



## LANCASHIRE TO MERGE WITH CUMBRIA



Malcolm Doherty, Chair Lancashire Police Authority

**BOTH Lancashire and Cumbria Police Authorities have agreed to request a voluntary merger from the Home Secretary, paving the way for the formation of a new strategic Authority and Constabulary covering the two counties.**

Charles Clarke had set a deadline of February 24th for



Steve Finningan, Acting Chief Constable

authorities to volunteer to amalgamate before the statutory process surrounding compulsory amalgamations began on March 1st.

Chair of Lancashire's Police Authority, Malcolm Doherty, said: "Given that the present policing structures have been around for over thirty years, there is a clear need to review

them. This constabulary has always been at the forefront of change, and the people of Lancashire have benefited from that pioneering spirit. We are satisfied that there is now a strong case for structural change here, and we are pleased to be pathfinders in introducing it, a move that we feel can only enhance the policing service that local people receive."

Lancashire's Acting Chief Constable, Steve Finningan, welcomed the announcement. He said: "It has been my professional opinion, and that of the Constabulary, from the beginning of this process that amalgamation with Cumbria alone was the preferred option. It will particularly improve protective services, which cover serious and organised crime, and will also enable us to invest even more in our approach to Neighbourhood Policing.

"Lancashire is a high performing force across all assessments but we recognise that there is a gap

in our capability, and especially our capacity, to address higher level crimes. This amalgamation offers us the chance to do that along with a real opportunity to take a fresh look at everything we do and provide even better policing services to our communities."

Cumbria's Police Authority Chair, Reg Watson said: "The decision to amalgamate has been a momentous decision for the Police Authority and not one we've taken lightly. Cumbria Constabulary is a small constabulary with a strong, stable performance that is complemented by nationally acknowledged standards of excellence we achieve from supportive relationships enjoyed with our communities."

Cumbria's Chief Constable, Michael Baxter, said: "This decision will mean a safer and more secure future for Cumbria and Lancashire communities. "The amalgamation will create a constabulary with the capacity

and capability to deal with 21st century policing and bring our protective services up to a national standard. It will protect, and even improve, our Neighbourhood Policing and the high levels of service that our communities have come to expect from their constabulary."

This decision follows months of work responding to a report produced by Her Majesty's Inspector of Constabulary (HMIC) in September 2005, which concluded that the current 43 force structure in England and Wales is 'no longer fit for purpose' to deliver the complex policing services necessary for the 21st century.

Work to establish the strategic force will start with the formation of a shadow Police Authority in June 2006 and a new senior management team (Chief Officers) in place by November 2006. It is expected that the amalgamation would take effect in April 2007.

## They wear funny hats!

**When young children from the reception class at St Helens Kirkland and Catterall Primary School were asked what they thought about police officers their answers showed how differently many of them perceive the role.**

"They like emergencies"; "they can put me in jail"; "police officers are strong and kind"; "they arrest people"; "they catch robbers"; "they spray a spray at people" "if you are really naughty they can put your name on Father Christmas' naughty list" give just a flavour of the responses.

The Police Authority, which has a responsibility to consult with all members of the community, visited the school to discover if children as young as four and five understood what a police officer does.

Communications Manager Naomi Walker said: "We don't normally consult with children this young, but we have done a lot of work with young people over the last year and we wanted to know how early children begin to understand what the police actually do.

"It's particularly interesting when this generally positive attitude is compared to the outcomes of our consultation with young people aged 11-18, as we would like to know how perceptions of police officers develop and change over time."

A lot of work carried out with the 11-18 age group showed that young people generally feel that there is a negative attitude towards young people from the police, adults and the media and that although it is usually only a small

minority of youngsters who cause problems they think they all get seen as troublemakers.

Garstang Neighbourhood Policing Sergeant Dave Vickers added: Interacting with young people of all ages is crucial to the delivery of effective neighbourhood policing. This approach is about opening a dialogue and really engaging with local communities and that includes local officers visiting primary and secondary schools to talk to young people."

Naomi continued: "We are interested in the views of all young people and we want to study many different aspects of young people's lives as well as crime and anti-social behaviour, so that more can be done to prevent them getting into trouble, either as a victim or offender.



More information is available on the Authority's website for young people, [www.Zone4youth.co.uk](http://www.Zone4youth.co.uk).

