



Season's greetings, criminals

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Weapons given up

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Leading the way

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PCSOs to get body armour

BODY armour is to be issued to all Police Community Support Officers in GMP.

Wearing it will be mandatory when dealing with the public, Force Command has decided.

The move was announced by ACC Territorial Policing Ian Seabridge at the first session last month of a new forum representing PCSOs across the Force.

He said the decision had been taken because 'you never know what you are going to walk into.'

The stab-resistant vests will be a different colour from those worn by police officers.

One possibility is that they will

be the same mid-blue as PCSO epaulettes.

How and when the vests will be issued had not been decided when the PCSO forum met at GMP Headquarters. The meeting was told that evaluations were still going on.

But Mr Seabridge made it clear that the decision to give PCSOs body armour would stand.

He said Force Command had decided that, on balance, it would be better for PCSOs to have the protection than not to have it.

Under Government guidelines, PCSOs are now being recruited by GMP at a rate of 80 a month.

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Philip Marczak and Rachel Lovett are GMP's top special constables of the year - Page 3

Pictures: Chris Oldham

Prime Minister wants more forces to follow GMP's cold case lead

GMP has been praised by Tony Blair for using advances in DNA profiling to solve a series of 'cold' cases.

The Prime Minister singled out GMP for tribute and urged other police forces to follow its example.

He made his remarks on a visit to the Forensic Science Service Laboratory in London to see the latest techniques in DNA analysis.

"Greater Manchester Police are to be congratulated on pioneering new scientific advances with DNA to reopen and solve harrowing rape and

sexual assault cases," he said.

"Some of these cases go back 20 years, but by setting up a special cold cases team, with support from the Home Office, the force in Greater Manchester is bringing criminals to book.

"For victims and their families, this is never a day too soon."

One of the sex attackers caught by the Cold Case Review Unit was jailed for 18 years at Manchester Crown Court last month.

James Marshall, 36, of Oldham, raped and robbed a pregnant woman at knifepoint in Bury 14 years ago.

A DNA link and a fingerprint on a cigarette packet at the scene led to his arrest.

Another sex attacker arrested by the unit is to be sentenced this month.

Earlier when both defendants appeared in court on remand, Judge Clement Goldstone said the work of the Cold Case Review

Unit had led them to plead guilty.

"I would like to pay tribute to the painstaking work of the officers involved and the skill and expertise of the scientists," Judge Goldstone said.

The national DNA database now contains 3.6 million profiles, including those from 18,000 volunteers.

Mr Blair, who is one of the volunteers, says there should be no limit to the number of profiles stored.



THE VIEW FROM THE TOP

AS we once again deal with one of the busiest times of the year, I find myself thinking about the traditional values of policing which have been developed and reinforced over centuries - the values of honesty, integrity and dedication to community service, caring for the victims of crime, their families, witnesses and all law-abiding citizens.

Those are the values which inspire each of us to do our very best in 'fighting crime, protecting people' every day and which seem particularly pertinent during a time when we celebrate a festival of joy and giving.

The vast majority of people who live or work in Greater Manchester, or who visit the area, simply want to go about their everyday business safely and without

fear of becoming a victim of crime, perhaps particularly during the festive season.

No matter what the time of day or night, whether it is a normal working day or a bank holiday, you are on hand to help when needed. One of the things I am most proud of as I look back over the year is your professionalism and willingness to give support where it is needed and to work ceaselessly to bring criminals to justice.

All the best to all of you for a safe, prosperous and enjoyable Christmas and New Year.

Michael J. Tedi.

Body armour *from page 1*

In April this year, the Force had 263 PCSOs. By the end of this month, the total is due to rise to 599 and by April next year to 828.

A year after that, depending on funding, there could be more than 1,200 PCSOs working in Greater Manchester.

With the expansion, coupled with more resources being put into GMP's Neighbourhood Policing programme, each division now has its own PCSO forum.

PCSOs were introduced under the Police Reform Act 2002 as the 'eyes and ears of the police.'

The Government has said it wants to see 24,000 on the streets in England and Wales by 2008.

Mr Seabridge told the headquarters forum that 'tremendous' work was being done by PCSOs in Greater Manchester and that their energy and effort was recognised and welcomed.

He said the forum, which meets again in February, had been established, along with divisional groups, because until now PCSOs had had no 'strong organisational voice.'

* Susan O'Connell, who organised the forum, is the point of contact in the Divisional and Partnership Support Unit at headquarters for PCSOs.

Neighbourhood Policing - P6



FIRST DATE: ACC Ian Seabridge and Unison Branch Secretary George Allen with some of the representatives who attended the first PCSO forum at GMP Headquarters.

Training as a PCSO... and driving away fear of uniforms

THE appropriately-named Starting Point at Bolton is one of the places in the community where PCSOs are now being trained.

The former school is run by Bolton Council for children from immigrant, asylum or refugee families to prepare them for

mainstream schooling.

Thanks to GMP, the children – around 120 of them from 18 nationalities – are getting to know PCSOs and how they work.

For many of the children, a uniform is something to be feared and avoided.

They have said how in their home country, if a person in a uniform calls, it invariably means someone in their family is to be taken away.

As part of their training, the PCSOs are helping to drive away suspicions and fears by doing such things as sitting down and eating

with the children or playing football with them.

"We are breaking down the barriers and integrating," said PC Bernard Ogden, one of the trainers.

"For me and for the PCSOs, it is an enlightening experience."

A class of 16 PCSOs spends a week at a time at Starting Point, where the children, ranging in age from four to late teens, are encouraged to watch them in training and mix with them.

While that class is going on, four more groups of PCSOs are being trained at other community venues in Greater Manchester.

From the Brief files

20 years ago

It was announced that the first sexual assault centre of its kind in the UK would open in Manchester. The Sexual Assault Referral Centre, based at St Mary's Hospital, was to run in partnership with GMP.

10 years ago

GMP was awarded the Charter Mark, the gold medal for excellence in public service, for the first time.

Quick response by new PCSOs

BARELY a month after going out on patrol following their training period, PCSOs Dave Green and Mark Atkinson brought about the arrest of two suspects.

At a morning briefing at West Didsbury for area officers and PCSOs last month, a photo of a well-known criminal just out of jail was shown.

That afternoon, Dave and Mark recognised the man walking in Withington village.

He was carrying a laptop case. A companion, who they noticed had a cut finger, had a black bin bag that turned out to contain a printer.

The two PCSOs spoke to the men, and since neither could give a satisfactory explanation for the items, they radioed for a police patrol while keeping the men from leaving.

Supt Warren McGuire and Acting Ch Insp Jim Liggett were out on patrol and got there in less than two minutes, followed by a police vehicle.

SUSPICION

The two men were arrested on suspicion of burglary.

Acting Ch Insp Liggett said one outcome of the incident was that the fast uniform response to the scene would further reassure PCSOs – who have no power of arrest – that patrols would attend quickly if needed.

The briefing the PCSOs had attended was part of Operation Flood, which is continuing.

The operation is credited with bringing a 50 per cent fall in burglaries.

Compared with the same period last year, burglaries in the Didsbury, Withington and Fallowfield areas fell from 146 to 71 in September and October. There were 43 arrests in the two months.

brief

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Dear criminals and suspects: Thinking of you this Christmas

CHRISTMAS cards dropping through dozens of letterboxes this month will not raise any seasonal cheer among the recipients.

On the front is a picture of someone sitting in a police cell – and the message inside says:

We are thinking of you over the festive season – Your local police.

Another card shows three sets of eyes and inside are the words *Keeping an eye on you.*

The cards are being sent to suspects and known offenders by Stretford-based video intelligence officers PC Elaine Garrigan and PC Rick Hadfield.

"It's our way of reminding them that we haven't forgotten about them," said Elaine.

The two officers came up with the idea of unhappy Christmas cards to keep the pressure on targets, who include recently-released

prisoners and people travelling from other parts of Greater Manchester to commit crimes in Trafford.

Some of the recipients have never been caught but are suspected of involvement in crime.

All those receiving the cards have come under surveillance by Elaine and Rick after being handed a letter telling them they were to be videoed, but not when or how.

"Just when they might be thinking we've forgotten about them, our card will arrive," said Elaine.

After videoing targets, she and Rick edit the footage and make it available to fellow officers at electronic briefings, often the same day, giving an up-to-the-minute image.

They are designing a third card which they will start sending to suspects next year on their birthdays.



ABOVE: The Christmas card from Trafford Division. The picture is from the Image Bank available on the Force Intranet and compiled by the GMP Corporate & Media Imaging Unit.

RIGHT: Another card sent to suspects under surveillance. From the top, the eyes belong to PC Elaine Garrigan, Det Con Chris May and PC Rick Hadfield.



LOOSE HABITS: A monk has been defrocked in Cambodia for running naked through suburban streets after a heavy night on rice wine. Police found the 30-year-old Buddhist asleep on a woman's doorstep.

IN THE POST: A prisoner posted himself to freedom in a parcel from a jail in Austria. The jail makes parts for street lights and the prisoner got other inmates to wrap him inside the heavy-duty consignment shortly before it was shipped out of the jail by lorry.

GNASH AND GRAB: A burglar in Argentina was caught because he left his false teeth behind when he broke into a house. The victim was his uncle, who twigged when he met his toothless nephew the next day.

FAILURE NO 1: A woman of 79 held up a bank in Chicago with a handgun and ordered the cashier to hand over \$30,000. The cashier activated a silent alarm and the woman was arrested as she tried to make her getaway.

FAILURE NO 2: A toy shop owner in Vienna was arrested after he tried to rob a bank with one of the toy guns from his store. A guard noticed it was plastic and called the police.

CHARMING: A motorist threatened police with a live snake after he was pulled over for a breath test near Darwin, Australia. The man was arrested. The snake got away.

Post officers

Posters with a photo and contact details of a local PC or PCSO went on display in 400 post offices in Greater Manchester last month to improve links with staff and customers, boost the flow of intelligence and disrupt the potential for criminals to target the buildings.

Free round

More than 300 bottles and cans of alcohol impounded from underage drinkers by Pemberton Neighbourhood Policing Team at Wigan on four weekends have been donated to community groups and charities for Christmas hampers.

TOP SPECIALS

PHILIP Marczak, 21, of Leigh, who regularly puts in 35 hours a week with Hindley Neighbourhood Policing Team, was presented with the High Sheriff's Award as Special Constable of the Year at the annual review of the GMP Special Constabulary at Sedgley Park.

"His commitment is second to none," said Ch Supt Lee Bruckshaw, head of Wigan Division.

The Bill Turner Trophy for Special Probationer Constable of the Year went to Rachel Lovett, 20.

She is studying for a BA in Interactive Art at Manchester Metropolitan University and

works part time as a cook in a supermarket café.

Ch Supt Caroline Ball, head of Oldham Division, said:

"Rachel was nominated by her colleagues at Chadderton, which shows how respected she is as a special constable and how far she has come in a short time."

For the SEVENTH year running, the Specials of North Manchester Division have triumphed.

Under the leadership of their chief inspector, Brenda Roscoe, they won the Ormiston Cup for putting in the most hours of any division.

Man lived under schoolgirl's bed for three months

FOR three months, a man lived under a 12-year-old girl's bed without her mother finding out.

Scott Jennings, 22, cut a hole

in the bottom of the girl's divan and used it to evade detection if someone entered the room.

