of the premises PC Ashwin saw the second man - David Cooney - who was unarmed, coming towards him. A struggle ensued, where upon McGuire, who was at the top of a staircase about three yards away, turned and fired at PC Ashwin wounding him in the throat. After firing two more shots McGuire then ran downstairs into another department of the Stores, pursued by Mr Temple, before plunging through a plate glass window into the street. Mr Temple at once returned to help PC Ashwin, whom he found lying unconscious on the floor with Cooney on top of him striking him in the face. Mr Temple struck Cooney with a baton that he was carrying, forced him into a corner of the room, and held him at bay until help arrived.



Left to Right: PC John McCallum, PC Owen Ashwin and PC Ivan King

The bravery that Ivan King and his colleagues displayed is a fine example of what police officers can be called upon to deal with.

Meanwhile, McGuire, who still held the pistol as he came through the window, was tackled by PC McCallum but broke free and ran down the road. PC King, who had been on the roof to prevent any escape through the skylight, joined PC McCallum and with Mr Temple's two relatives they went in pursuit. After a chase of some 400 yards the two police officers had almost caught up with McGuire when he turned around, and pointing the pistol at PC McCallum who was slightly in front, pulled the trigger. Both officers heard a click but the magazine of the weapon was apparently empty.

PC McCallum jumped for McGuire's right hand and got hold of the pistol while PC King grasped his left hand. After a violent struggle the officers succeeded in overpowering the McGuire.

PC Ashwin lay gravely ill in Farnborough Hospital for three months, before recovering.

At Kent Assizes at Maidstone on 24 November 1950, William Edward McGuire, age 20, of Dunbridge Street, Bethnal Green, who the judge described as a "confirmed and dangerous criminal" and a "desperado", was sentenced to 14 years imprisonment for shooting PC Ashwin. McGuire was told by the judge that had PC Ashwin died he would have been hanged.

David Cooney, age 20, of no fixed abode was sentenced to three years imprisonment for his part in the break-in.

PCs King, Ashwin and McCallum were commended for 'acting with great bravery without any regard for the consequences to themselves'. Thomas Temple was commended for 'displaying exceptional courage in chasing an armed gunman and returning to help a police constable who had been shot and was being attacked by a second criminal'.

PC Owen Ashwin's George Medal was unveiled by then Bromley Borough commander Charles Griggs at Bromley Police Station in 2010, 60 years to the day after the incident.

Detective Runs London Marathon in Memory of Baby Pheobe

A Detective Constable from Mildenhall ran the London Marathon in memory of a colleague's granddaughter who died tragically from a rare disease, with donations going to the charity Save Babies Through Screening Foundation UK.

DC Andrea French, who works in Bury St Edmunds CID, was moved to make this gesture following the heart-breaking death of Detective Sergeant Ann Naylor's granddaughter Phoebe Knibbs.

Phoebe was just 21-months-old when she succumbed to a rare illness known as Krabbe Disease.

There is no cure for this disease and children normally die before they reach two years of age.

Phoebe was born on 29 May 2011 and lived in Kedington, near Haverhill, with her mum Hannah and big sister Amelia, who is five-years-old.

After a few months Hannah became concerned that Phoebe wasn't developing as she should be and after a prolonged process of tests, on the 29 October 2012 it was confirmed that Phoebe had Krabbe Disease and that she was unlikely to make her second birthday.

Hannah was determined to keep Phoebe in her home and all the necessary medical equipment was installed in the house and Phoebe's nanny Ann moved in to help care for her.

After putting up a brave fight for another four months, including undergoing an operation, Phoebe passed away peacefully

in her sleep on 23 February 2013.

Despite suffering the irreplaceable loss of her daughter, Hannah has shown great courage in wanting to raise the profile of this little-known disease, along with the charity that supports the children and families who suffer and live with it.

Hannah, along with five friends, participated in the BUPA Great South Run in October 2013 in aid of Save Babies UK, together forming 'Team PP' (PP is the name Phoebe was affectionately called by her family).

Speaking before the London Marathon about her participation, she said: "I am very excited about running for Team PP and hoping to raise awareness and money for such a worthy charity in memory of beautiful Phoebe."

Commenting on the gesture made by her friend and colleague, Hannah's mum Ann Naylor said:

"Team PP are thrilled Andrea has taken on this challenge of running the London Marathon for Save Babies UK in memory of my special 'angel' granddaughter Phoebe. Andrea has given up valuable family time, dedicating hours to train for such a fantastic charity and we are truly grateful - 'Run Andrea Run!'"

Pat Roberts, Executive Director of Save



Babies UK and grandmother of a child who died from Krabbe disease, expressed her delight at their first representation at the London Marathon:

"We are thrilled that Andrea will be running the London Marathon supporting Save Babies UK and we are so grateful to her.

"It is particularly important to us this year as we have a huge challenge to raise sufficient money to support an important Krabbe research project at Cambridge University Medical School. We wish Andrea every success."

More information on Save Babies UK can be found at www.savebabiesuk.org Link and you can still donate on Andrea's Just Giving page: www.justgiving.com/Andrea-French.

£30,000 Donated to Local Charities and Organisations

Over £30,000 has been donated to local good causes following the record-breaking success of the 2014 Emergency Services Show.

At a presentation event on the 23 April, 21 organisations received cheques from the Show's organising committee, made up of volunteers from Wiltshire Police, Wiltshire Fire & Rescue Service and South Western Ambulance Service.

Amongst the guests were senior officers from the blue light services, and representatives of the Show's main sponsors, Vodafone and Grist Group.

Donations were made to groups that support the work of the emergency services; however, there were also donations to local organisations that support the Show itself. The full list of beneficiaries from 2014 is as follows:

Wiltshire Air Ambulance and SWIFT Medics received £4,000 each.

The Firefighters Charity, Care of Police Survivors, The Ambulance Benevolent fund, Wiltshire Search and Rescue and Great Western Air Ambulance all received £2,500 each.

The Bobby Van Trust received £1,500 with RNLI, Freewheelers EVS, Severn Freewheelers and SERV Wessex receiving £1,000.

Causalities Union, WAGS Retired Police Dogs, Cricklade Fire Cadets, SPLASH, St Johns Ambulance, Royal Wooten Bassett Sea Cadets, 1st Lyneham Scouts, Calne Scouts and PRI (welfare fund for Buckley



Barracks) received £500 respectively.