## FIND YOUR LOCAL OFFICER THROUGH THE WEB

A BRAND new website containing all you need to know about the Constabulary, who your local Neighbourhood Policing team is and how to contact it as well as tons of crime prevention information, help and advice is to be launched at the end of April.

You can read more about Lancashire's approach to Neighbourhood Policing later in Newsbeat but the new website will really help to tell you what's happening in your local area at the touch of a button.

The new website has been funded through the Proceeds of Crime Act which means that money seized from criminals is being put to good use in helping the Constabulary provide useful information to the public of Lancashire and beyond.

Not only can you find your local officers by typing in your postcode, you can also look for jobs, read the latest Constabulary news, find out who's who in the force and e-mail in with your comments.

A new youth website will also be developed in the coming year.

Log onto [www.lancashire.police.uk](http://www.lancashire.police.uk) to find out more.

# IT'S YOUR OPINION

When you ask people what they really think you run the risk of getting answers that you would rather not have! However the Police Authority welcomes all comments, positive and otherwise, in the firm belief that constructive criticism can only help to pinpoint areas where improvements are necessary.

Responses to Opinion, the 4000 strong citizens' panel, illustrated the difference in opinion of different respondents: "Quick and helpful police response" vs "lack of communication by police" "Good / efficient service" vs "poor response received" "Anti social behaviour dealt with" vs "criminal damage not being tackled" "Arrest of offenders" vs "lack of convictions/ lenient sentencing"

The panel, which is made up of Lancashire residents, is surveyed three times a year and the responses are critical to the planning, setting, monitoring and scrutinising of policing services.

Public confidence in the police service is tracked in each survey and responses show that confidence in the constabulary is very high, with local people appreciating the effectiveness of high police visibility and response to incidents in the county.

Similarly, it enables the Authority and Constabulary to identify those consistent issues that result in lowering satisfaction and confidence, so that they can be addressed.

From the results we know that the 'quality of service' and the 'response that you receive' are hugely important to you, as is your experience of anti-social behaviour. However, by comparing the responses over the years, we have learned that the numbers of panel members citing 'response' as a reason for low confidence has reduced, proving that the actions that the Constabulary put into place to address those issues identified are working.

Lancashire Police Authority Chairman Malcolm Doherty

responded: "We are delighted that confidence in the Constabulary remains high. However, the results of the latest Opinion survey highlight the impact that anti-social behaviour has on local communities.

"Pro-active action by the Constabulary and its partners has had a positive impact in certain local areas and were reflected in Opinion feedback from these residents.

"Indeed, the Police Authority takes the issue of anti-social behaviour extremely seriously and we will therefore be expanding the range of questions in future Opinion surveys and analysing these in more depth to identify local people's particular concerns and feed this back to the operational teams working in these local communities."

Other Opinion survey feedback included:

- 80% of local people saying that they were willing to pay an increase of 15% or above in council tax for policing.
- Many people wanting more information and marketing around local meetings with officers so that they could attend
- 65% felt that recent contact they had had with police was good

Acting Chief Constable Steve Finnigan concluded: "This survey gives us a valuable insight into local people's perceptions and views on a wide range of community safety issues.

"These elements of the survey will be used alongside other consultation results and statistical evidence that has been gathered to enable the county's 14 Crime and Disorder Reduction Partnerships (CDRP) to target resources and deliver effective strategies at a local level."

## Diversity strategy celebrates difference

A brand new team dedicated to serving Lancashire's diverse communities has been formed by the Constabulary

Headed by Superintendent Andy Pratt, the eight-strong team has been established to coordinate and drive the force's strategy and policy on diversity issues. It will also be responsible for monitoring any issues raised by members of staff as well as members of the public.

Said Mr Pratt: "It is vitally important that all members of staff have a thorough understanding of diversity.

"The idea of diversity is based on the fact that Lancashire is made up of lots of different people. Some differences are obvious, some less so, but factors such as gender, age, background, race, disability, religion, sexual orientation, personality, and work style are all elements that sit inside the concept of diversity.

"By recognising and celebrating these differences we will create a better organisation in which everybody feels valued and where their talents are fully realised and the Constabulary's goals are met."