"This was an absolutely unbelievable case," said Det Con Dave Donlan, of Ashton-under-Lyne CID, after Jennings was jailed for two years and three months at Minshull Street Crown

Court in Manchester for two counts of rape and one of sexual assault.

Jennings, who pleaded guilty, was also ordered to sign the sex offender register for 10 years and barred from working with children.

Det Con Donlan said Jennings

had befriended the girl on a bus in Tameside last year.

He claimed he had nowhere to live and was wanted by the police for a minor dishonesty offence.

Jennings managed to stay in her bedroom without being detected. The only other person who knew he was there was the

girl's 10-year-old sister, who was sworn to secrecy.

The lair was found after the girl ran away with Jennings, leaving a note telling her mother not to worry.

Detectives found Jennings and the girl at a flat in Fallowfield, Manchester, the same day.

The no-flying airport visitor

FOR two days, it had been hanging around the back door of the police station at Manchester Airport.

It was undisturbed by all the comings and goings – and even a sudden change in the weather didn't seem to bother it.

Everyone thought it would soon be on its way. But when the bat, just two-and-a-half inches long, remained clinging to the police station wall, Supt Peter Turner decided to call in an expert.

The visitor was duly collected, still apparently asleep, and taken to the safety of a bat sanctuary in Cheshire.

Letters of Appreciation

A selection of letters of thanks and appreciation received recently at police stations in Greater Manchester

ON HOLIDAY, TWO GMP OFFICERS STEPPED IN TO HALT VIOLENCE

WITHOUT the intervention of two Stockport officers, an incident at Dinas Dinlle caravan park in Caernarfon this summer could have resulted in several people being injured.

A family feud became violent but was immediately controlled by **PC Karl Lukoschek** and **PC Paul French**, who ensured the violent person was held until North Wales police officers arrived.

The person involved had been drinking heavily and was extremely angry after being attacked by his estranged father in the caravan park bar.

The officers quickly controlled a difficult and violent person and ensured that no member of the public was hurt.

Several holidaymakers and employees at the park complimented the officers, who were on holiday with their families and could easily have walked away.

*Ian Jones and Meinir McCall,
Denbigh*

GOOD PR

I WAS driving along Oldham Road in Shaw and was pulled over by **PC Chris Peet** for speeding. He was a perfect example of a polite and conscientious officer, pleasant and considerate – a very good PR exercise.

*J. W.,
Bredbury,
Stockport.*

IMPRESSED BY RESPONSE

AT 12.03pm, my house alarm called my mobile phone and at 12.04 it reported a tamper alarm. My partner set off for our house from another address in Bolton and I rang 999 as I was worried that I was being burgled and that my partner might be involved with the burglar. When she arrived, not only was the police response extremely quick, but two officers, **PC Adam Postlethwaite** and **PC Elaine Smith**, searched the property and checked it out for her. When you consider they had done all this and left the scene by 12.20, it was quite impressive.

*Damion Hunt,
Farnworth (by e-mail).*

EXEMPLARY TACT

MY wife and I would like to record our appreciation of **PC Ian Beddard** in his investigation of an accident in which my wife's car was struck from behind at Bramhall Lane South roundabout. It was a traumatic experience for her and PC Beddard dealt with the matter with great tact, understanding and efficiency. He has been extremely helpful throughout, an exemplary officer.

*D.G. Nowell,
Wilmslow.*

MOTORWAY EFFICIENCY

WE would like to thank **PC Peter Haddock (Motorway Unit)** for his efficiency, kindness and consideration

during a traumatic situation in which we found ourselves on the M60. We appreciate the subsequent interest in our convalescence, and we would also like to thank **Sgt Andy Parker**, who was very helpful whenever we made enquiries. If we ever have to travel on the M60 again, we will know that it is manned by a great Motorway Unit.

*Kathleen and John Dennis,
Newcastle upon Tyne.*

MONEY'S WORTH

THE house my son lives in at Heywood was burgled and I just wanted to thank the police for their prompt response. They even caught the people red-handed. Please thank **PC Steve Farnell** for doing a first-class job and the team that followed. I know it can't be easy with all the targets you have to meet, but this is one taxpayer who has got her money's worth.

*Mrs C.W.,
Prestwich.*

EASING MY TRAUMA

AFTER reporting an incident at my home, I was visited by **PC Chris Dolan** and I had to write to say how impressed I was with him. He dealt with the situation with such care and consideration that a traumatic occurrence was made less so. It was a great consolation to know my problem was dealt with so courteously.

*Mrs M.A.,
Orrell, Wigan.*

GREAT AMBASSADOR

I HAD occasion to speak to **Student Officer Gemma Hines** in Piccadilly Gardens in the city centre. She told me she used to be a special constable in Stockport and her partner is or was a special sergeant and was soon to be appointed a PCSO. She told me she was based on

Tameside Division and was doing detached duty in the city centre. I was impressed by her pleasant personality and courtesy, and I could not help but notice that while she gave me her full attention, her eyes were engaged in observing all that was going on around us.

She gave the time to me to expound on the virtues of the Special Constabulary and community support teams and the important contribution they make to society. I was pleased to listen what she had to say since I was a special constable in GMP before retiring in 1998. She was a great ambassador for GMP and is obviously talented in the skills of public relations.

*Alan Maxted,
Marple.*

UNDERSTANDING

IN recent months, I have unfortunately had dealings with the police due to the actions of my teenage son, and I would like to praise one officer in particular, **PC Chris Edwards**, based at Altrincham. He has displayed both compassion and understanding while maintaining a professional approach. He should be commended for this as the relationship between the police and the public, particularly young teenagers, can sometimes be difficult.

*F.B.,
Timperley.*

DIPLOMATIC LINK HELPED

MY son has been having problems and was admitted to Tameside Mental Health Unit. He absconded, causing us to be extremely worried for his wellbeing. He was found 12 hours later. I would like to thank the officers involved in finding him and for their handling of the situation. I am only aware of the name of **PC Jeff Taylor**, who liaised with me and kept us updated. Because I live in Kent, his diplomatic contact proved especially valuable.

*D.F.
Aylesford,
Kent.*

FUNERAL OF PC PETER CROSS

THE family and I would like to express our thanks to all the officers who took part in organising the funeral arrangements for my husband, **PC Peter Cross**, and providing the police escort.

We would also like to send our gratitude for the warm, thoughtful and kind words of **PC Beverley Mather**, who delivered the eulogy, and liaison officer **PC Elaine Bayliss** for her help and support through this difficult time.

*Mrs Joyce Cross,
Wigan.*

WE would like to express our thanks to all police officers who took part in the funeral arrangements for our brother-in-law Peter. All were a credit to the Force, looking smart and dignified in their uniforms as the cortege arrived.

*Mr and Mrs R. Farnworth,
Coppull.*

IN BRIEF.....

FOLLOWING an attempted theft from my car, I was struck by the professionalism of **PC Gary Worthington** and his eagerness to apprehend the culprits.

*P. Rydings,
Urmston.*

THANKS to **Sgt Rose Hudson, PC Paul Johnson, PC Mark Edwards** and **PC Michael Robinson** for showing us round Manchester Airport Police Station. It was an amazing experience and one that we feel really lucky to have had.

*5th Poynton Guides
(signed by 14 members).*

WE would like to express our pride in our local force which provided exemplary service and courtesy after a burglary at our home – rapid response, professional policing and sympathetic treatment for victims.

*Des and Julie Friel,
Rochdale.*

AFTER a speedy response by **PC Matthew Lavassani** and **PC Scott Cleworth** to a break-in at Edgeley Medical Practice, I was impressed that they were able to ensure the property was kept under surveillance through the night.

*Dr R. S. Gill,
Stockport Medical Group.*

THANKS to **PC Matt Simpson**, the area policing team and the presence of PCSOs for their support and hard work in respect of anti-social behaviour by youths. The Belmont area has been a more pleasant place to live.

*Vicky and Neil Walker,
Heaton Norris, Stockport.*

IN my case interview with **PC Carol Blackburn** regarding internet crime, I found her communication skills first class and nothing was too much trouble. I was surprised at how long she had been with the Force, not long at all.

*A.D.
Chorlton.*

PC Junaid Moreno (Collyhurst) showed sensitivity in dealing with the case of a very vulnerable adult with a hearing impairment.

*Jackie Betney,
Mcr Learning Disability Partnership,
Harpurhey.*

Send copies of letters or e-mails of thanks and appreciation to Derek Hornby, Brief Office, Chester House, making sure the recipient's full name, not just number, is included. Letters may be edited for reasons of space.



The 'night hikers' risking sex attacks

It is after midnight in Manchester city centre as three young women hover in the middle of the road and try to stop a car, any car.

CCTV shows them grabbing door handles and attempting to climb into vehicles for a lift home.

Warnings against 'night hiking,' as GMP's City Safe Unit calls it, feature in a new campaign to reduce incidents of rape and sexual assault among drinkers.

It is in response to growing concern about night hikers leaving themselves vulnerable to assault.

Apparently unaware of possible consequences, they try to get free transport home after a night out, including attempting to enter vehicles at traffic lights and weaving and lurching in front of moving traffic.

To alert people to the dangers, mirror stickers and posters have been placed in women's toilets, as well as in men's toilets in gay venues (10 per cent of rape victims are male between the ages of 16 and 35).

The literature warns: *Take a taxi you can trust, night hiking is not a safe option.*

PALM TREES

Table decorations include three-dimensional paper palm trees with messages reminding people to take safe transport, ideally with people they know.

The campaign is also using heat-activated urinal stickers with the slogan *Rape. Small word, long sentence.*

Mirror stickers have the words *Does this look like a rapist? No consent, no sex.*

PHOTO ALBUM

A PHOTO album of known city centre pub and club thieves forms part of a drive by the City Safe team.

The photos are shown to members of Manchester's Pub and Club Watch to help them monitor customers.

It is part of Operation Crackling, which started in August and is aimed at reducing theft of items such as mobile phones, coats and bags from licensed premises.

Undercover officers are working in bars to spot thefts, and officers are on patrol in a dedicated 'theft car.'

Operation Crackling has helped to reduce thefts in city centre licensed premises by almost 30 per cent, it was announced recently.

RATINGS RISE

'GMP is excellent at dealing with serious crime and critical incidents' - HMIC report

GMP is showing significant improvement in many categories of policing, according to the latest report by HM Inspectorate of Constabulary.

Following the 2005-06 inspection, the Force again scored two 'excellent' ratings – first for the way it tackles serious and organised crime and secondly for managing critical incidents and major crime.

In all the 23 areas of policing graded by HMIC, it was rated either improved or stable – and in 14 of these areas, GMP scored 'good.'

The 130-page Baseline Assessment Report said GMP had made 'significant reductions' in recorded crimes of murder and attempted murder, including those involving firearms.

"The Force is seen as an exemplar of best practice in investigating organised crime and counter-terrorism," it said.

TRACK RECORD

The report said GMP had numerous examples of successful operations targeted against serious and organised crime and continued to target those causing the most harm to Greater Manchester communities.

"GMP has a dynamic approach to serious and organised crime and proactively disrupts, dismantles and brings criminal networks to justice," the inspectors said.

Deputy Chief Constable Dave Whatton commented: "To receive two excellent ratings and to be shown as improving in so many areas is a major achievement.