ESS Chairman Chris Harvey said: "We are delighted to have given such a large amount of money as a result of our most successful Show yet! This year we will be celebrating our tenth show and we are proud to say that, over the years, we have donated some £115,000 to charities and organisations that work with the emergency services both in Wiltshire and further afield."

He added: "This is a fantastic achievement and, on behalf of the committee, I would like to thank the chief officers of the blue

light services, all of our sponsors and of course the public for their continuing and generous support. We hope that our 2015 Show on Sunday 13 September will be our biggest and best yet, and planning is already underway. Online ticket sales will open next month, so come and join us for a great family day out!"

For more information about the Show, or to register as an exhibitor or trader, visit www.emergencyservicesshow.com – you can also follow us on Twitter @999show or like us on Facebook 'The Emergency Services Show.'

University's Unique Deal to Help Modernise Malaysian Police

Every police officer in Malaysia will have their training accredited by the University of Derby, in what is thought to be the first ever such partnership between a foreign country and a UK university.

As part of its drive to achieve developed nation status by 2020, Malaysia, in South-East Asia, is looking for every one of the 113,000-plus officers in its Royal Malaysia Police (RMP) to have an accredited academic qualification, which will be in addition to their official police rank. It is hoped this will increase the RMP's professionalism.

Derby is thought to be the first UK University to become the academic awarding body for an entire country's police force.

The new agreement has been struck by the University's Department of Law and Criminology, and the Malaysian government.

Under the new agreement the University will accredit the training of all police officers, having created three qualifications for different ranks: a Diploma in Policing for new recruits and existing Constables, a BSc (Hons) Police Science degree course for Sergeants, and a Postgraduate Certificate in Police Leadership for Inspector level and above.

Officers will receive training in areas such as the law, investigation and interview techniques, suspects' rights, management, leadership and administration; with the instruction delivered by police trainers in Malaysia but overseen and quality controlled by expert Derby tutors.

The first graduation ceremonies recently took place at the RMP College in Kuala Lumpur where 1,067 constables received their Diploma in Policing from representatives of the University, alongside Inspector-General of Police, Tan Sri Khalid Abu Bakar, over three days of celebrations. A further 1,574 officers



received their award in absence, as they were posted on duty.

The University's Vice-Chancellor, Professor John Coyne, other senior academics and Derbyshire's High Sheriff, David Coleman, attended the ceremonies.

Professor Malcolm Todd, Dean of the College of Law, Humanities and Social Sciences, said: "I am delighted that the University of Derby has entered into this highly prestigious partnership with the Royal Malaysian Police to deliver world class police training."

Kevin Bampton, Head of the Department of Law and Criminology at Derby, said: "We believe it's the first time a UK university has done something of this nature.

"It is an enormous task, training tens of thousands of officers per year, but the Malaysians are committed to embedding the highest professional standards and we are

 *We are excited to be working with the Malaysians, providing the academic support and independent quality assurance...*

here to support them. Malaysian criminal law draws inspiration from UK law, but it has been highly effective in making it relevant to a complex and sophisticated multi-ethnic society. We have much to learn from them.

"We are excited to be working with the Malaysians, providing the academic support and independent quality assurance which will further professionalise the country's police force."



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Missing People Charity Offers National and Geo-Located Publicity Opportunities to Forces

UK charity Missing People is urging forces across the UK to contact them with regards their extensive national and regional opportunities to publicise appeals for missing children and adults.

These opportunities have been made possible thanks to key partnerships that the charity has built across the UK including national and geo-located alerts to 120,000 Royal Mail postal workers, Trinity Mirror regional newspaper group, The Mirror, The Big Issue, the Metro and UK-wide digital billboards through Outdoor Media Centre. In addition the charity can offer publicity via missingpeople.org.uk, their social media audience of over 110,000 and networks of small businesses sharing publicity with their networks.

T/Det. Inspector Mark Luffman, Force Tactical Lead – CSE & Missing for Wiltshire Police said: “We are committed to using the multitude of services that Missing People provide as it is imperative to take a multi-agency response when working on Missing Persons investigations. Missing People’s publicity appeals cover a much greater geographical area than any individual police force can begin to hope to and an appeal tailored to your investigative needs can be put together in a matter of minutes. Wiltshire Police will continue to use Missing People’s free services to help support and reconnect missing people with safety.”

Another resource available for the protection of children, Child Rescue Alert, is a partnership between the charity, the CEOP command of the National Crime Agency and Groupcall. More than 250,000 people have signed up to receive Child Rescue Alerts for free, which offers vital,

Anyone who may not be familiar with these services and wants to know more is welcome to call the team on 116 000. We are happy to talk through the services we can provide on any missing person investigation...

rapid public outreach in the case of missing children. Child Rescue Alert has been made possible thanks to support from players of People’s Postcode Lottery.

At times when the police feel publicity isn’t appropriate for a missing person investigation, the charity can share information of a missing person around its Support Partner Network; safeguarding organisations who only share the briefings internally and not in public places.

Karen Robinson, Head of Partnerships and Development at Missing People said: “The charity is delighted to work in partnership

with every UK police force. Through the free, 24/7 services we provide, we can help police to find people quicker and safer. Anyone who may not be familiar with these services and wants to know more is welcome to call the team on 116 000. We are happy to talk through the services we can provide on any missing person investigation, of any nature, anywhere in the UK”.

You can help support this amazing charity too by texting HOPE to 70707 now and give £3 to Missing People. Your gift could help bring a missing child home.

Professor Wesley Vernon; The World's Most Sought after Forensic Podiatry Expert

“...more crime scene investigators are now seeking evidence from footprints, wear and tear on footwear and even people’s walking pattern to solve a crime...”

Crime scene investigators have a toolbox that includes DNA analysis and fingerprinting. But they can also gain valuable identification evidence from footprints, from the wear and tear on shoes and boots plus the subtle differences in people’s walking patterns. For this, they must turn to the increasingly important field of forensic podiatry – and the University of Huddersfield is now offering the world’s first and only postgraduate degree in the subject.

The part-time MSc course – which is a development from an earlier postgraduate diploma – has now been launched and is attended by a first cohort of graduate podiatrists who aim to add to their expertise with specialist knowledge of a discipline that investigators are relying on with increasing frequency.

The University of Huddersfield’s Professor Wesley Vernon – who leads the course – is one of the world’s leading forensic podiatrists and one of a small number of experts in the field who are registered by the National Crime Agency in the UK. He is regularly consulted by investigators in Europe, Australia and the USA and has lectured on this subject in China, Australasia and the US.



There is mounting awareness of the value of forensic podiatry, he says.