All Constabulary staff are committed to the following principles:

- Every person is unique and should be treated with respect and dignity.
- Our services should respond to the diversity of our local communities and cultures.
- Our workforce is our key resource and investing in staff, involving them in

decisions, and developing flexible ways of working delivers better outcomes for people who use our services.

- Only by effectively engaging with our diverse communities will we be able to police effectively.

Howard Gore, the Police Authority's lead member on diversity issues added: "I know how seriously the Constabulary takes all matters concerning diversity and I appreciate just how much the force has moved forward over the last few years.

"Andy Pratt is a very welcome addition to an exceedingly proactive diversity team and I have every confidence that the diversity agenda will remain at the forefront of Lancashire Constabulary's policies."



■ Left to right : Sergeant Abid Khan, Sergeant Kay McGovern, Christina Ibrams, Superintendent Andy Pratt, Alison Griffiths, and Inspector Ian McCann.

# JAM-BUSTERS TAKE TO THE MOTORWAYS



A NEW team of specially trained 'jam-busters' are now patrolling Lancashire's motorway network as the region joins others throughout the country with a service to ease congestion.

Uniformed Highways Agency Officers and their especially liveried vehicles can now be seen on the county's motorways working alongside police officers with the aim of improving the management of traffic. The Traffic Officers are controlled from a purpose built Regional Control Centre in Newton-le-Willows next to the M6 but will operate from Lancashire Constabulary's motorway base at Samlesbury.

The new Traffic Officers are an essential part of the Government's commitment to improving the country's road network. They will be able to deal with diversions, manage incidents and ensure traffic runs smoothly. They will also help police to manage traffic during and after accidents to help minimise hold ups and delays. Acting Assistant Chief Constable Mike Cunningham said: "Here in Lancashire we welcome the introduction of these new Traffic Officers. We have always prided ourselves on providing a quality service to the travelling public using our motorways and this new service will enhance this.

"Our police officers are rightly focussed on fighting crime and protecting people. Now this new

service will free up my officers to get on with that job of fighting crime rather than managing motorways.

"I hope the extra highly visible patrols will provide a greater reassurance to road users and they help demonstrate the extra efforts we are all working on to make our motorways safer and less congested places."

One of the new officers said: "We are here to support the police, not to replace them. Our task is also to support the public by giving them any safety advice and keep the traffic moving as much as possible. "Hopefully we will be able to help improve the service to motorists making journeys more reliable and ensure that time spent in jams is kept to a minimum."

The new North West Regional Control Centre is operated by the Highways Agency together with Police Liaison Officers and they will monitor the motorway network and co-ordinate action when an incident occurs. The Traffic Management Act 2004 gives Highways Agency Traffic Officers powers to stop traffic and close roads, lane and carriageways; direct and divert traffic; place and operate traffic signs; manage traffic and traffic surveys.

The Highways Agency traffic information website is at [www.highways.gov.uk/trafficinfo](http://www.highways.gov.uk/trafficinfo)

## Charities benefit from Police Fund

**FOUR charities have benefited from about £23,000 worth of gift vouchers, which have been recovered by the Constabulary as part of a major investigation.**

Under the Police (Disposal of Property) Regulations 1975, monies recovered but which can not be traced back to their rightful owner are placed in the Police Property Fund and used to make payments to charitable causes as agreed by the Police Authority.

Two local charities, St Catherine's Hospice and Derian House and two national charities, Barnardos and the British Heart Foundation have

been chosen as the recipients. The gift vouchers are from major High Street stores and were recovered alongside cash, postal orders and cheques in November 2004, when an

employee of the Royal Mail was arrested by Post Office

investigators on suspicion of stealing from customers of the Royal Mail. The intended recipients or donors of the gift vouchers could not be traced as they had been taken out their envelopes by the time they were recovered.

Police Authority Resources

Committee Chair Geoffrey Roper commented: "It is a shame that these vouchers never reached their intended recipients despite the best efforts of the investigating team to try and locate them. However I am sure that donating the vouchers to such worthy causes is a fitting use for them."

Maureen Nickson, the Trading Company Manager for St Catherine's Hospice said: "This year we have had to find in the region of £2m from fundraising simply to run the Hospice and that could not be achieved without the support of the local community and organisations like the Police Authority. For that support we are truly grateful. All the money raised will go directly into patient care."