"We have a strong track record of success in tackling the most serious and organised criminals and major crime, and I am delighted that

this has once again been acknowledged by the inspectors.

"The men and women of GMP have had a major impact on the quality of life in Greater Manchester and the report is a clear recognition of how far we have come in the past four years."

GOOD PRACTICE

The report pointed to three particular areas of good practice by GMP.

These were the creation of the Major Incident Team, the career-enhancing Leadership Programme and the performance management process, GRIP.

Other 'strengths' listed in the report included:

- The Cold Case Review Unit
- Development of a database of staff skills and specialisms to assist crime investigations
- The Professionalising Investigation Programme
- Performance management of volume crime investigation
- Senior officers nominated as robbery and burglary 'champions'
- Establishment of a footwear intelligence database, with particular emphasis on domestic burglary
- Innovative development of firearms forensic intelligence.

The weakest area, according to the report, was 'contact management,' but the inspectors said they recognised that major efforts were under way to improve the Force's call handling and contact with the public.

Over the 12 months under review, there had been improvements in the handling of calls, both 999 and to the 0161 872 5050 switchboard number, the report said.

Keeping FOCUSed

by Patricia Jones

A NEW web-based system will soon be introduced to improve the way officers request and obtain telecommunications data.

In GMP, requesting, authorising and obtaining such data is governed by the Regulation of Investigatory Powers Act (RIPA) 2000. The application process is

time-consuming as some of the information obtained requires complex interpretation and is often unique to each phone company.

Officers in the Communications Liaison Unit are specially trained in the legislation and the wide variety of working practices and technologies of telecom

companies.

But the unit, as with many other members of staff, was becoming increasingly frustrated at the current methods of requesting and providing this information.

A business case to buy a new system was approved and IT Branch will be deploying the Focus

112 web-based system soon.

It will provide rapid and effective access to telecommunications data via the Force Intranet.

It will also enable officers to request data and track the progress of their request, keeping a full audit trail of actions and of particular operations or crime numbers.

Hand in your weapons, said GMP – and this was the result



By Louise Cunniffe

A four-week surrender of firearms to GMP resulted in 430 weapons and more than 2,500 rounds of ammunition being given up.

Apart from weapons of historic interest or those that officers believe may have been used in a crime, the haul is to be destroyed.

The hand-in yielded air pistols, air rifles, BB guns, handguns, rifles, shotguns, replicas, gun-shaped cigarette lighters, muskets, antique weapons and a crossbow.

“We were pleased with the response,” ACC Crime Dave Jones said.

“From the outset of the campaign, we said that if we had only one gun handed in, then it would be a success.

“It would be one less gun that could be used in a crime or could injure or even take another innocent young life.

“Of the weapons handed in, 264 were air weapons, BB guns and replica guns. This was also an excellent result.

“These types of weapons can

seriously injure people, cause damage to property or, particularly in the case of replicas, look so much like the real thing that they can terrorise individuals and communities.

“The public was given plenty of time to get rid of any illegal weapon without fear of prosecution and we are very grateful for the response of the law-abiding majority.”

ACC Jones said the hand-in was just one of a number of tactics under Xcalibre, the GMP campaign to reduce gun crime. “Through Xcalibre, we will be actively seeking out those who have retained illegal weapons and they can expect to face the full consequences before a court,” he said.

THE lowest number of weapons handed over was on the Manchester Metropolitan Division – four. However, the division held its own mini-amnesty earlier this year.

The highest, 152, was recorded by Tameside Division. But more than 100 of them came from one source.



ACC Dave Jones: “We are pleased with the response.”

The haul consisted of:	
196	air weapons,
114	handguns (real and replica)
17	rifles (real and replica)
20	shotguns
67	BB guns
4	pistol-shaped cigarette lighters
2	muskets
3	antique pistols
1	crossbow
1	flare gun
1	stun gun

During the last national gun amnesty in 2003, GMP had 2,666 guns surrendered with 43,317 rounds of ammunition. In 1996, more than 500 firearms and 2,000 rounds of ammunition were handed in to GMP.

Recorded crime in which a firearm was used
 In 2002/3, six people were killed by guns in Greater Manchester. There were 746 incidents of other violence and 77 cases of serious wounding.
 In 2003/4, there were eight deaths, 784 other violence and 95 cases of serious wounding.
 In 2004/5, there were seven deaths, 968 cases of other violence and 64 incidents of serious wounding.
 In 2005/6, there were four deaths, 843 cases of other violence and 57 incidents of serious wounding.

Division by division, the number of firearms handed in	
North Manchester	19
Metropolitan	4
South Manchester	19
Salford	12
Tameside	152
Stockport	45
Bolton	17
Wigan	45
Trafford	13
Bury	20
Rochdale	28
Oldham	57

Neighbourhood policing is arriving a year early

NEIGHBOURHOOD policing is to be implemented across GMP by April – a year ahead of the national target.
 A project team has been working with the Force’s 12 divisional commanders to establish a set of corporate standards.
 The policy is in its final draft and is expected to be agreed this month by Force Command.
 It will cover such things as:
 • How neighbourhood policing is defined and how the neighbourhoods compare with council wards;
 • Accommodation, membership

of the teams, where they deploy from (not just police stations) and how they can be contacted;
 • How the teams link in with partners and local groups and whether business interests will have a say at meetings on what is needed from the police.

VOLUNTEERS

One of the responsibilities of the Safer Neighbourhoods project team, based in the Divisional and Partnership Support Unit at Force Headquarters, is to develop the

GMP introduced its first Disability Equality Scheme this month. Bodies with a public function such as the police now have to look actively at ensuring that disabled people, whether staff or members of the public, are treated equally. Across GMP, experts in disability issues are available to give advice and, crucially, to support disabled people into posts suiting their skills.

SUE HANRAHAN is blind, but that doesn't stop her doing a full-time job as a taped interview summariser with GMP.

She is among the 4.8 per cent of police staff in the Force (197 people) who at the end of June this year had declared some form of disability.

The figure for police officers declaring a disability at that date was 2.1 per cent (170 officers).

When Sue first applied for a job with GMP and failed at the interview stage, her disability employment adviser at Jobcentre Plus contacted the Force's Equal Opportunities Unit.

Two members of the team, Liz Burbidge and Michelle Derbyshire, met Sue to give her information and guidance.

Soon afterwards, she successfully applied for another post with GMP, her present job at the Longsight headquarters of the Metropolitan Division, which she took up two years ago.

SCREEN READER

Sue has been blind all her life since being born three months prematurely.

"I weighed less than a bag of sugar," she said.

At work, she uses a screen reader, a piece of equipment that turns the words of e-mails and other information on her computer screen into a voice, and a Braille display for her to check proof versions of her work.

The equipment was financed by the North West Regional Disability Service – previously known as

Access to Work – following an assessment by the Royal National Institute for the Blind.

Before joining GMP, Sue was a hospital audio-typist, but left because she was refused the equipment she needed – a situation that was reversed when she joined GMP.

"I really love my job and I hope to carry on doing it as long as I can," she said.

"I've had good support, especially from the people I work with."

ANOTHER example of GMP's support network in action involved a man who lost his job on health grounds, suffered deep depression and was out of work for 18 months.

When his health improved, he sought the assistance of an NHS Trust in finding a new job.

The Trust asked GMP if it could offer him some work experience, which it did, and while he was engaged, a vacancy that Liz Burbidge thought might suit him came up.

He applied for the permanent post and was successful at the interview.

FOREFRONT

Scientific Services Branch is at the forefront in GMP in recruiting and supporting staff with declared disabilities.

Out of 297 staff, seven have hearing impairments of varying degrees.

Crime Scene Investigation Manager Kate Salesse says that in addition to work experience

placements, moves made by the branch include:

- Fire alarm sensors that activate remote receivers;
- Sign language interpreters for staff meetings;
- A hearing dog in the workplace;
- Two Airwaves radio earpieces;
- Joint funding with Equal Opportunities for an internal hearing aid for a staff member who didn't want to wear an external device.

There has also been increased awareness among Scientific Services staff in lip-reading and face-to-face communication, as well as a programme of wider sharing in answering phones.

DYSLEXIA

As well visible impairments, a lengthy list of disabilities and progressive conditions is covered by the Disability Discrimination Act, which was extended two years ago to police officers.

One of these is dyslexia, and more than 50 members of staff, including line managers and trainers, attended a Dyslexia Support Event at Sedgley Park in October.

Those who attended for personal reasons were invited to fill in screening questionnaires, which were analysed by a work psychologist.

Then each person received individual feedback.

Senior HR Officer Terry Elliott, of the Equal Opportunities Unit, said further assessment was being offered for individual advice, training



Sue Hanrahan's constant companion is her guide dog Zante, a four-year-old cross-bred Labrador retriever. To mark the 75th anniversary of the Guide Dogs for the Blind Association, medals were presented recently to people who have had a guide dog for more than 25 years – and Sue, who has had one for 32 years, was among the recipients.

and adaptations to be provided.

On disabilities in general, Terry advises: "Don't hide it. Support is available throughout the organisation."

SIGN LANGUAGE

Sgt Kate Crompton, of Diversity Command, which has

compiled GMP's Disability Equality Scheme, and her husband, PC Tony Crompton (Altrincham), have learnt sign language to help them communicate with deaf people.

Funded by GMP, they completed the British sign language level 1 course and exam.

police 'family.'

Neighbourhood policing will involve not only teams of police officers, special constables and PCSOs, but also volunteers and resources from other agencies, such as council wardens.

"Safer neighbourhoods is about geographic ownership and responsibility," Deputy Chief Constable Dave Whatton said.

"It changes the way we do business, but it does not change our aims of fighting crime and protecting people.

"It is about working even better in partnership and bringing to

the table the skills that only we, the police, can provide.

"Through Safer Neighbourhoods, people will know who their local officers are, be reassured, feel safer and be safer."

DEPLOYMENT

Work is continuing with divisional commanders to identify specific neighbourhoods and decide on deployment levels.

Commanders are also identifying suitable

accommodation for the increasing number of PCSOs being allocated to their divisions.

There will be a consistent name for the teams (at present there are township officers, neighbourhood teams, area teams etc) and divisions will have to determine what percentages of uniformed staff are devoted to neighbourhood policing and response policing.

Project team leader Insp Clara Williams said the views of divisional commanders on a starting date had been sought and it had been agreed to

implement neighbourhood policing across the Force by March/April 2007.

This will be 12 months ahead of the Government's target.

* The Safer Neighbourhoods website was launched on the Force Intranet in September and contains policy, guidance and a frequently asked questions section.

* In the next issue of Brief, there will be a question-and-answer focus on neighbourhood policing. If YOU have any questions, send them to the Brief office at Chester House.

Project
will
extend
police
'family'

Deadline for the 2007 problem solving prize

THE deadline closed this week for entries to GMP's 2007 Problem Solving Award for which judging will take place in February.

Trafford was a runner-up locally in the 2006 competition, but jumped up into fourth place when it came to competing nationally for the Home Office's Tilley Awards.

The awards bring national recognition of police projects that are successfully tackling crime and disorder problems.

Helped by funding from Government Office North West, the Trafford Park Security Initiative was credited with reducing commercial burglaries on the industrial estate by 37 per cent in three years.

Vehicle crime fell by 50 per cent, criminal damage by 22 per cent and violent crime by 10 per cent.