“In the mid-1990s I was getting maybe one or two cases a year. Now I am getting requests for assistance most weeks, so it has increased quite dramatically,” said Professor Vernon, whose expertise is sought not only by police forces, but also by defence law teams.

Crime scene podiatry

He defines forensic podiatry as ‘the use of a podiatrist’s knowledge principally for the purposes of identification of humans’. The discipline has four broad areas. They include the use of podiatrists’ records for identification, the analysis of bare footprints at the scenes of crime and examination of the “wear features” of shoes.

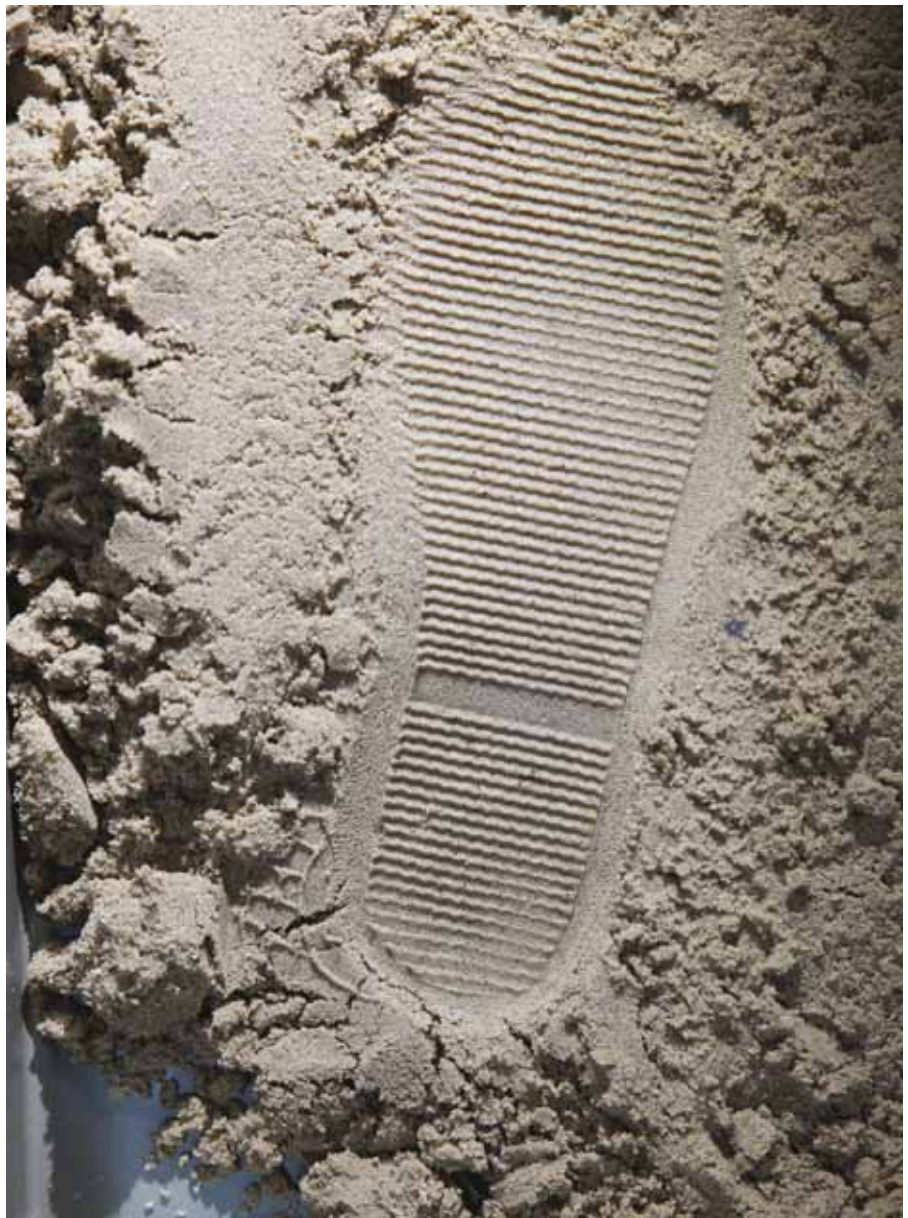
“There might be shoeprints at the scene of crime. The police have a suspect and can match the shoes to the crime scene, but the suspect might say ‘yes I know you got that shoe from my house, but it’s not mine’,” said Professor Vernon. “DNA often fails or may not be helpful in these circumstances, but we can use the wear features of shoes to assist in the process of identification.”


The fourth area is known as Forensic Gait Analysis, which now accounts for as much as 90 per cent of Professor Vernon’s investigative work. It requires a podiatrist to examine footage – perhaps from a security camera – in order to analyse the walking pattern of a suspect who might otherwise be unidentifiable, if he or she is wearing a hood for example. By comparing it with film – possibly acquired covertly by the police – in which the identity of the subject is incontrovertible, an expert can assist in the identification of the perpetrator.

A science-based approach

There is an increasingly strong research base for forensic podiatry and much of it has been contributed by Professor Vernon himself. But the courts have accepted that experience is acceptable as the basis for a forensic podiatrist’s expert testimony.

“The skill is to combine both an experience and a science-based



 *The discipline has four broad areas. They include the use of podiatrists’ records for identification, the analysis of bare footprints at the scenes of crime and examination of the “wear features” of shoes.*

approach,” said Professor Vernon, who has carried out footprint and footwear analysis in some complex murder cases. His early ambition, while at school in the 1970s, was to become a pathologist, and he even landed work experience in a mortuary. But he went on to study podiatry and while doing so he began to realise that many aspects of a podiatrist’s work could be useful in the field of human identification.

“I started doing research studies of value to forensic podiatry. People took notice and the case work started.”

Sherlock Holmes

In addition to his University of Huddersfield post, Professor Vernon is

Head of Podiatry Services at Sheffield Teaching Hospitals NHS Foundation Trust, although he estimates that 60 per cent of his time is devoted to forensic work and teaching.

And his ongoing research includes an intriguing investigation into the strange case of Sherlock Holmes, Forensic Podiatrist. For a review article, Professor Vernon is analysing the great detective’s uses of footprint evidence, deciding where he got it right and where he blundered.

“Was Sherlock Holmes an expert or a charlatan? He certainly made some fairly basic mistakes as far as forensic podiatry is concerned!”

Wiltshire Police Chief Constable Announces Retirement

The Chief Constable of Wiltshire Police, Pat Geenty, has announced his intention to retire from his position with the Force.