# POLICING BUDGET FOR 2006-2007

**THE Police Authority is responsible for setting the Annual Policing budget, which this year has been agreed at £239.533m. We expect this to allow numbers of police officers to be maintained at current levels, and to provide for increases in Police Community Support Officers (PCSOs).**

Currently Lancashire council tax payers provide 22% of the police budget and the rest comes from Central Government. In Lancashire, the council tax for policing is only about 8% of the total council tax bill.

This year the precept will be increased by 4.99% in keeping with Government guidelines for "capping". In effect, those living in a Band D (the average) property will pay an extra £5.37 in 2006-2007, an increase of just over 10p per week, making a total of £113.09 per annum. Although Lancashire Constabulary remains one of the highest performing police

forces, this is one of the lowest council taxes for policing in the country.

Cllr Malcolm Doherty, Chair of the Authority, explained: "Setting this year's budget was not easy but this was the sensible decision. Lancashire did not fare well out of the Government's grant settlement, and only gained an extra £5.8m against a planned budget increase of £11.6m.

"Despite the fact that the responses from our consultation indicated that local people would be willing to pay 15% or more to preserve or increase the existing levels of service, the Government has made it very clear that it will apply capping measures to local authorities increasing the precept by more than 5%. With this in mind the Authority was keen to agree a budget that protected existing levels of service.

"Therefore, after much careful consideration, we have made a number of efficiency savings and a contribution of £0.729m from general balances in order to produce a budget that allows for some growth and, most importantly to the people living and working in the county, no reduction in the numbers of Police Officers."

Over the last three years the Constabulary has made efficiency savings (cashable and non-cashable) of £29 million, and recruited 180 additional police officers plus 187 Police Community Support Officers.

Now, with Government funding assistance, a further 114 Police Community Support Officers will be introduced in the next financial year, with a further 334 by the end of March 2008 which will significantly increase police visibility and improve community safety.

## Database for tracking violent offenders wins award

**A pioneering national database that can track violent and sex offenders has been rated Highly Commended in the e-Government Awards 2005.**

ViSOR is the Violent Offender & Sex Offender register and it was two Lancashire Constabulary officers who were responsible for this innovation. DC Tony Carter of the High Tech Crime Unit and DC Martin Jebb (formerly of Lancashire now with the Met) worked with PITO (the Police Information Technology Organisation) to ensure that ViSOR was successfully launched across England, Scotland and Wales in March last year.

ViSOR is the first national database that can manage, track and risk assess these violent and sex offenders across the country. This type of information-sharing technology is the first of its kind to provide accountability and an audit trail in the management of offenders. The database is proving to be a vital investigative tool in major crime investigations.

Before ViSOR was launched, 43 individual police forces held information on sexual and violent offenders. This is now held in one central database. Information was only shared on a piecemeal basis as requested, and not all officers from every force could access the details they required. Now through ViSOR any force in the country can access information on offenders instantly. This gives forces that are investigating sexual or violent crimes an efficient method of connecting their current cases with knowledge of possible offenders from other areas, including details such as modus operandi and a photographic library of how the offender has changed over time.

## Lancashire Crowns Top Young Citizen



**LANCASHIRE'S top young citizens have been rewarded at a special ceremony held at Lancashire Constabulary Headquarters.**

The High Sheriff of Lancashire's Young Citizen of the Year award is an annual event that seeks to recognise the county's local heroes – the people who don't seek glory but deserve recognition for their outstanding work in our local communities. These are the young people who's hard work, grit and determination has made them a household name in their own communities.

Lancashire Constabulary's Acting Chief Constable Steve Finnigan joined football legend and High Sheriff Jimmy Armfield to present the awards to the outstanding young citizens at the ceremony.

Morecambe teenager Laura Seymour walked away with first prize for her work in the local community. The Morecambe High School pupil was praised for her work both in and out of school. She is heavily involved in pupil mentoring and in March 2005 Laura compered a 'Stars in their Eyes' and fashion show event held at the school which raised a lot of money for the Tsunami Appeal.

She also voluntarily attends weekly sessions of the Morecambe Young Persons Crime Prevention Panel, including weekends and after school work, giving up her spare time to help organise and work on crime prevention activities.