Crime on the five square miles of the estate – the second largest industrial park in Europe – was cut overall by 65 per cent.

AGENCIES

The scheme involved Trafford officers working alongside agencies such as Trafford Council, Manchester Inward Development Advisory Service, English Partnerships, the North West Development Agency, Trafford Park Business Forum and Business Watch and commercial landlords Green Properties.

Tactics included local police officers sharing intelligence with Business Watch members, intelligence-led operations to target and arrest offenders, and high-profile police patrols.

There were also environmental improvements that made it harder for criminals to operate.

As part of the initiative, a Guardsafe scheme was established to improve the standards of security guards working in Trafford Park. It included a free training course in crime prevention.

FUNDING

The bid for funding was compiled by PC Paul Berry, who was then a crime reduction adviser at Stretford and is now a member of Safer Trafford Partnership Support Team, and Supt Adrian Lee, now an ACC with Staffordshire Police.

The two area officers who helped the scheme succeed were PC Nigel Brown and PC Steve McKinney, with Joanne Brown as dedicated analyst.

A successor to the initiative is Operation Pride, which has attracted 500 members of the Trafford business community since it was decided to extend the crime-cutting project beyond the boundaries of Trafford Park.

Norwegian guests pick up training tips



AT SEDGLEY PARK: Trainer Insp Steve Hall and, from Norway, Supt Torgeir Selboe.

IN Norway, if you want to be a police officer, you first have to go to a police university for three years.

You have to fund your studies and obtain a police degree, and only then will it be decided if you are a likely candidate to be an officer.

The course, however, is mainly academic and the Norwegians are now looking at ways of making it more realistic and interactive.

For that reason, a delegation of two officers and three police university lecturers visited GMP last month to see how it's done.

Sgt Mark Quin, who was part of the team

looking after the visitors, said: "It was interesting to share our different ways of working and see how we differ in our approaches to training."

The trip was arranged after an earlier visit to the Force by one of the delegation, English language teacher and interpreter Kristin Bechstrom.

Programme

She was interested in the new Initial Police Learning and Development Programme (IPLDP), which involves greater use of

training out in the community rather than in a training school, and she spread word of the programme on her return to Norway.

During their three-day visit, the delegation saw training at several community venues and in Leigh town centre, as well as observing public order training at Claytonbrook and interview training at Sedgley Park.

They told Director of Training Cathy Butterworth that they were returning home with plenty of ideas to be discussed.

GMP began the move to community-based training of new recruits two years ago.

SAFETY BEGINS AT HOME

says PC Chris MacKenzie

HAVE you ever noticed when browsing high street bookshops that you can buy a book on nearly any subject apart from how to keep you, your family, your friends and your neighbours safe from crime?

You can get free leaflets from a police station, but how many people go to this trouble – until it's too late? And how many would you need to study to know about all the things that are important to us all?

The Force OPU (Operational Policing Unit) resolved this issue by submitting a joint bid with GMAC (Greater Manchester Against Crime) to the trustees of the Greater Manchester High Sheriff's Police Trust (formerly Shrievalty Trust) at their meeting in April.

They were awarded a grant of nearly £30,000 for the production of a 100-page comprehensive crime reduction book.

The book covers all aspects of security, from burglary prevention to personal safety and vehicle crime, as well as giving advice to potential victims.

There is also strong emphasis on helping vulnerable groups such as students and the elderly.

The Unit is spending a great deal of the

money getting the book professionally designed and illustrated and it now looks very readable in a style comparable with general high street non-fiction books.

Valerie Watson, Sponsorship and Funding Supervisor for the Force, is coordinating the project.

"The intention is to offer the book for sale to commercial organisations, local authorities, community groups and associations, student unions and housing associations," she says.

"The profit will allow the Trust to produce and distribute free copies not just to victims of crime, but also the most vulnerable within the communities of Greater Manchester."

The books should start becoming available in the new year, following an official launch.

The cost will be on a scale depending on the number ordered. This is necessary as costs are reduced the higher the print run.

On orders over 1,000 copies, it will be possible for organisations to 'brand' the book as their own, though this will incur an additional cost.

- How do you give young children advice on personal safety?
- How do you secure a home (without spending a fortune)?
- What's the law relating to defending yourself from a burglar?
- What advice do I give teenagers to stop them getting attacked?
- How should students keep themselves safe when they leave for university?
- Am I allowed barbed wire?
- How do I stop my neighbours falling victim to doorstep crime?
- What points should I consider when choosing a burglar alarm?
- What's the best device for securing a car?

PC Chris MacKenzie is the Force OPU Crime Reduction Adviser and main author of the book.

In the pink, the crime campaign to stop students falling victim

by Laura Bimpson

In the first month of the university term, more than 500 students – an average of 19 a day – were victims of crime in Manchester.

GMP released the figure in the hope that students will take notice and start following crime prevention advice.

Several high-profile policing operations in place since September helped to bring a reduction of 26 per cent in crimes against students.

But GMP says more still needs to be done to make them realise how vulnerable they are and how easy it is to follow simple advice to avoid being targeted.

More than 60 officers are dedicated to student initiatives in Manchester involving high-visibility patrols, covert surveillance, intelligence gathering and CCTV monitoring.

In addition, a new advertising campaign began in October with radio messages and bus shelter posters in high crime areas.

BUS SHELTER

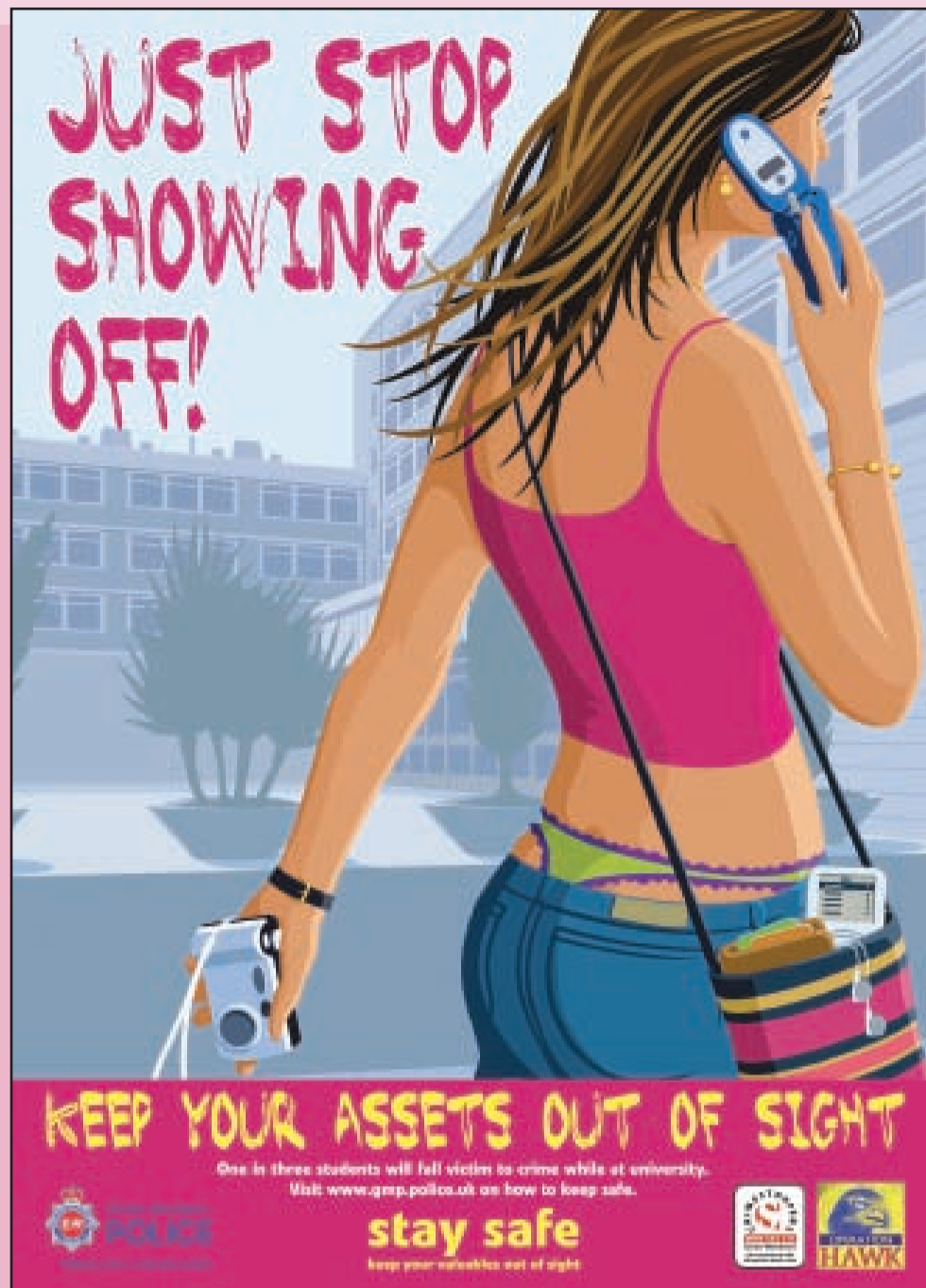
The focal point was a 'branded' bus shelter outside Manchester University on Oxford Road – bright pink with all the panels covered in campaign artwork.

The adverts focused on robbery and burglary, of which students are most likely to fall victim.

They warned students to stop showing off their belongings, keep them out of sight and 'just shut up' their doors and windows.

The posters were designed to stand out from other crime prevention material, which officers said was not having the impact needed.

GMP crime reduction advisers and students themselves were among those involved in designing the material.



One of the posters in the campaign to help students stay safe.

In addition, a large bright banner with the security warning 'Will you just shut up!' was moved between burglary hotspots.

Crime prevention text messages were issued, a giant electronic display board showed key messages, radio ads were played over public address systems and letters were sent to student households that had been burgled.

A short film, 'You've been framed,' has also been produced by GMP and the Manchester Crime and Disorder Reduction Partnership to give students crime safety messages.

One of the problems facing police is that students carry around valuable electronic

items such as MP3 players, mobile phones and laptops, making them ready targets for criminals.

Another factor is that student households are likely to be targeted since the occupants often seem unaware of security measures they should take, such as shutting and locking doors and windows.

SIMPLE

Det Ch Insp Steve Hassall said: "I'm pleased with the new advertising campaign.

"I hope it will be successful in attracting the attention of students and make them stop and think about staying safe by following the simple steps."

Helmet camera on test

HEADSETS with a tiny video camera are being tested by two Salford officers.

PC Phil Lynn and PC Brian Johnston are wearing the £2,000 cameras as an additional way of gathering evidence.

The headsets have been used by officers around the country at music festivals and football matches, but this is the first time GMP has used them on patrol.

The officers who are testing the side-of-the-head devices in Little Hulton can switch them off if they feel the cameras are intrusive or they need to speak to someone in confidence.

The cameras also record sound – so if abusive language is being used against the officers, it is picked up.

Driver who lied jailed for 2 months

ONE of the latest drivers to be caught by Operation Cheetah, GMP's campaign against motorists who try to dodge speed camera fines and points, was jailed last month for two months.

Cameras recorded lorry driver Terence Burke, 50, speeding four times in 30mph limits in his BMW.

Each time the Central Ticket Office sent him a form to fill in about who was driving, he gave the name and address of a man in South Africa.

At Bolton Crown Court, Burke, of Middleton, admitted four counts of perverting the course of justice by making false statements.