On Monday 2 February 2015, Mr Geenty informed the Police and Crime Commissioner for Wiltshire and Swindon, Angus Macpherson, of his decision to retire in May of this year.

Mr Geenty joined Wiltshire Police in July 2009 and was appointed substantive Chief Constable of the Force in May 2012.

Pat Geenty, Chief Constable, said: "Policing has been a fundamental part of my life for the past 33 years so this has been an

extremely difficult decision for me to make. "However, after considerable soul-searching, I feel confident that this is the right thing for me to do. "I am entirely certain that I am leaving the Force in capable hands and wish to reassure the public that there is a clear plan for the future of Wiltshire Police.

Angus Macpherson, Police and Crime Commissioner for Wiltshire and Swindon, said: "Firstly, I would like to thank Mr Geenty for his hard work, professionalism

and total commitment to his role as Chief Constable of Wiltshire Police.

"While I am personally disappointed to be losing an exceptional officer and leader, I fully understand and respect his decision to retire.

"I will now begin to consider the continuity plan for the Force to ensure that Wiltshire Police are able to maintain consistency in leadership. I will update further once I have made a decision."

Grace Catches the Feavyour for Policing

After 30 years of service, Geoff Feavyour (48) celebrated his retirement from Leicestershire Police by swearing his daughter into the Special Constabulary on his last day.

Working in HR at Leicestershire Police, Grace Feavyour (19) reflected on the overwhelming moment her father had sworn her in at the specials attestation: "It was a really nice, albeit emotional, moment to see my dad retiring, knowing how passionate he is about policing and has been since he joined aged 18.

By joining the Special Constabulary, Grace is continuing the family business. As well as her dad, her mum and one of her uncles are serving Leicestershire officers, and Geoff's brother, John, recently retired as

Deputy Chief Constable of Cambridgeshire Constabulary, having started his career in Leicestershire.

Her granddad, Allen, seems to have started the tradition in Criminal Justice, having served 31 years as a prison officer. "My first shift was a real eye opener for me; I thought I knew what my dad did but in reality, I had no idea. It's really sad to see how people have got to the point where police intervention is needed."

The father and daughter duo spent

numerous hours preparing for the start of Grace's policing career including the imitation of potential confrontational situations and lengthy gym sessions.

Geoff maintains he had no hesitation about encouraging Grace to join the Force and said: "I have had a fantastic career which has allowed me to do things I never imagined."

Geoff has undertaken a wide variety of roles in his 30 years, including a spell as Temporary Assistant Chief Constable, but

he was best known in the Force for leading major events such as football matches at Leicester City and Download, the heavy rock festival at Donington Park.

Talking about the start of Grace's policing career, Geoff said: "Like any parent, of course I want my children to make the right choices but I'm proud of what Grace has done and I know that she is going to go through huge changes as she gets to grip with the role."

The Special Constabulary is a force of trained volunteers who work with and

support local police. 'Specials' come from all walks of life including police staff members.

Leicestershire Police currently have 32 police members of staff who are also serving specials. They volunteer at least four hours a week and form a vital link between the regular police and the local communities.

Chief Constable Simon Cole said: "I'm delighted that we have another Feavour serving the public for Leicestershire Police, following in the footsteps of her mum and

dad who I'm sure must be very proud."

Grace added: "To anyone considering joining the specials, it may seem like a lot of time but you get all the support and training you need. It's a really good feeling knowing you're making a positive difference and being able to actually see the difference you're making"

Sadly, Allen Feavour was unable to attend the attestation and passed away the day after but the legacy he has left behind will be continued and celebrated throughout his granddaughters policing career.

New Customer relations team at Dyfed-Powys Police

A new public satisfaction team will see the people of Carmarthenshire, Ceredigion, Pembrokeshire and Powys get more out of their police force and it's Commissioner.

Staff in the Dyfed-Powys Public Service Bureau will improve how people can express low-level concerns and dissatisfaction about policing services.

Police and Crime Commissioner Christopher Salmon, whose office is hosting the Bureau, said: "People dissatisfied at their police or my office want quick and efficient action – that will now happen.

"For too many years the process of dealing with these inquiries has been slow. Our Public Service Bureau will provide swift answers, advice and guidance.

"The Chief Constable and I want greater public satisfaction; policing services must meet the expectation of our communities."



Dyfed-Powys Police received 276 formal complaints in 2014 (with 580 issues being raised in these), 290 compliments and 1,652 expressions of concern. Those non-formal issues will now, in the first instance, be handled by the Public Service Bureau.

The customer service professionals in the team, based at Police HQ, Carmarthen, are Kerrie Phillips, Dan Allbon and James Lewis.

They will deal with and monitor all

expressions of dissatisfaction and concern – along with compliments – made by the public about Dyfed-Powys Police or the Commissioner's office.

The public can contact them by phone, email or via the force or Commissioner Websites.

Low-level concerns will be dealt with directly by the Bureau or referred to a police officer for resolution. More serious matters will be referred to police force's

formal complaints team and to the Commissioner's office.

The progress of all low-level cases will be monitored and pursued through to resolution. Bureau statistics and key information will be published regularly.

Chief Constable Simon Prince said: "Our new service will be public-friendly and will cut bureaucracy. It offers a single point of contact, a streamlined approach, rapid resolution and transparency."

Two New Assistant Chief Constables Appointed

Avon and Somerset Constabulary is pleased to announce the appointment of two new Assistant Chief Constables.

Nikki Watson and Sarah Crew were the two successful candidates following the recruitment process last week. Nikki will be responsible for the Prevention, Protection and Prosecutions portfolio and Sarah will take the lead for the Local Policing portfolio.

Nikki joined Avon and Somerset in 1987 and has served in uniform and CID roles, developing a good knowledge and understanding of the force and an expertise in operational policing. She was the first female head of the roads policing and firearms department, prior to taking up the position of Somerset East Commander in 2006. She then became commander of the wider Somerset area in 2013, which covered Somerset and North Somerset areas.

She is an accredited public order commander and has experience of major public and sporting events including the Glastonbury Festival and the 2012 Olympics.

Sarah has 20 years' experience in both

uniformed policing and CID. After patrolling the streets of Bristol in her early career she joined Bristol CID and just two years later headed up central Bristol's major and serious crime team.

In 2009 she launched Operation Bluestone; a dedicated Bristol based investigative team for rape and serious sexual offences. As force lead for rape and sexual offences she championed The Bridge, a victim-focused treatment and support centre for victims of sexual violence and the introduction of Independent Sexual Violence Advisors to support victims.