Second prize was awarded to 17-year-old Sarah Dean from Wesham for her outstanding work in transforming local communities whilst campaigning on many youth issues in the Fylde. Sarah devotes much of her time to many projects and issues surrounding young people,

environmental issues, children's rights and caring for the neighbourhood. Described as a dedicated and committed individual, Sarah sets a shining example to other young people, encouraging them to make a difference to their community.

Twenty-two-year-old Nathan Fowler from Blackpool scooped third prize after his outstanding work as a Millennium volunteer. From offering help to elderly residents to volunteering at a youth club for the Salvation Army, all of the work that Nathan is involved with meets a community need and helps to promote a positive image of young people.

Additionally, over 25 youngsters were commended for their work with communities across Lancashire and five teenagers were highly commended.

Mr Armfield added: "This award is special because it shows that there are a huge number of young people in the county working hard to improve their communities. There were so many outstanding individuals that everyone who was nominated was a winner."

Police Authority member Gail Stanley commented: "Laura, Sarah and Nathan, like all those nominated are to be congratulated on their dedication to their local communities. Too often we see the negative images of young people being featured in the press while the positive work of the majority of young, law abiding, citizens gets ignored by the press and many adults. Young people facing such prejudice can only be pleased and proud of those nominated for this prestigious award of Lancashire's Young Citizen of the Year."



# NEIGHBOURHOOD POLICING – ON A STREET NEAR YOU

A NEW approach to local policing has arrived on a street near you!



■ Acting Assistant Chief Constable Mike Cunningham

**THE Constabulary has now rolled out "Neighbourhood Policing" across the county. It was launched in February with a week-long series of community events designed to encourage people to meet their local policing teams and find out how they can influence local policing.**

Neighbourhood Policing is a key part of the Government's Police Reform agenda and while every force in the UK will be implementing it, Lancashire has led the way in being among the first to introduce it to every area in the force.

Acting Assistant Chief Constable (pictured) Mike Cunningham said: "Neighbourhood Policing is about providing people with high quality policing services that people can see and easily access in their LOCAL area.

"It gives them a structured and regular means of having their say on how their area is policed and a way of influencing our priorities, while making sure that we provide feedback on what we've done.

"It's also about local policing teams problem-solving with other agencies, such as local authorities, to make sure that the causes of problems are tackled – not just the consequences.

"Following consultation with the public and other agencies, some 300 neighbourhoods and dedicated neighbourhood policing teams have been identified across the county. The exact make-up of a team depends on the size of the neighbourhood and how busy it is, but it may include police officers, police community support officers, Special Constables, community volunteers, and representatives of other organisations such as neighbourhood watch and local authorities.

"The neighbourhood policing teams are dedicated to 'getting things done' in their area, are visible and easy to contact by phone, local meetings, or through the Internet. Most importantly they are tasked with focusing their activity on addressing the things that matter most to local people.

"There will continue to be a monthly PACT meeting in every neighbourhood where people have the opportunity to come and tell their local team what concerns them, but if people don't feel comfortable in attending a public meeting they will be given other opportunities to influence what happens in their neighbourhood.

"Working together with our communities and partner organisations is a vital ingredient for success. We cannot begin to deliver the right solutions if we do not know what the real problems are. That's why it's crucial that communities join in and play their part in helping us to help them. We are all in this together and by working closely with one another we will tackle those things that can make people feel unsafe."

David Whipp, Chair of the Authority's External Relations Committee added: "All the feedback we get from residents in the county shows how much people appreciate a local policing presence. This move to further strengthen the numbers of accessible and visible police officers is very welcome. Working closely with local communities, the police service can help achieve significant improvements in how safe people feel and how confident people are in their neighbourhoods. Every area of Lancashire should benefit from the greater emphasis being given to very local policing."



## Neighbourhood Policing 'What's it all about?'

NEIGHBOURHOOD Policing is about working alongside other agencies to create confident, safer, and secure neighbourhoods, where people know that the police and partners understand the issues that matter most to them and are able to tackle them together.

It is achieved by providing the public with access to local policing, offering opportunities to influence local priorities, delivering positive interventions with partners to tackle identified priorities and providing answers on what has been done.

### What's Different About Neighbourhood Policing?

#### Working Together

Neighbourhood Policing focuses all our resources on the needs of the people we serve at a very local level. It is not just about the work of Community Beat Managers and Police Community Support Officers. Response officers, communications operators, targeting teams, and most of our supporting departments play a critical role too.