Previous drivers who have tried and failed to fool officers working on Operation Cheetah include a woman who flew to Bulgaria especially to send a postcard to herself and her husband from a fictitious ex-employee and a man who moved a 30mph sign to a 40mph zone and then photographed it.



FAST FOOD: Canteen staff at Openshaw Complex raised £1,300 for Cancer Research UK by running in Manchester's Race for Life in the summer. Pictured (from left) are Sheila Monks, Sophie McCurrie, Linda Webster and catering manager Jan Wilkinson. A fifth member of the team was Neeta Mistry, who worked in Business Services at Openshaw at the time of the run and now works in Finance Branch at headquarters.



THE work of GMP's Motorway Unit is changing. So is its name, which is expected to become the Strategic Roads Policing Unit.

No longer do officers in the unit patrol only the 280 miles of motorway in Greater Manchester.

Their expanded role now takes in some of the region's busiest and, at times, fastest roads, such as the three and four-lane Princess Parkway, the A34, the A580, the A666, the A6, the A627 and the overhead section of the Mancunian Way.

They are there to assist officers from the various Road Policing Units, using the specialist skills from their motorway work.

Move

The move to a wider field comes as a result of Highways Agency traffic officers operating on the motorways of Greater Manchester.

They began patrolling the GMP network 11 months ago, taking over some of the roles traditionally performed by police.

Their duties include assisting police with motorway accidents, removing damaged and

abandoned vehicles, helping stranded drivers, clearing debris, running high-visibility patrols, lane and road closures and directing and diverting traffic.

Response

Chief Constable Michael Todd said at the time that the arrival of Highways Agency staff would mean GMP officers could spend more energy investigating criminality and co-ordinating the emergency response to serious incidents.

Ch Insp Ian Lomax said: "We have looked at the roles we perform and decided that these specialist skills are transferable and can be deployed elsewhere."

"In looking at the Greater Manchester conurbation, we concluded that if there is a degree of 'down time,' we can use that to assist our road policing colleagues on some of the regions fast roads.

"Our remit is broadening and changing, with a greater emphasis on denying criminals the use of our roads and motorways."

NEW ROUTES (and probably a new



PC April Hopwood (left) and PCSO Jeanette Jones organised police participation in the multi-agency sweep at Stockport.



Stockport officers and representatives from partner organisations are briefed at Reddish Community Centre at the start of the four-week operation.

FOR the first two weeks, they gathered intelligence. For the next two weeks, there were regular sweeps through the Lancashire Hill area of Stockport.

The month-long Stockport Intensive Partnership Sweep was just that – a high-level drive involving the neighbourhood policing

team, fire service, immigration officers, benefit fraud teams, Job Centre and Health Service staffs and Stockport Council.

Warrants were activated, arrests made and vehicles seized with the aid of number plate scanning.

The police's part in the sweep was organised by

PC April Hopwood and PCSO Jeanette Jones, with Sgt Tim Robbins as liaison officer with the local authority.

The operation ran on the same lines as drives in other areas of GMP – known as 'Beatsweeps' – this year.

Pictures: Bill Morris

Stockport sweep



Look who broke her trip and called in for tea and an impromptu photo



THEY got out the tea cups when a surprise visitor popped into GMP's Birch motorway post on the M62 recently.

Cherie Blair, who was in

the Manchester area to support a cancer charity event, chatted with officers, had an escorted tour of the vehicles and was shown how the Automated Number

Plate Recognition system works.

The Prime Minister's wife, who had met a number of GMP officers during the Labour Party Conference in

Manchester in September, is pictured with Sgt Brian Orr.

The person behind the camera was her protection officer.

ANOTHER recent visitor

to Birch was Griff Rhys Jones, who is making a TV series to be shown by the BBC next year about people whose working lives are spent in mountain areas.

He was filmed with Insp Phil Bromley discussing the work of motorway officers on the M62, which has England's highest stretch of motorway.

(name) FOR MOTORWAY OFFICERS



MUGGED: Supermarket chain Asda has donated 2,500 mugs to GMP's student safety campaign to encourage the registering of personal items on a national database.

The secure database – immobilise.com – helps police to return stolen items to owners, and it is

hoped the mugs supplied by Asda's Hulme branch will make more students in Manchester think about signing up.

"This is just the sort of scheme we are keen to support," said store manager Roger Durrant (pictured with Insp John Egerton)

The database launched

last year holds details of 22 million mobile phones and other valuable items such as laptops.

Once registered, users can access the recorded information to complete insurance claims and report thefts to the police and mobile phone companies.

Photo: Bill Morris



MALTA TO MANCHESTER: On his return from holiday in Malta last year, the Rev Andy Pell, chaplain to Salford Division, brought back a police cap and plaque to add to Chief Constable Michael Todd's office collection of police items from around the world.

This year, Andy went a step further and arrived at GMP Headquarters with a Maltese priest.

Father Raymond Bonicci

was in the country to attend a conference in Derbyshire of the National Association of Chaplains to the Police. Andy has formed links with police and church figures in Malta during several holiday trips.

When he brought the cap and plaque back from Police Commissioner John Rizzo last year, it was in reciprocation for a GMP helmet and plaque he had delivered on behalf of the

Chief Constable.

Father Bonicci is pictured (right) with ACC Vincent Sweeney and the Rev Andy Pell during his headquarters visit.

He presented the Force with a book, Tribute to Our Heroes, by a serving Maltese officer, Raymond Zammit, which records details of officers who have died in the line of duty since the Maltese police force was founded.

FORCEFUL IDEAS

YOUR SUGGESTION SCHEME
Ext 62735/6

Champagne for Laurence with the thousandth idea of the year

Where one winner's cheque went



WE rarely hear how suggestion award winners spend their money.

But Sgt Matthew Moore, who earlier this year received our largest - ever award (a tax-free £5,000) for his idea relating to the storage and retention of custody CCTV recordings, has sent me an e-mail thanking everyone involved in the awards process and giving a photographic hint of what he and his wife spent his award on.....a holiday in St Lucia.

PAT GARSIDE



Milestone: Det Con Laurence Szkolar (right) and Suggestion Scheme Manager Pat Garside.

by PAT GARSIDE,
Suggestion Scheme Manager

INTERVIEWS with suspects are tape recorded, and if a full prosecution file is required, the tapes are passed to divisional Record of Taped Interview (ROTI) typists who prepare a transcript on behalf of the officer involved in the case (OIC).

The typists prepare a hard proof copy of the transcript which is sent back to the OIC for amendment and/or approval before the final completion, usually by internal mail.

Det Con Laurence Szkolar, of Stockport CID, had been involved in this process and thought he could identify a more efficient and effective system involving e-mail.

He submitted an idea to the Suggestion Scheme that ROTI typists should send out draft copies of transcripts to OICs using e-mail rather than paper.

Any necessary

amendments could then be made by the OIC and sent back to the typists in a timely and efficient manner for final publication, speeding up the process as well as reducing the workload of the typists.

Good idea, but.....

The suggestion was considered by Sgt Mike Lyons the Judicial Services Unit Manager at Stockport, who explained:

"Although a good idea in principle, it is an option that we have considered in the past, but unfortunately it would not be practical to adopt at the moment. "We routinely send out some documents and correspondence to officers, CPS and defence solicitors via e-mail wherever possible.

"But when providing officers with ROTI

transcripts for checking, we also provide the original tape so that the transcript can be checked against it for accuracy.

"They receive these in the form of a convenient pack and it would be counter-productive to split them up and send the tape in the mail and the transcript electronically.

"It would be equally impractical to send out the transcript via e-mail

and expect the OIC to collect the tape from the typists personally."

As it happens, Laurence's suggestion was the 1,000th submission to the Suggestion Scheme this year and to mark the occasion, he was presented with a bottle of Champagne, even though this particular suggestion could not be adopted on this occasion.

No 1 CopperPot Lottery

October draw

- £2,000 - A. Remington (retd).
 £1,000 - A. Beever (GMP).
 £500 - J. Tinker (GMP).
 £250 - E. McMahon (Cheshire), A. Appleton (retd).
 £100 - A. Fox (Humberside), M. Smith (Cheshire), C. Underwood (Leics), G. Davis (Leics), M. Frain (SOCA).
 £50 - M. Waters (retd), J. Edwards (N Wales), A. Sault (retd), A. Wills (retd), F. Ali (S. Wales), V. Bean (Thames Valley), J. Pennington (GMP), E. Massey (retd), A. Steele (Corporation of London), Y. Szikla (N. Wales), P. Redfern (Leics), R. Hales (GMP), T. Taggart (Lincs), I. Hodgson (retd), D. Vernon (GMP).

November draw

- £2,000 - M. Sanders (GMP).
 £1,000 - L. Graham (Lincs).
 £500 - J. Huckle (retd).
 £250 - C. Burney (retd), M. Price (retd).
 £100 - K. Shuttleworth (retd), I. Horne (GMP), S. McCabe (Lincs), C. Morris (relative).
 £50 - C. Murgatroyd (Cheshire), A. Bennett (Leics), M. Tovey (Gwent), J. Martin (relative), K. Smith (BTP), G. Wilson (retd), S. Waterfield (Leics), I. Buckingham (GMP), M. Fiskel (Leics), P. Reid (GMP), M. Smalley (Cambs), A. Hulson (N. Wales), T. Cooke (GMP), D. Cowey (retd), P. Hobson (GMP).

Force Sports & Social Lottery

Sept 30:

- £2,000 - A. Lomax.
 £100 - P. Devine, T. Jones, R. Bennett, L. Orchard.

Oct 7:

- £2,000 - A. Swift.
 £100 - S. Haworth, I. Carruthers, C. Wright, A. Davies.

Oct 14:

- £2,000 - A. Walker.
 £100 - M. Pryce, J. Speak, D. Ellison, J. Harte.

Oct 21:

- £2,000 - J. Dolan.
 £100 - D. Bailey, M. Williams, A. Duncan, C. Lightfoot.

Oct 28:

- £2,000 - A. Speed.
 £100 - I. Foster, P. Knight, A. Swithenbank, W. Molyneux.



NATIONAL STAGE: Diversity Director Clare Pavitt hosted and opened a conference at a Manchester hotel last month of the Police Diversity Trainers' Network, which was established in 1999 and is sponsored by ACPO.

Seventy delegates from around the country

attended the three-day event, including discussions on ways of delivering better the diversity message.

A report in 2003 by HM Inspectorate of Constabulary said more needed to be done to guarantee adequate levels of support for 'such valuable people' as race and diversity trainers.

Pioneering community projects pay dividends on Metropolitan Division

Building trust

by Tom Bassford

A SERIES of innovative projects is helping officers on the Manchester Metropolitan Division build stronger links with the community.

People from across the inner-South Manchester area are actively involved in helping to train officers, as well as providing advice on a range of sensitive issues.

Led by Temporary Ch Supt Dave Keller, the division's Stop Search Forum is the only one of its kind in GMP that enables local community representatives to share their concerns with officers on how the process is carried out.

One outcome has been a training DVD designed to boost understanding of the correct

way to conduct a stop search/account.

The DVD features the opinions of local people as well as police officers and is to be released shortly.

New courses

Community input has also been important in three new courses launched this year.