In 2011 she moved to South Gloucestershire as the district commander until May 2013 when she became the lead for the new Operating Model programme within the force.

Acting Chief Constable John Long said: "I am delighted to welcome Nikki and Sarah to their new roles within the Chief Officer Group. Both have a wealth of policing experience, having worked in various roles



and teams across the organisation. They are both therefore in the best possible position to lead frontline police officers and police staff in their work with communities and local partners, to help keep the individuals and communities of Avon and Somerset safe and feeling safe".

Two New Chief Officers Appointed in Humberside

Humberside Police has appointed two new Assistant Chief Constables.

On Friday Chief Constable Justine Curran, in consultation with Police and Crime Commissioner Matthew Grove, appointed Chief Superintendent Lee Freeman, currently of Lincolnshire Police and Chief Superintendent Gary Calvert, currently of Northumbria Police, into the posts. They will replace Temporary Assistant Chief Constable Rick Proctor, who is retiring shortly and Assistant Chief Constable Alan Leaver, who is due to retire in the summer.

CC Curran said: "Lee and Gary will join Garry Forsyth, who I appointed as the new Deputy Chief Constable last month to make up the new senior command team. "These new appointments are crucial in terms of making sure we maintain the



strong leadership and energy we need to drive through the significant changes required to our structure, culture and performance in the future.



"All three of these senior leaders are raring to go and keen to start serving the communities of the Humberside Policing area."

New Assistant Chief Constable Appointed Northamptonshire

Chief Constable Adrian Lee has announced the appointment of a new Assistant Chief Constable for Northamptonshire Police.

Rachel Swann will join the force from Leicestershire Police where she is currently a chief superintendent.

Rachel joined Leicestershire Police in 1994, where she has performed a number of different roles both in uniform and as a detective. Most recently, prior to attending the Senior Command Course, she was head of the force's Change team tasked with delivering £23 million savings. Chief Constable Adrian Lee said: "Rachel

comes with a strong operational background and I am confident she will contribute towards making Northamptonshire the safest place in the country and help us deliver the transformational agenda of Northamptonshire Police and the Office of the Police and Crime Commissioner.

"Rachel was appointed after a tough selection process. She has a wealth of policing experience and is very well suited to meet the challenges in Northamptonshire

over the coming years. I am confident she will be a real asset to the force."

Chief Superintendent Swann added: "I am thrilled to be joining Northamptonshire Police as Assistant Chief Constable. The force is developing exciting and innovative plans to transform how it delivers its services to make Northamptonshire the safest place in the country and I really look forward to being part of this and the challenges it brings."

DCI Bamber; from Hong Kong to Sutton Coldfield

West Midlands Police is embarking on a new era as it evolves to meet the financial and societal challenges of modern policing.

One officer who knows all about policing at a time of transition is new Birmingham North crime manager, Detective Chief Inspector Ian Bamber.

Ian served with the Royal Hong Kong Police Force from 1994 to 1998 – a Far East tour of duty that coincided with the territory's 'handover' from the UK to China.

Back then he worked as part of a unit keeping order in one of the worlds vice capitals and most densely populated regions. Today he ensures law and order on the mean streets of Four Oaks...!

What took you to Hong Kong?

I have the Police Review magazine to thank. I was 26 at the time and had just passed my Sergeant's exams with Cheshire Police and it struck me that it was now or never to experience policing abroad. I was lucky enough to be successful and, as it turned out, was one of the last expats to arrive before UK police officer recruitment stopped.

You stayed for more than three years so I guess you didn't regret the decision?

Not at all... it was an incredible experience and Hong Kong officers and expats had lots of respect for colleagues arriving from the UK.

However, it felt much more regimented than in the UK. It was a culture borne out of some tough times with past corruption so there was a strong sense of internal monitoring rather than a system based on trust. The style of policing was very high



visibility with lots of resources although it did feel we did policing to people rather than for them.

Ultimately, though, I was still part of an emergency response service helping people in times of need... that's no different to policing in Birmingham or on the other side of the world.

What was your role with the Royal Hong Kong Police Force?

Over three years I worked with the response team answering emergency calls for help and the section that provides specialist support for police operations.

Most interestingly, though, my last posting was running a Vice Unit in Mong Kok... a place at the time reckoned to be the most densely populated area in the world! It was a real buzz. We were seizing illegal pornography in unprecedented quantities and disrupting organised crime gangs that operated in the district.

On just my third day in Hong Kong I remember playing football with children in a Vietnamese detention centre. It helped ease the tension... people there were terrified they were going to be

deported with nowhere to go. Keeping order there was a fine balancing act and

there was always a sense emotions could explode. One day it did and I was needed to help regain control during a mass riot.

The scariest moment had to be during one early morning patrol on the Hong Kong border with mainland China. It was 3am and pitch black when I tripped over something. I looked back and thought it was a large tree branch blocking the road so I tried kicking it aside. It didn't move. I tried rolling it with my foot... nothing.

As I bent down to pick it up I realised it was an enormous python! And I mean enormous. I was with local officers and out-sprinted them for about 10 minutes when they eventually caught up with me... the laughter continued for hours at my expense.

What was the highlight of your time in Hong Kong?

It has to be policing the sovereignty handover. I was on duty the night before and the night after... it felt like we were at the centre of global events and for those two days we were. The departing Brits and arriving Chinese did their best to out-do each other with the most incredible fireworks displays over Victoria harbour. I was stood on top of a police carrier with the best view soaking it all in and then directing people safely away. The transition has been very gradual and well managed.

On a personal note being part of the last ever Royal Hong Kong Police Force rugby tour was incredible: we visited Thailand, Malaysia and Singapore. The rugby was pretty good too! Oh... and I also got married at St John's Cathedral with a Guard of Honour. That was very, very special.

What skills and knowledge did you take from there that's helped you in the UK?

I worked with some truly inspiring senior officers and came away with an appreciation of leadership and management in an international context.

More importantly, though, I also learned that in order to police a culture you need to understand that culture. And I gained an appreciation of what it's like being part of a minority community... in a diverse part of the world like the West Midlands that's proved invaluable.

How did your transfer to West Midlands Police come about?

I was back at Cheshire Police in 2003 when the transfer opportunity arose. I passed my Inspector's exam and was thrown straight into the Murder Investigation Unit as a Detective Inspector. It was a great role. I felt like I'd won the postings lottery!

Have you worked on any notable murder investigations?