#### Dedicated and Flexible Teams

Neighbourhood Policing teams to cover each neighbourhood consisting of CBMs, PCSOs, volunteers, Special Constables, and members from Neighbourhood Watch schemes, supported by response and other specialist officers. In addition, we will work alongside partners, such as local authority wardens, accredited persons, housing department and environmental services staff, to tackle locally identified priorities.

#### Greater Public Access and Accountability

Neighbourhood Policing delivers far greater access and accountability than we have ever achieved so far. Officers working on neighbourhoods will be visible and accessible to the public and fully accountable for policing in their neighbourhoods.

#### Firm Focus on Neighbourhood Problems

Neighbourhood Policing makes us firmly focus on the problems identified by the people living or working in the neighbourhood by seeking even greater community engagement. PACT will remain key to the delivery of Neighbourhood Policing, allowing the public to identify what things they want us to deal with to make them feel safer – the signal crimes and disorders – and us being more effective at local problem-solving with partners and the public themselves.

#### It's NOT About Massive Changes

It's about building on our good work to date and further improving the quality of service we provide by focusing on the issues of concern at a very local level.

## Dedicated to customer service in Eastern Division

A DEDICATED "Customer Service Desk" has improved public satisfaction and reassured communities in Eastern Division.

Dealing with low-level incidents and reassuring the public their calls would be dealt with were both areas that the Division identified as being of great importance to people.

While many incidents – such as abandoned vehicles and noise nuisance – do not require immediate police attendance, it is recognised that they do greatly concern the public. They can also have a tremendous impact on people's quality of life, particularly more vulnerable members of society.

The Division realised that call handling staff were spending too much time on calls that did not need a police deployment. So communications room staff,

response officers, community beat managers, read police community support officers, and the local authority were all invited to look at the issue and come up with ways of improving the situation.

They all accepted a need to improve the quality of service being delivered to the public. This meant dealing with all the issues they raised and managing necessary deployments more effectively.

It was decided to set up a special "Community Service Desk" which could deal directly with the public about low-level matters. But a key function would be to make sure callers were kept fully informed of what actions police or other partners would be taking. Since its establishment, there has been a marked increase in satisfaction levels and a better quality of service has been provided.

## Out and about on the streets of Morecambe

A SERIES of street briefings designed to let residents have their say have proved very successful on one estate in Northern Division.

The Langride Estate in Morecambe comprises some 220 local authority-owned houses. Yet this small and compact area accounts for more than 30 per cent of all criminal damage and a high level of anti-social behaviour in the area.

With public meetings on the estate generally poorly attended, the issue of effective community engagement had become a priority.

Finding ways to address neighbourhood concerns and improve residents' quality of life when there was such unwillingness from members of the community to become involved required a problem-solving approach.

Together with the Crime and Disorder Reduction Partnership it was decided to hold a briefing on the street to encourage local residents to attend. The objective was to engage with the maximum number of people who represented the estate. This was achieved by holding the meeting at the heart of the neighbourhood in a highly visible location at 7pm on a pleasant summer evening.

Large-scale maps were brought to the meeting and residents were invited to have their say and identify their concerns on the maps.

Local media and public buildings were used to advertise the event with a letter-drop to every resident the week before. PCSOs, special constables, and street wardens also visited every household and spoke to residents to encourage them to come along.

On the day itself, some 60 locals attended the briefing and were invited to discuss issues, in private if necessary. Among those who came along were some local offenders and others responsible for much of the anti-social behaviour on the estate. Non-uniformed staff maintained a presence within the gathering to prevent disruption.

All the information gathered at the meeting was taken away so that solutions could be found to many of the issues raised. A follow-up meeting took place three months later to update the neighbourhood on partner activity and seek feedback. During that time, the estate was the focus of intense police and partner activity which saw a significant reduction in the number of reported incidents, with criminal damage down by 52 per cent. The briefings are set to continue and develop.



■ Street briefing in Morcombe



■ Spring Clean in South Ribble

## Attracting Special recruits

A MAJOR campaign to recruit special constables to Neighbourhood Policing teams was undertaken by the Constabulary.

The Media and Marketing Department worked with a team to come up with innovative ways of attracting would-be recruits and as well as producing a range of promotional materials including leaflets and display stands, the emphasis was placed firmly on highlighting the new approach of aligning special constables with Neighbourhood Policing.