- Burglary training, led by Det Insp Brian King together with the divisional Training Unit and crime scene investigators, now includes a practical session at a property in the area.
- The Respect programme is allowing officers to work with local young people to learn



AWARD WINNERS: Temporary Ch Supt Dave Keller with Breakthrough Independent Advisory Group members Councillor Roy Walters and Wendy Simms.

more about the stop search process.

To show a different perspective, roles are reversed when the young people search the officers.

- Street Craft, a skills-boosting course, features role-play with a local resident.

Other projects under way to further strengthen community relations include language lessons – eight officers completed a 10-week Urdu course in the summer - and a monthly radio show on Levenshulme-based station ALL FM.

Also in the summer, officers joined Police Authority staff at the Marley festival in Platt Fields, Rusholme, to help people understand their rights when they are stopped and/or searched by police officers.

Street Pastors

Another innovation is the expanding Street Pastor scheme, which was established by local churches in response to urban problems.

The division helps to train the volunteers, who patrol the streets and provide a listening ear, in particular to excluded and marginalised young people

Temporary Ch Supt Keller, acting head of the Metropolitan Division, said: "These projects allow our officers to build more trust with the local community and understand more thoroughly the issues involved.

"We are already enjoying the benefits of these initiatives with reports that some people with poor English language skills have been more willing to

help us with our inquiries because an officer has reassured them by speaking in Urdu.

"By involving the community in our training programmes, we aim to provide student officers with a better understanding of the community they will serve, while increasing the public's confidence in the police."

** Moss Side's Breakthrough Independent Advisory Group, which consists of local residents and police officers, won the Innovative Practices category at last year's national IAG conference for its commitment to tackle issues such as guns, gangs and drugs.*

And thanks to this partnership work, local officers have been invited to speak on a number of community radio stations on the Metropolitan Division area.



LANGUAGE LINE: Metropolitan Division officers completed an Urdu course this year.

Operation stops Muslim homes being burgled

AN operation on Trafford Division to help Muslim families at risk of being burgled during Ramadan succeeded.

There were no Muslim burglary victims during the holy month, traditionally a time of year when such offences increase.

Over the past few years, burglars have targeted Muslim homes throughout the festival, knowing the occupants were out making regular visits to mosques.

Michelle Watson, Trafford's Community and Race Relations Officer, devised a crime prevention leaflet that was sent to Muslim people and mosques across the borough.

There was also extra policing in mosque neighbourhoods.

The operation, involving the Safer Trafford Partnership, included Michelle's warning leaflet and a letter advising people how to contact the local police crime reduction adviser to arrange a security survey of their home.



Trafford Community and Race Relations Officer Michelle Watson with her crime prevention leaflet for Ramadan.

Brought to book by Jim

WITH all profits going to the Police Benevolent Fund, a crime novel written by former Det Sgt James Clinch is published this month.

The book, 'Hunter', which has a detective chief inspector as the main character, is a £5.95 paperback published by Towpath Press, Wigan.

Jim served with Wigan Borough Police, Lancashire Constabulary and GMP before retiring in 1979.

He then worked in security at a national level and in a London solicitor's office

In a foreword to the book, writer Brian Finch says: "I cannot tell you how often I have wished as I was setting out to write a police thriller that I had had similar hands-on experience."

Among other outlets, 'Hunter' can be obtained at Smiths on Mesnes Street, Wigan, or via www.towpathpress.co.uk

Where GMP leads, others will follow

POLICE forces across England and Wales are being encouraged to adopt GMP's approach to leadership.

HM Inspectorate of Constabulary gave a ringing endorsement to the Force's Leadership Programme, launched in September 2004, by citing it as an example of best practice in its recent Baseline Assessment.

The report said: "In terms of personal development and continuous improvement, the Leadership Charter is the framework by which staff can continuously improve.

"The Leadership Programme provides opportunities for staff development at all levels and is an important part of developing a performance culture.

"We are not aware of any other force which

has developed such a comprehensive set of leadership development approaches.

"Individual elements of the programme are formally evaluated to ensure a very high standard. These evaluations support the feedback we receive from participants on the programme which is consistently very good."

The reports said significant progress had been made in reinforcing leadership at all levels and in all activities of the Force during the past year.

The achievements have caught the attention of other police forces – with several enquiries to GMP's Leadership and Development Unit each month from forces wanting to find out more.



Completing the circle

REAL improvements are being made in the working of senior management teams – by giving team members an insight into their own leadership styles.

The Leadership and Development Unit has to date worked closely with 11 branches and divisions as part of the Force's Senior Management Team Development Programme, and the roll-out will continue during 2007.

Each member of the SMT receives feedback on a questionnaire completed by colleagues, their line manager

and their staff to plot their competence against nine leadership behaviours.

A team review day also provides the combined data for the whole SMT so they can understand how they are perceived as a unit.

Sean Mileusnic, head of the Leadership and Development Unit, said: "Each of us will have our own particular style. This process is about allowing you to see how others apply leadership, and how they see you.

"It allows SMT members to identify their strengths, areas for further development, and to

SENIOR figures from across Greater Manchester will be taking part in a leadership conference organised by members of GMP's Prospects scheme.

The nine members from the first intake are staging the conference to share best practice on leadership among the area's public bodies.

The conference takes place on February 8 at Manchester Utd stadium. Around 250 people representing the Force,

fire, health and probation services, as well as the 10 local authorities, will attend. Funding for the event has been raised by the Prospects team from the private sector.

Prospects member Insp Clara Williams, one of the organisers, said:

"Although the Force regularly discusses issues with partner agencies, we don't talk enough about leadership.

"This will be a great opportunity to hear about

leadership from key speakers, find out what each organisation has done in terms of leadership, and to share ideas."

Chief Constable Michael Todd (pictured above at the launch of Prospects 2007/8) said: "Prospects is a fantastic opportunity to help people work on their areas of development. It is about making a huge investment in our people and nurturing and developing individuals with drive, determination and potential."

bring flexibility into their leadership styles, becoming more effective when working with colleagues as part of a team."

The result is the production of an action plan for the SMT: identifying priorities which can be met through collaborative working.

Another important element of leadership performance has

been coaching for senior leaders.

More than 30 officers and staff have been coached during 2006. This involves them meeting a coach for six sessions over a half year period and the coach helping them unlock their potential to solve problems or issues they may face.

The Chartered Institute of Personnel Development

last month said the Force was a model of best practice for the way it helps the coaches to develop their skills.

Coaching is available for senior leaders who have undergone the SMT Development Programme and for chief inspectors (and equivalent) and above who change their roles and/or are promoted.



Hazel Peers features in a police staff career guide.

Mapping out future careers

A GUIDE to police staff career development in the Force has been produced by the Leadership and Development Unit.

Take your career in a new direction sets out the breadth of roles performed by police staff and provides a step-by-step approach for staff wishing to find out the options available to them in furthering their career in GMP.

Sections of the 22-page guide cover areas such as

identifying career goals, police staff roles performed in branches and divisions, and how to gain experience to assist career development. The guide is available on the Leadership intranet site.

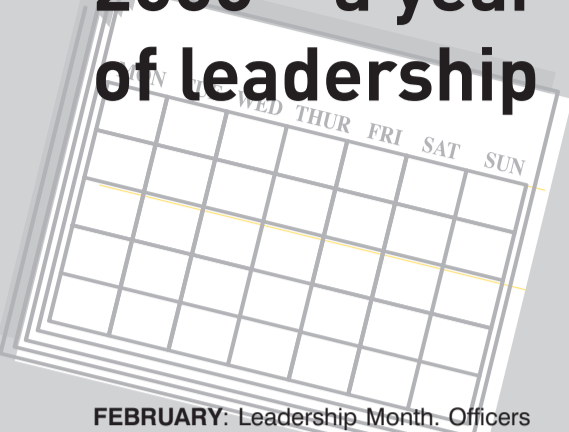
In a foreword to the guide, Chief Constable Michael Todd says: "I want to ensure you have the chance to enhance your skills, and to take advantage of the wide-ranging opportunities that exist. This guide will help you to consider

your future development and to look at the options available."

Hazel Peers, office supervisor in the Criminal Justice Division, features in the booklet to demonstrate the range of career possibilities open to police staff.

She said: "Nobody is just going to give you a job. If you want it, you have to try to get it, but there is always someone in GMP prepared to help you if you are willing to help yourself."

2006 – a year of leadership



FEBRUARY: Leadership Month. Officers and staff are encouraged throughout the period to demonstrate how they are applying the principles of the Leadership Charter to their work. The Leadership and Development Unit organises a number of visits to divisions and branches. Learning and Development Branch becomes the first to have its senior management team take part in a 360 degree feedback process (see 'completing the circle')

MARCH: A workshop on 'maximising potential' takes place and is attended by 30 staff. It is the first in a new Continuing Personal Development programme, with each workshop involving an external speaker. Other topics during the year include 'negotiating for a win-win' and 'living with change.' All attract a capacity audience. The second in a series of seminars for the Force's 350 senior leaders takes place. Speaker and author Paul McGee describes his unique problem solving approach.

APRIL: Strategic adviser Max McKeown addresses the third senior leader seminar, speaking on developing processes to enhance a performance culture.

MAY: The Sunday Times turns to GMP to seek information on how coaching can bring benefits in the workplace. Interviewed are Sgts Niall Hayden-Pawson and Alan Kelly and PC Alan Weekes.

JULY: The Force publishes a guide for leaders to improve their visibility and communication with staff.

SEPTEMBER: Taking responsibility for performance is a key theme running through five 'Planning for Change' roadshows by the Chief Constable and the Deputy Chief Constable.

OCTOBER: Launch of Chief Constable's Excellence Awards to celebrate the hard work and achievements of GMP officers and staff. One of the awards – of which the winner will be announced at a ceremony on March 2 - acknowledges outstanding leadership.

NOVEMBER: Around 90 members of the Force attended the launch of Prospects 2007/8 at Sedgley Park. They hear Chief Constable Michael Todd describe the importance of the scheme and Insp Fiona Butt, a member of the current Prospects scheme, explain the skills and knowledge she has gained.

DECEMBER: The skills and experience of mentors are being used to benefit almost 100 people across the Force. The scheme will see further mentors trained during January 2007, which in turn will permit more officers and staff to become mentees from the spring onwards.

Leadership Competencies

GMP believes that everyone has the opportunity to demonstrate leadership at work.

The Leadership and Development Unit is often asked why, if leadership is so important, it is not something we look at when we recruit, promote and appraise people.

The fact is that those people whose behaviour reflects the Leadership Charter demonstrate a range of skills that are all measured by some of the behavioural competencies already listed on their job descriptions.

You do not need to be a manager or

supervisor to be a leader. All officers and police staff are expected to show:

- Personal responsibility and
- Respect for diversity

In addition, GMP expects some officers and staff to demonstrate additional leadership behaviours. Depending on their rank or role, these include:

- Community and customer focus
- Maximising potential
- Negotiating and influencing
- Openness to change
- Strategic perspective

In clarifying what GMP means by 'leadership,' it is easier for you to reflect

on how you lead and to develop any areas of the Leadership Charter that you may need in your current or future roles.

This can be done formally at your appraisal or as part of your day-to-day job.

Further information about the leadership competencies and how they apply to your role will be published over the next couple of months.