I worked in some brilliant incident rooms with some brilliant detectives. My first job was the murder of a licensee in Bloxwich – a lengthy investigation ending with the conviction of his stepson and three friends and I also helped convict the killer of a Sikh elder at a Gurdwara in Wolverhampton after we caught the offender trying to sell stolen items.

I was involved in some challenging gangs work but by far the most poignant and tragic investigation was the murder of Michelle Gunshon who was abducted and killed by Martin Stafford. He was caught in Ireland and after years of awaiting extradition back to the UK, found guilty and imprisoned. But as yet he's maintained his silence over the whereabouts of Michelle's body.

Since then I've worked in our Sensitive Intelligence team, gaining vital information on gang members, headed up our Economic Crime Unit tackling frauds and scams, and spent time with Walsall Police before taking a career break from 2011 to 2014.

What prompted the career break?

My wife was going through a very difficult pregnancy and early scans showed the baby wasn't growing as expected. We were referred to Birmingham Women's Hospital and then a leading Harley Street doctor. The prognosis wasn't good and we were told to prepare for the worst... we were both distraught, we'd lost a child through miscarriage two years earlier, but we were determined to hang on in there. We had weekly scans – the whole team at Birmingham Women's were brilliant – and at about 36 weeks the consultant called it and advised a caesarean.

After a period in intensive care our daughter pulled through and we were able to take her home. She was beautiful and healthy and still is! Given the complications we decided it made sense for me to take a career break. West Midlands Police have been very supportive and I'm grateful to be given a fantastic opportunity back with the force in Birmingham North.

We were lucky to get a happy ending. I remember some of the babies on the Intensive Care Unit who didn't make it and I know of lots of women who miscarry, the pain is felt by both would-be parents but particularly the woman. Perhaps my story helps show that sometimes there can be a very precious result.

What's it like coming back into policing after a prolonged break?

I think my time away has 'de-institutionalised' me so I'm looking at everything with a fresh pair of eyes and from the public's perspective. I hope it doesn't wear off!

Policing is all about the people – far more than policies and procedures – so getting to know all the officers and people at partner agencies is my first priority. A good relationship is everything.

What are your plans and priorities for Birmingham North?

Burglary rates have fallen considerably in recent years and are down by around 16 per cent compared to last year – that's 162 fewer people in north Birmingham spared the heartache of a break-in. Robbery is also notably down... and my priority is to keep driving down the kinds of crimes that people fear most.

I love nothing better than arriving for work in the morning and learning of great arrests made by our officers overnight. I'm also passionate about the force's Operation Sentinel work protecting people from 'hidden crimes' like domestic violence, sexual exploitation, 'honour' based violence, forced marriage, and human trafficking. I'll be doing all I can to support that work.

Merseyside Police - Helping Communities to See

Dr John Patterson discusses the role Merseyside Police have played in framing a vision for the future; where people can collectively share their voices to better serve the community.

A prevailing 'tick box' culture of performativity threatens to lose sight of what it means to work within communities. Where each community in which we serve is unique. There remain differences between treating everything equally and treating everything identically. The individual nature and peculiar needs of each community comes as no surprise to officers on the 'frontline'; neither does it to those teachers at the 'chalk face' in school communities of learning.

What needs better recognition is the significant knowledge, skill sets and understanding Police Officers retain, i.e. that which is their 'voice.' Furthermore, there is need to recognise the value which is released when such a 'voice' is partnered with education as it is collaboratively directed into supporting schools, and vice versa. In this context, the clarity of the call by Liverpool's Chief Constable Sir Jon Murphy to 'just talk' frames a vision for the future. A future where Police Officers, teachers, student teachers and others can discuss and share their 'voices' in service to our communities through different mediums.

The developing role of volunteerism offers a space for 'voice sharing' as we establish better ways of doing things for and with uniquely individual communities. Furthermore, there is an untapped and



significant opportunity to engage student teacher volunteers within valuable reciprocal learning and community cohesive experiences in advance of teaching careers. In this article, we suggest engaging student teacher volunteerism nationally within a loose framework, offering a means to impact the PREVENT agenda. Enhancing new teachers' understanding of 'community' through creative experiences, and in practical support of achieving teaching

'Standards' offers serious and non 'tick box' food for thought.

The expectation for volunteerism to deliver on a raft of social and economic 'outcomes' has grown steadily over the last twenty years. So too has interest in social capital theory i.e. a belief that when networks of neighbourhoods work together positive outcomes are released and can be measured in terms of lower crime,

better health and increased educational achievement.

There remains some difference in opinions however between those who view volunteering as 'getting something on the cheap' and those who have experienced participation in worthwhile volunteering projects. Nonetheless, waves of initiatives such as 'Excellence in Cities' has sought to embed volunteerism into communities and into education.

In recent years, growing emphasis has been placed on volunteerism within schools and in Higher Education curricula as part of 'enrichment' 'PSHE' 'Citizenship' 'values' and more recently Social Moral Spiritual and Cultural (SMSC) education. Although there are individual success stories, what is missing from embedding volunteerism into education nationally is three-fold. Firstly, the key to understanding volunteerism lies in the word itself... it should be voluntary, freely given by individuals 'doing their little bit' to maintain a creative passion in delivery.

Secondly, there needs to be a flexible framework of broad enough scope onto which people can attach their (project-based) skills.

Thirdly, Safeguarding must be stringently adhered to without crushing educational value. Through this lens, DBS checked student teachers who must spend time in school communities to achieve teacher status i.e. the 'Standards', are already well placed. However, there must be a clear educational value for the school, and a sense of achievement for the volunteer.

Such a 'win, win' framework already exists and has been operational across Merseyside since 2000. The Schools Intergenerational Nurturing and Learning Project (SIGNAL) is a historical, collaborative partnership between Merseyside Police and Liverpool Hope University student teachers which has also included a wide range of 'intermediary' and collaborative organisations.

Organisations within which children in a community find meaning i.e. sports groups, faith groups, Scouts, Rotary. The longitudinal research behind it makes SIGNAL easily replicable through Universities with an Initial Teacher Training (ITT) focus.

 *Ultimately,
SIGNAL
facilitates the connection
of people's values in
their communities
for a shared aim i.e.
to increase the life
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future citizens i.e. our
children.*

As a model of 'Service-Learning', SIGNAL has attached volunteer student teachers into schools alongside serving officers and community leaders in a three stage process 'engage, educate, celebrate'. In short, creative lessons are generated in support of a 'Citizenship' theme i.e. 'kick drugs into touch' or 'show racism the red card' by student volunteers. These creative lessons are underpinned by entrepreneurial learning and are drawn together at a community celebration event.