Local organisations were also contacted and asked to consider allowing their staff time off to undertake duties through the STEP programme (Specials Through Employee Partnership) and to use their facilities to advertise for new recruits.

Two organisations have adopted STEP, with BNFL allowing staff to take up to 20 days off and BAE Systems allowing their staff up to 15 days off to perform duties as special constables. Others have allowed the Constabulary to run recruitment events on their premises.

Local radio advertisements were also prepared to encourage prospective candidates to think about their community and become involved. This resulted in a huge immediate response, highlighting the importance of good advertising for recruitment purposes.

The Home Office Special Constabulary Team has set a target to increase the number of specials on strength to 505 officers by March 2007.



## A South Ribble Spring clean

A LARGE spring-clean was organised to breathe new life into a worn out area of South Ribble.

Police Community Support Officer Tony Wojnarowski was the man behind the event that took place after he had been approached by several local people who had growing concerns about their safety.

The project represented one of the first initiatives to take place in South Ribble as part of Operation Caretaker – a new borough-wide campaign designed to cut criminal damage and encourage responsible behaviour. Residents living on the border of Seven Stars and Moss Side benefited from the 48-hour clean-up project.

Councillor Tony Pimblett, cabinet member for streetscene services said: "Tony contacted the South Ribble multi-agency problem-solving team and they gave us lots of advice on what could be done to reduce the fear of crime and tackle the issues local people were concerned about. The council set about finding out who

owned the land, and we learned that most of it is owned separately by two local housing associations, Accent North West and New Progress Housing.

"Together, we set about designing a project that would bring the two housing associations together to join Tony and the council's litter hit squad, and pledge to make a rapid, and very real difference that was welcomed by the hundreds of people who lived nearby."

Police Community Support Officer Tony Wojnarowski added: "The area had been used as a gathering place after dark, and unfortunately there was evidence to suggest that some anti-social activity has been taking place there too. Empty beer cans and bottles have been left around, there had been some vandalism and some local people have admitted they were too scared to go there after dark. By clearing the area we made it seem much more open and much more safe and it was a huge improvement to the area."

## Technology helps Pennine Division keep up to date

A WAY for community beat managers to share vital local information has been developed in Pennine Division.

Local knowledge is a major strength of every community beat manager, but much of it is retained in his or her head, with plenty more in a folder in a police station. But when the CBM is not on duty, important information could be simply out of reach or unavailable.

With this in mind, the Division decided to develop a computerised database where each CBM could input information that might be considered useful to colleagues as well as other departments. Because it is

on the computer, it is a living document that can be kept completely up to date.

As well as providing a visible presence on the streets and helping neighbourhoods with policing issues, CBMs are a valuable resource to the Constabulary in identifying potential trouble-spots or flashpoints.

The information they provide to other departments is now allowing them to monitor tensions and plan early interventions where appropriate.

Equally as important, the information now being shared also allows other CBMs to see what works in other areas and employ similar measures in their own neighbourhoods.

## Western Division is the place to be seen

A NEED for better links between response patrols and Neighbourhood Policing teams was identified by officers in Western Division.

It was generally felt there was a lack of direction for response patrols because although they cover large geographic areas they still need to be aware of local issues.

Each Neighbourhood Policing area was therefore given an area call sign for a section patrol vehicle, staffed where possible by the same members of staff. Response officers were also provided with a binder containing details of relevant neighbourhood information such as maps and agreed PACT priorities.

In addition, a patrol plan was developed which identified specific locations that patrols should try and visit at certain key times. This could include congestion outside schools or licensed premises at significant times of the day or night.

Community beat managers agreed to monitor their areas to check that the patrol plan was being adhered to so they could in turn report back to PACT meetings or other interested parties.

The result of this joined-up approach has been increased visibility at problem locations at identified times and focused, intelligence-led patrol plans.

## Getting the message out in Preston

The Larches and Savick PACT (Police and Communities Together Meeting) has been granted charitable status which means that the PACT can seek funding from a range of places in its own right.

Larches and Savick PACT decided to take ownership of the panel and move it away from being just a meeting to give local CBMs a hard time every month. It quickly became clear that all the issues were not just police-related. Some issues were environmental and some were to do with housing problems, and of course some were youth-related. So the need to engage with other agencies to tackle those problems was clear.