Andrew Marston,
ACO Human Resources



Do the right thing – make a note of this number

0800 111 4444

RAISING STANDARDS

THESE articles are sponsored by GMP's Professional Standards Committee, which ensures that the highest standards are maintained across the Force. Meetings are chaired by Deputy Chief Constable Dave Whatton and attended by ACO Andrew Marston (Human Resources), ACC Stephen Thomas (Specialist Operations), Temporary ACC Dave Jones (Crime) and Acting Ch Supt Vincent Petrykowski (Internal Affairs Branch). If you have any ideas for future editions of this column, or issues you would like to refer to the Committee, contact the Strategic Planning and Service Standards Unit on extension 62671.

Christmas festivities

IN wishing you a merry Christmas, we would like to take the opportunity to remind you of the perils of drinking and driving and the poor judgment too much alcohol can cause.

Around 12 months ago, there was evidence that incidences of drink-driving and alcohol-related domestic disputes among police officers and staff were increasing. We are pleased to report an improvement in these situations and we all wish to see this continuing.

So if you are going to a Christmas function, plan your travel arrangements.

Don't drink and drive, don't put yourself and your livelihood at risk.

Similarly, while at the function, please remember you are a representative of Greater Manchester Police. By all means have fun, but please take into consideration the presence of others not connected to GMP. Remember, courtesy costs nothing.

Finally, please remember that the services of the staff associations and the Force Occupational Health and Welfare Unit remain available to all our staff, all year round. If in difficulty, they are here to help you.

Gifts, discounts, hospitality

MAY we also take the opportunity to remind you of the need to comply with the gifts, discounts and hospitality policy.

As a general rule, offers of gifts,

discounts and hospitality should be refused unless your divisional/branch commander has given you the necessary authority to accept. All offers should be recorded on the Force's gifts, discounts and hospitality register, which is maintained by the Strategic Planning and Service Standards Unit.

The register acts as a formal record of any offers you receive, and therefore protects the integrity of you and the Force. For advice on how to register an offer, please contact Annabel Straw, of the Strategic Planning and Service Standards Unit, on extension 62671.

The register is examined regularly by members of the Professional Standards Committee – and you should also be aware that under the Freedom of Information Act, it is available to the public.

The Force's gifts, discounts and hospitality policy can be found on Chief Constable's Order 2004/50.

HELP AND ADVICE

Integrity issues	
Internal Investigations Unit	62923 or 0800 111 444
Conduct matters and general enquiries	
Internal Affairs Branch	62910
Human Resources Branch	62355 or 61325
Policy complaints and other issues relating to standards	
Strategic Planning and Service Standards Unit	62671 or 61168

NEW NAMES

FOLLOWING a review of units in GMP's Public Protection Section, ViSOR (Violent Offender and Sex Offender Register) has been renamed the Sex Offender Management Unit.

At the same time, the Abusive Images Unit has become the Abusive Images Investigation Unit.

Both changes have been designed to

reflect more accurately the work of the units.

The SOMU deals only with sex offenders, while violent offenders are managed on divisions. And abusive images officers actively carry out investigations and prosecutions.

SPECIAL CALL

ALTRINCHAM officers are appealing for

parents to join them in keeping their children safe as they make their way to and from school by becoming special constables.

CRUCIAL RESULT

IN three weeks, more than 2,000 pupils from 69 Oldham schools took part in Crucial Crew, an annual multi-agency event organised by police officers.

The thin green line

New waste paper system will save £150,000 a year,

by JANET ACKARY
Environmental Manager



Drawing: Sharon Sutton

OVER the coming months, GMP will experience an invasion of green boxes.

They will replace all other forms of confidential paper disposal and will allow GMP to recycle around 400 tonnes of paper while saving £150,000 a year.

Current disposal systems rely on outside contractors who take our confidential waste, shred it and charge us for the service.

The new procedure will see GMP drivers collecting waste paper from the boxes and taking it directly to a paper mill where they will witness its destruction.

As this disposal is free of charge, it allows us to open up the system to the disposal of all paper, meaning that for the first time GMP can recycle all its paper waste.

To ensure the success of the system, it is vital that every member of staff plays their part.

Although the green boxes are for ALL paper, they are for paper ONLY – no ring binders, no plastic sleeves and no food waste.

Any non-paper general waste should go into the general waste bins (recycling of which will be covered in a subsequent article). Please remember that many wastes have other disposal routes, e.g uniforms go back to stores and printer cartridges are recycled.

It may seem like a bit of a hassle having to remove the contents of a ring binder before disposing of it, but if we don't do so, we will not be able to use the paper mill system and will be forced to go back to the

expensive 'pay to shred' systems. Anyway, by just disposing of the contents of the folder, you can then re-use the folder itself and save a bit more money.

Closing the loop

By recycling all its paper waste, GMP is saving around 6,500 trees a year. Making recycled paper also generates far less pollution than making virgin paper, with each recycled tonne saving 17 trees, using 7,000 fewer gallons of water and 4,000kWh of electricity.

As of April 2007, GMP intends to move to using recycled paper for all general office uses, thus closing the recycling loop. More information will be given nearer the time.



Greater Manchester High Sheriff's Police Trust



By Janet Wilcox



Ch Insp Karan Lee with External Funding Officer Janet Wilcox following a grant to Bury Division.

THE Greater Manchester High Sheriff's Police Trust (previously known as the Shrievalty Trust) was established in 1994 and is GMP's very own charity. Its purpose is to work with the police in the community to reduce crime.

Anyone who works for GMP can apply to the Trust for a grant, either for a project of their own or on behalf of a community group, by using the application form on the Divisional and Partnership Support Unit Intranet site.

The trustees meet every three months and pay out grants to projects that clearly demonstrate crime-fighting aims and objectives that can later be measured, for example by comparing crime statistics before and after the initiative or by feedback from the community.

Driving out the dippers

Operation Dipper, part of Bury Town Centre Project, received a total of £7,500 from the Trust to pay for radios for market traders and CCTV for charity shops, together with bags for keeping valuables safe, in a co-ordinated campaign to drive pick-pockets - or dippers - out of the town. They were preying particularly on the elderly and vulnerable. So far, an impressive reduction of 73 per cent has been reported.

THE office of High Sheriff is at least 1,000 years old and used to hold powers now held by lord lieutenants, High Court judges, magistrates, councils, coroners and even the Inland Revenue. Today, the High Sheriff is the local representative of the Crown in matters relating to the judiciary and law and order.

HOW to apply for funding for your own project: Look on the DPSU Intranet site under External Funding where you will find guidance notes and an application form. For further advice and information, call External Funding Officer Janet Wilcox, who administers the Trust, on 0161 856 1144.

"THE successes of the Trust projects are making our streets safer and making Greater Manchester a better place to live" – Chief Constable Michael Todd, who chairs the Trust.

OBITUARIES

SERVING officer Det Con **Stephen Colbert**, 42, of Haslingden, died suddenly at his home on October 12, leaving two children from a previous marriage and a fiancée. He joined GMP in 1989 and was a member of Oldham Division's Major Incident Room team at Chadderton.

A SERVING police staff member, **James Cameron**, 57, a communications officer in Trafford Operational Communications Room, died on November 11, leaving a widow, Celia, and two sons and two daughters. Mr Cameron, of Warrington, joined GMP in 1983.

Former Sgt **Philip Cooper**, 57, of Ashton-on-Mersey, died on October 31, leaving a widow. He joined Manchester and Salford Police in 1968 and retired from GMP in 1995.

Former Sgt **Peter Dawson**, 70, of Northwich, died on October 29, leaving a widow Margaret. He joined Manchester City Police in 1956 and retired from GMP in 1979.

Former Det Con **David Dewhurst**, 58, of Stockport, died on November 1, leaving a widow, Maureen. He joined Manchester and Salford Police in 1973 and retired from GMP in 1991.

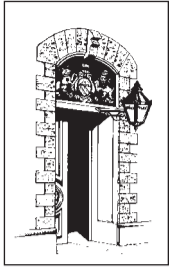
Former PC **Herbert Fell**, 86, of Stockport, died on October 19, leaving a son-in-law as next of kin. He joined Stockport Borough Police in 1950 and retired from GMP in 1975.

Former PC **William Hardy**, 74, of Rochdale, died on November 8, leaving a daughter as next of kin. He joined Rochdale Borough Police in 1959 and retired from GMP in 1988.

Former police staff member **Vera Hewitt**, 74, of Ashton-under-Lyne, died on November 14. Widowed Mrs Hewitt retired from GMP as a detention officer 1993, having originally been employed as a police matron dealing with female detainees. She left a daughter, Pauline Macinnes, who is a detention officer at Longsight, and a son, PC Michael Hewitt, a traffic officer based at Chadderton.

Former Det Sgt **John Reed**, 88, of Menai Bridge, died on October 12. He joined Manchester City Police in 1948 and retired from Manchester and Salford Police in 1988.

Former PC **William Waller**, 77, of Newquay, died on October 19, leaving a widow, Joyce. He joined Lancashire Constabulary in 1950 and retired from GMP in 1979.



Museum Matters

by Curator Duncan Broady



WE have acquired most of our collections over the years either from members of the public or from departments and individuals within GMP. However, an intriguing donation arrived in September from John Rylands Library in Manchester. Scenes of crime photographs from cases worked on by the famous Manchester police surgeon Dr Tom Blench were found during renovation at the library.

As well as his work for the police, Dr Blench lectured at Manchester University and it is believed he deposited the photos and notes with the library shortly before his death in 1975.

Dating from the 1940s and 50s, some of the cases featured were headline news at the time, and the photos, many showing house interiors, give a vivid, yet disturbing, record of the poverty that was rife in post-war Manchester.

THE closure of the old Bolton Divisional Headquarters in the town centre revealed important archive material relating to the tragic fire at the Top Storey Club in Crown Street, Bolton, which claimed 19 lives in 1961. Also recovered for the museum were files and reports from the investigation into the murder of PC John Egerton in 1982, and the curious case of a body discovered in a Bolton cellar in the 1980s.

It led to the first use of facial reconstruction by GMP in an attempt to identify the woman whose body had been in the cellar undiscovered since the 1960s.

WE held two successful open days for GMP families and friends, and despite the disappointing wet weather, hundreds visited and saw at first hand the facilities and services we can offer and how we can support staff in their own areas of work.

RECENT visitors from overseas included a party of university lecturers and professors from China. They were in Manchester learning how to teach their specialist subjects in English. So far this year, students from 24 different countries have visited the museum.

AS well as sessions in the courtroom for fingerprint officer trainees, we made the room available for a new group.

Working for the Casualty Reduction Partnership, GATSO camera operators sometimes have to give evidence in court and so each trainee was given the opportunity to go into the witness box and have their evidence videotaped for analysis back in the classroom.

Watching this particular training session was Andrew Gwynne, MP for Denton and Reddish, who visited the museum when he spent a day with Corporate Communications Branch.

Recent commendations

Christmas morning... and facing a youth waving a gun

IT was 3am on Christmas Day as Ch Insp John Buttress raced after a youth who had been waving a handgun at revellers in Stockport town centre.

Helped by a CCTV operator's commentary, he came face to face with the 16-year-old – who then fled and threw away what turned out to be a replica Beretta pistol.

In recognition of his courage in pursuing and detaining the youth, Ch Insp Buttress, now on secondment to the Home Office, received a commendation from Chief Constable Michael Todd at this year's Stockport Divisional awards ceremony.