The relevance of SIGNAL to student teachers and school communities was noted in the Association of Chief Police Officers (ACPO), PREVENT newsletter (July 2012, Issue No 12). Ultimately, SIGNAL facilitates the connection of people's values in their communities for a shared aim i.e. to increase the life opportunities for our future citizens i.e. our children.

From April 2013 SIGNAL took on an added dimension. It became part of the 'enrichment' or 'value-added' curriculum at St. Vincent's school for sensory impairment in Liverpool in challenge to two national statistics; 85% of visually impaired (VI) pupils struggle to find work, and they may have 5-6 less friends.

Providing SIGNAL projects within the concept of 'education and enterprise village' pupil strengths are highlighted and signposted towards employment opportunities. The projects undertaken are being researched in collaboration

with Liverpool Hope University, the new pathway to teaching i.e. Schools Direct and also with the National College for Teaching and Learning. It is expected this will serve as a large scale case study to engage Universities with research informed best practice revolving around student teacher volunteerism, the PREVENT agenda and VI awareness.

We can now share our lead project 'Helping Communities to See' which involves working with Inspector Susan Stribling from Merseyside Police, who has provided key messages to help support the project and its outcomes.

The project, emerging from the pilot www.helpingliverpooltosee.co.uk and the powerful photography of Inspector Colin Lewis, now serves as the means to demonstrate one 'SIGNAL way' student teachers can engage with the PREVENT agenda. It is our intention to share how this project can be replicated nationally, whilst encouraging other 'SIGNAL ways' in diverse communities.

The messages are aimed at ensuring important life impacting (SMSC) or Citizenship lessons are discussed at the earliest opportunity within classrooms. Supported by student teachers, it is designed to help children recognise and understand attitudes and beliefs, whilst growing and developing in positive ways. Simultaneously, the project is aimed towards helping children (and student teachers) build bonds within their diverse communities including different faith groups and cultural groups; recognising and celebrating differences as they evaluate the implications surrounding those things we wish our children to be aware of. We would include in the first instance that which circulates involvement with guns and gangs, how anti-social behaviour impacts on the community and keeping safe from cyber bullying and grooming.

At the end of the day, the cumulative effect of volunteering (and researching) a project and process easily replicable nationally, offers opportunity for us to 'just talk' (both terrestrially and virtually) as we share in delivering and celebrating positive activities and their impact on our youth. Follow our progress @StvincentsL12.

PCCs to Establish Ground-Breaking National Police ICT Company

Police and Crime Commissioners have today approved a proposal to establish a national Police ICT Company for the first time in a move that could ultimately save police forces a sum estimated to be up to £465m a year.

The Company, which will be owned by Police and Crime Commissioners and other policing governance bodies, will support forces to unlock these savings by making the best use of technology to deliver efficient and effective policing in England and Wales. This will be done by providing a platform for coordinating and commissioning national systems and services where they are required, improving operational effectiveness and pursuing opportunities to maximise value for money.

Police and Crime Commissioners formed a Board, working alongside senior police officers and Home Office officials to review the requirements for a Company before putting a proposal to the APCC General Meeting, which took place today. This Board

was chaired by Essex Police and Crime Commissioner Nick Alston, who said:

“The national Police ICT Company will create a much more commercially driven and strategic approach, supporting forces as they acquire and make the best possible use of technology. This is not about imposing a “one size fits all” solution, but rather an agreed approach which will enable the efficient development of new systems, in particular ensuring the effective flow of information between forces. It’s also essential that information can be shared not only with criminal justice agencies but also those other local partners with whom the police work to keep people safe.

“Nationally, more than a billion pounds is spent on police IT every year and some companies are selling the same products many times to different police forces. This is inefficient and expensive.

More importantly, opportunities to share information effectively are being missed. Criminals do not respect police boundaries, and police technology must enable critical information to flow seamlessly from force to force.

“PCCs are bringing a clearer focus to this challenge and I am delighted that they have today taken the major step of approving the establishment of a national Police ICT Company.”

Advanced Dräger Drug Test Supports Durham Constabulary’s Initiative

Blyth – An innovative ‘Drug Test on Arrest’ initiative is paving the way to meet Durham Constabulary’s future drug rehabilitation and crime cutting goals.

The initiative – the first of its kind in the UK – involves screening for up to eight different types of controlled substances using international safety and medical technology provider Dräger’s Home Office

approved DrugTest 5000. It aims to get people addicted to drugs into the right kind of treatment for their needs, at the earliest possible stage – and the force hopes its success to date will encourage

other UK police forces to adopt similar schemes.

Since it launched in autumn last year, almost 740 tests have now been carried out.

'Test on Arrest' initiatives are carried out around the country yet currently only cocaine and opiates require mandatory testing, even though results from Durham Constabulary demonstrate many cases fall outside these two substances. Users are also regularly testing positive for other drugs such as cannabis, opiates and amphetamines, highlighting the link between other types of drug and crime.

Drug addiction is also one of the main causes of 'volume crime' such as thefts from vehicles, sheds, shoplifting and burglaries in the region and Durham Constabulary is using the scheme to help drug users receive swifter access to treatment, ultimately reducing crime.

The force is now able to utilise the data captured in order to pinpoint the type of drug used, the location it is being used in and the associated crime – supporting intelligent police efforts to cut down drugs-related crime in County Durham.

Detective Inspector Andy Crowe, from Durham Police, said: "Drug addiction is the prime cause of many types of crime affecting our region and it's important we

tackle it at the earliest possible stage to support longer term reductions in crime. "We're looking at the bigger picture and approaching every individual case from the perspective of 'what did they do' and 'why did they do this'. The Dräger DrugTest 5000 enables us to look at the individual circumstances behind each crime and offer people suffering from drug addiction, in whatever form, the chance to take a different path and recover away from a life in the criminal justice system."

A positive result at the point of arrest means the person involved is subsequently required to attend appointments with drug treatment staff, which can be tailored to their needs. It aims to steer users away from crime towards health-based rehabilitation for their addiction.

After the success of the pilot programme, Dräger is now calling on police forces around the country to adopt similar practices. As the Dräger DrugTest 5000 has Home Office type approval for use in both custodial and mobile settings such as at the roadside, it has a broad range of applications.

Steve Wilkinson, Law Enforcement Manager at Dräger, said: "We are delighted to be

supporting Durham Constabulary in this pioneering initiative to reduce drugs-related crime and improve treatment for drug addiction. The scheme demonstrates another important use of the Dräger DrugTest 5000.

"The DrugTest 5000 equipment has Home Office type approval for the testing of cannabis and cocaine both in police stations and at the roadside. The rigorous type approval process has confirmed that our device is accurate, reliable and robust – and has a range of applications.

"At Dräger, looking at individual circumstances and finding long term solutions is at the heart of everything we do. We're an holistic solutions provider and it is extremely positive to see our drug detection kits being used in innovative ways and supporting positive initiatives – like the scheme adopted by Durham Constabulary.

"We hope the success of this scheme will encourage other police forces around the UK to look at how drug testing might be able to help support their long-term goals and reduce crime."

How a British Invention is Simplifying the Criminal Justice System

Information sheets developed by a British firm to help people with autism navigate the criminal justice system could help improve custody centres across the UK and save the taxpayer millions.

Leamington Spa-based Widgit Software developed the series of easy-read custody sheets after being approached by Autism Hampshire and the Hampshire Constabulary. The remit was to provide

symbol-supported materials to help people with autism taken into police custody.

Based on the company's Widgit Symbol Set, a bank of 14,000 symbols that

represent over 40,000 words and phrases, the sheets combine text and images to present important information in an understandable format. They explain each step in the custody process, from charging

to taking fingerprints to attending court, in simple language illustrated by descriptive symbols.

Researchers at the University of Southampton carried out a study that observed police custody centres as they used the sheets. They found everyone involved, police officers, criminal justice officials and people in custody, praised the sheets. They were seen as a massive improvement on the existing support material and described as being simpler, clearer, friendlier, and more succinct and to the point. This not only aided detainees but also freed up the time of police officers, through less need for explanation and support.

With an estimated 20% to 30% of offenders in the UK having learning difficulties, and many more who don't use English as a first language, it is now hoped the sheets could be useful to a wide range of people. One Criminal Justice System manager commented that the sheets: "...would be useful for unaccompanied asylum seekers for example who don't have a full understanding of English, people with general learning difficulties, people who are visual learners...It's got the potential to be invaluable in all sorts of different areas."

Widgit Software Sales and Marketing Manager Doug Watt has ambitious plans for the sheets:

"These sheets are useful for everyone - they help people taken into custody understand what is happening, which in turn helps the staff dealing with them and ultimately saves time and money.

The trial study has been very successful and we hope the Association of Chief Police Officers and the Home Office will adopt the sheets nationally, which could lead to massive savings. We are already working on some suggested amendments that will make the information even more accessible, such as adding more colour and bold type, and will be rolling out a new version soon."

New 3D Technology Helps to Secure Murder Conviction

Detectives in Devon and Cornwall have commissioned innovative 3D printing technology for the first time to help secure a murder conviction.

Teenager Alex Peguero Sosa was killed while on a night out in Kingsbridge last July after Lee Dent stabbed him in the neck with a beer bottle.

Last month at Plymouth Crown Court Dent, 42, was jailed for life to serve a minimum of 22 years for the murder of the 17-year-old Plymouth Argyle youth football player.

As part of the trial detectives called upon City College Plymouth to help secure Dent's conviction by using innovative 3D rapid prototyping technology to create an exact replica of the murder weapon, the beer bottle.

The prosecution wanted Dent to demonstrate how the bottle had been held during the attack but could not take a real beer bottle into the court for safety reasons.

The use of 3D rapid prototyping in this instance was ground-breaking for the region as it was the first time that Devon and Cornwall Police had used this technological process in a court case.

A spokesperson for City College Plymouth said: "When we were approached by a senior detective who was involved with the murder trial, our highly trained staff at the college were able to design and produce the weapon using the latest software. We worked into the evening and over the weekend to make sure the replica weapon was ready for the court demonstration on the Monday morning."

The process of creating the reproduction murder weapon took over 28 hours, building the bottle slowly layer by layer with the college's state-of-the-art Cubex 3D printer.

Detective Inspector Ian Ringrose, from Plymouth's Major Crime Investigation Team and senior investigating officer in the case, said: "We are very thankful to the team at City College Plymouth. Thanks to the replica of the murder weapon they produced, the prosecution was able to safely ask the defendant to demonstrate how he had held the bottle when he struck the victim and allowed the barrister Simon Laws QC to closely cross examine him on this aspect of his evidence.

"This was the first time we had used this technological approach and the use of it in court helped to fully explain the facts. The prosecution was greatly assisted by the use of the replica bottle created by the college team."

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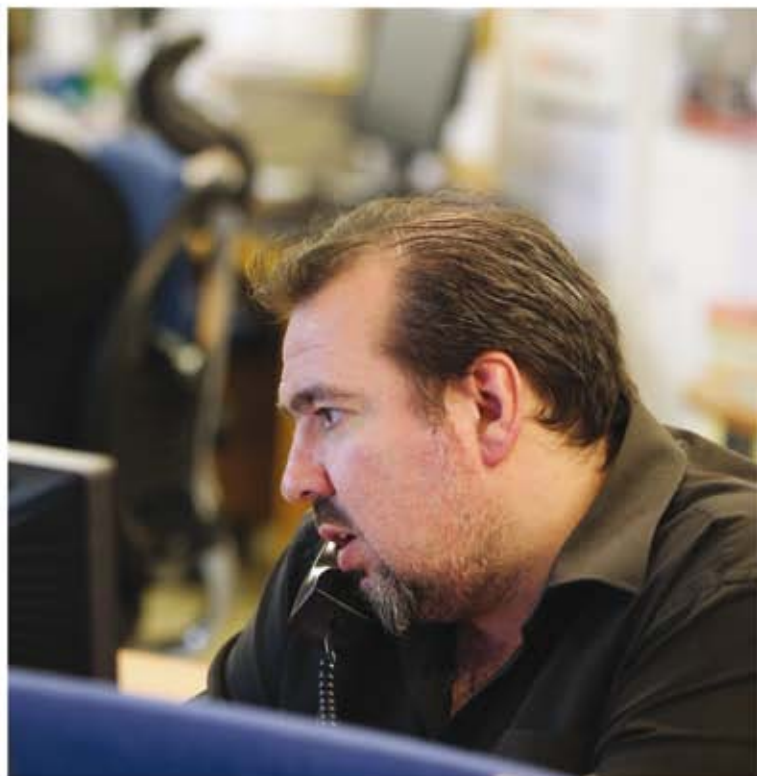
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