The youth, who should have been wearing an electronic tag, was given 12 months' detention for possessing an imitation firearm, which he denied despite the evidence of Ch Insp Buttress and a CCTV tape.

Stockport-based **Ch Insp Craig Thompson** was commended for 'outstanding leadership and dedication' in a robbery reduction campaign when he was Bury Division's Robbery Champion.

Ch Supt Neil Wain, head of Stockport Division, received a St John Ambulance award for stopping and giving first-aid to a man injured in a car accident.

OLDHAM:

PC Leigh Carnally was commended for helping to save the life of a neighbour whose house was on fire in the middle of the night. Leigh also received awards from the Royal Humane Society and Greater Manchester Fire and Rescue Service.

TAMESIDE:

PC Michael Webb and **PC John Kilgallon** received commendations and Royal Humane Society awards for stopping a woman from killing herself after she set her home on fire and threatened the officers with a bread knife.

PC Steven Robinson received a citation of merit and a Royal Humane Society award for trying to rescue a drowning man from Audenshaw reservoir, and **PC Jenny Lowe** and **PC Graeme Masheter** received merit citations and RHS awards for stopping a drunken woman from jumping off a bridge over the M67 at Denton.

PC Jeremy Riley and **PC John Fitzgerald** received St John Ambulance awards for saving the life of a two-year-old boy at Hattersley who was choking after a fall.

WIGAN:

PC Kevin James and **PC Christopher Whittaker** were commended for disarming a drunken man with a handgun after he approached a woman standing at a bus stop with seven children.

Leigh enquiry counter assistant **Michael Brown** received a citation of merit for detaining a man – recently released from prison – who he saw trying to steal a car while on night duty monitoring CCTV.

A St John Ambulance award went to traffic officer **PC Matthew Browning** who was off duty at a wedding reception in Chorley when he tried to save a fellow guest who had collapsed.

GMP's Diversity in Action Team of the Year award went to Wigan Division's Community and Race Relations Officer, **Abida Niaz**, together with two members of Wigan Leisure and Culture Trust, Andrew Bond and John Hesketh.

It was in recognition of their commitment to an international campaign to integrate people from minority ethnic backgrounds into sport.



Focus on the child, not the tree

says the Rev Roger Reece,
North Manchester Divisional Chaplain.

THE Christmas event confronts us with the most staggering truth the world has ever known. Right at the centre of our Christmas celebrations is a child.

Artists, sculptors, composers, song writers, composers, authors and preachers have all made this child the subject of their work. Some have bequeathed to the world masterpieces such as the Madonna by the Rocks by Leonardo da Vinci, which

have inspired humankind and even changed the lives of individuals.

Which child has so grasped the hearts, minds and imaginations of so wide a range of people through the centuries? Which child has touched the lives of so many people?

He is the child who has brought God's love clear and close to all humankind, the child who entered the world and made God manifest in our human form.

The child in the manger is the centre of our Christmas, not the tree.

The fact that we often speak of Christmas as a time for the family and try our best to make it enjoyable for the children is evidence of some awareness of the central nature of the Christ child at Christmas.

But shouldn't the God child of Christmas remind us of and challenge us with the importance of every child every day?

As we prepare to celebrate Christmas across the world, and especially in our society, let us not forget the children orphaned by injustices, cruelty, greed and people's selfishness.

Children remind us of new life, hope, potential innocence, trust, love and future.

When we destroy these qualities in them by our selfishness and thoughtlessness, we destroy ourselves.



Triathlon team members (from left) Andy Pilling, Chris Evans, Marie McDonald, Rob Baron and Lucy Tustin.

TRIATHLON TEAM IS UP AND RUNNING

(AS WELL AS SWIMMING AND CYCLING)

IN an appeal published in Brief last year, PC Lucy Tustin asked for anyone interested in forming a triathlon team to get in touch with her.

They did. GMP now has a mixed squad of 12 to compete in events around the country.

Lucy, who enters eight or nine swimming-running-and-cycling events every year, believed there was enough sporting talent around the Force to start a team.

She was right – and now the Eccles-based officer is pencilling in dates for her and her colleagues over the coming months.

They had their first outing as a group at the end of September when five members of the team, Lucy, Sgt Andy Pilling (Rochdale), Sgt Chris Evans (Stretford), Det Con Marie McDonald (Stockport) and officer safety trainer Rob Baron, competed in the Police Sport UK national triathlon championships in Lincolnshire.

All completed the triple event in good times – and Andy won a medal for coming first in the veteran (over 40) category.

They were sponsored by John Peavoy on behalf of Gold's Gym at Bolton.

IRONMAN

Earlier, Lucy, Chris Evans and another member of the triathlon team, Senior Crime Scene Investigator Bonnie Hopkins, had competed individually in a gruelling UK Ironman event.

It is recognised as the world's hardest one-day endurance test, consisting of 2.4-mile swim (starting at 6am), a 112-mile cycle ride and a 26.2 mile marathon.

You have to finish in a time of no more than 17 hours to earn a place.

Some 1,300 competitors started and 1,038 ended the course within the 17-hour cut-off.

Among them was Chris with a time of 12.06 hours to finish in 440th position. Bonnie did it in 13.25 hours to gain 756th place.

Lucy entered the event with a running-related injury, but rather than pull out, she completed the swimming and cycling in good time before being advised not to run in the marathon.

Police donation will aid families of sick children

MEMBERS of Bootle Street's sports and social club, together with Manchester City Centre Crime Prevention Panel, have donated more than £3,300 to

help accommodate families of sick children while they are in hospital.

The Ronald McDonald House Charity is raising funds to build

housing next to the new Manchester Children's Hospital so that families can stay close by during their children's treatment.

The charity has pledged £2 million towards the unit and North Manchester Division officers have contributed £3,336 to the target following a charity golf day, various prize draws and an indoor bowling event.

Club secretary PC Stuart Pizzezy said: "Providing accommodation for the families of sick children is undoubtedly a great cause.

"Every penny counts and we will continue to donate cash over the coming year to ensure that the unit gets built and provides this essential service for families in the North West."



Cheque from Bootle Street: PC Stuart Pizzezy (left) with Ronald McDonald House Charity representatives, trustee Geoff Hadfield and head of operations Tony Moreton.

Thanks all round as Dorothy retires

DOROTHY GIDMAN may have thought she was going quietly when she retired after 25 years as a cleaner on Bolton Division.

Officers and staff had other ideas, however.

When it became known that she was leaving, there was a widespread feeling that her departure should be recognised.

So it was with a ceremony and a Divisional Commander's Award from Ch Supt Dave Lea that Dorothy finally left the

building.

He told her: "Many officers have said how they have valued your cheerfulness, sense of humour and can-do attitude over the years.

"They said 'Dorothy would do anything for anybody,' a commendable trait possessed by few.

"I also know that you have worked tirelessly for children's charities when not helping us to run our business efficiently."



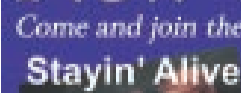
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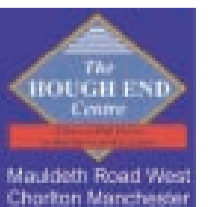
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GMP teams at the top of their game on the national stage

WINNERS

Netball teams take three trophies

GMP's netball players are the best in the country – and they have the trophies to prove it.

For the second year running – and the third time in six years – the 'A' team won the Police Sport UK championship gold cup in a two-day tournament in the autumn.

They defeated South Yorkshire, the same team they knocked out last year.

And out of 500 competitors taking part, one of the GMP players, Ann-Marie Kay, won the Player of the Tournament award.

The GMP 'B' team, meanwhile, chalked up a double success

after their best season so far.

They won the Police Sport UK plate competition with a 32-31 win over Hertfordshire and then, with a two-goal victory over Lancashire, they took silver in the national tournament that was won by the 'A' team.

** With at least one member moving from the 'B' team to the 'A' team, the 'B' is on the lookout for new players.*

Anyone who is currently playing for a team and would like to represent the Force should contact Lisa McPherson at Grey Mare Lane on extension 63709.



DOUBLE VICTORY: The GMP netball 'B' team – back row, from left, Lisa McPherson, Lisa Rice, Ruth Thompson, Kate Watkins, Kellie Jones and Michelle Gee. Front from left, Suzie Mayer, Michelle Sigley and Victoria Howard. Team members not present: Clare Charles and Colette Thomas-Balmbra.

WINNERS

Rugby squad keeps cup

THE combined GMP - Lancashire team won the police Rugby League Challenge Cup for the second year running with a 24 - 22 victory over West Yorkshire.

But it wasn't easy. West Yorks had held the trophy for five consecutive seasons until a revived GMP/Lancs side won it last year under the guidance of new coach Damieon Pickles.

The Yorkshire challengers had been determined to win it back and they fought to the very end of the final at Warrington with the chance that they might succeed.

GMP/Lancs, who had defeated the Metropolitan Police 44-20 in the semi-final, led 20-6 at half-time.

A try by Pickles, who once again

had to step in at scrum-half because of a player shortage, resulted in a goal by fellow GMP officer Dan Atherton.

Excellent running by GMP players Meeks, Edmondson, Carmody and Byrne led to two further tries by Lancashire players Birch and Holland, to which Atherton added three further goals.

West Yorkshire's only first-half reply was a try and a goal.

But it was a different story in the second half in which the challengers hit back with three tries and two goals, while GMP/Lancs scored one try through Birch.

With the score at 24-22, the last



Coach (and cup final player) PC Damieon Pickles with the police Rugby League trophy.

five minutes were tense – or as Damieon Pickles put it: "We held on by the skin of our teeth."

GMP/Lancs: Whitehouse, Birch, Clark, Bellfield, Swift, Atherton (GMP), Pickles (GMP), Byrne (GMP), Fogarty (GMP), Meeks (GMP), Edmondson (GMP), Lowe and subs (all used) Carmody (GMP), Tonge (GMP), Ambler, Grafton and McIntyre.



GMP/Lancs – cup winners two years running.

WINNERS

Judo four pick up six medals

DESPITE fielding a depleted team because of injuries, four GMP players won six medals in the Police Sport UK judo championships.

More than 100 contenders took part in the event hosted by GMP at the Armitage Centre, Fallowfield.

Mark Montrose (Trafford CID) was fighting in his first competition, having only recently taken up the sport, but showed great skill and technique to win gold in the under-100kg novice category and silver in the Orange Belt and below open weight.

Jonathan Marsh (Salford), a bronze medallist at last year's championships, stepped up his form to win silver in the under-100kg novice Category, losing to Montrose, and bronze in the Orange Belt and below.

Eugene Mole (Tactical Aid Unit), a veteran of several national championships, won bronze in the under-90kg with his usual stylish judo.

As well as a broken nose, Spencer Taylor (Rochdale) picked up a bronze medal in the under- 81kg novice category.

At the evening medal ceremony, GMP was represented by ACC Dave Jones, and also presenting medals was Neil Adams MBE, former world champion and Olympic silver medallist.

The work of GMP's organising committee was applauded, including that of Insp Dominic Wood (formerly of the TAU), who last year volunteered GMP to host the 2006 event and then emigrated to Australia!

** Next year's championships are to be hosted by West Midlands Police and anyone interested in representing GMP – or just interested in starting judo – can contact event co-ordinator PC Steve Phillips, Tactical Support, Claytonbrook, or PC Matt Clempner, Officer Safety Training, Sedgley Park, for advice.*