The local housing manager, local councillors, the youth involvement officer, and other interested parties were invited along and tasked to look any problems that

arose in their field of expertise. But while this worked well and things got done, it was evident that a lot of residents were not aware of it. So PACT awareness became a priority and saw the development of a website [www.pact-preston.co.uk](http://www.pact-preston.co.uk).

Aware that not everyone has access to a computer, it was decided to secure some funding and put up 50 weatherproof A3 information signs around two estates near bus stops and outside schools.

An AGM was then called to adopt a constitution that would allow PACT to seek funding in its own right. This has allowed more opportunities to put funding in place for projects for youths and environmental projects to improve the area and make neighbourhoods safer and more enjoyable places to live, work, and play.

# INTERESTED IN BECOMING A PCSO?

## Join Newsbeat's Caroline Emberton for a closer look at what it's like....

**A BRIDGE between the police and the public .....That's how Police Community Support Officer Kath Stretton chooses to describe herself. But as I witnessed by spending just a few short hours out on patrol with Kath, she – and others like her – are proving to be a very important member of the wider policing family.**

Kath is greeted with a cheery "Hello" by just about everyone she meets while pounding the streets on her beat in Great Harwood. Members of the public have welcomed her into the community as someone who not only engages with them but who clearly cares.

"People will approach me because they perhaps don't feel I'm quite as official as a police officer," she said. "Quite often a PCSO can resolve things without it ever having to be reported. And in many cases that's all people want anyway. By talking to people and being able to spend more time with them they really appreciate it."

It's easy to see why people like Kath with her pleasant, easily approachable, yet commanding presence. She has taken the time to get to know an area she barely knew before she joined the Constabulary three years ago. In those early days she carried maps around to make sure a motorist asking directions never caught her out, even handing them to people whose need was greater than hers. She arranges her shifts to ensure she is on duty when the community needs her – such as attending PACT (Police and Communities Together) meetings in the evenings.

### Sceptical

When the Government announced the arrival of PCSOs in 2002, many were suspicious and not a little sceptical. Would they be "policing on the cheap" and would their lack of powers make them toothless?

Far from it. In Lancashire they are proving so successful that a major recruitment campaign has been launched to employ a further 144 PCSOs to join the existing 165 already in post across the force.

Said Kath: "At first people didn't know what we were. Or who we were. But gradually they got to know us because PCSOs are dedicated to a particular area. We have become familiar faces and the community is grateful for the commitment and continuity we offer.

It's that close personal contact with the public that makes Kath and her colleagues such a valuable intelligence-gathering resource. She is on the front line and is the eyes and ears of the Constabulary. Nuggets of information picked up on the streets can prove useful when it comes to enforcement.

### Young people

But while that's an obvious benefit, it's not what drives Kath who is clearly passionate about her community role. "I find it very rewarding because it does make a real and positive difference," she said.

"I have got to know most of the children and young people around here," she said. "And they all know me. And they know I know where they live and who they knock about with and what they're up to. That's very different from seeing a police officer drive past in a car who might not come back again."

The effect of this was evident as one youngster ran out of a house simply to say hello to Kath as we walked past. "A success story," said Kath. "She was on the wrong path but with a bit of time and effort she's back on track now. Every small victory is a victory."

Her interest in engaging children was also on display as we dropped in on a class of infants to help them learn life-saving road safety skills. Lancashire County Council's "Right Start" scheme is offered to all schools in the county, but in Great Harwood Kath has become actively involved, seeing the five-year-olds through the six-week programme. It takes time and commitment and while they learn how to cross the road safely, she also reaps rewards.

"The children get to know me and then when I see them out and about with their mothers at other times they shout my name and say hello," she said. "And then the mothers want to come and talk too."

As we stood outside another school – to discourage motorists from parking on the zig-zags – Kath was approached by countless children asking her for coloured armbands to add to their collection. And by parents asking where they could get advice on drug education for their children. And by grandparents glad to see the inconsiderate motorists had been moved away. They all knew her name.

### Getting out and about

Whether it's helping children cross the roads, directing lost motorists, attending community meetings, intelligence-gathering, tackling juvenile nuisance, or advising householders how to deal with problem neighbours, Kath has made it her business to engage with the public and spend as much of her duty time as possible out on the streets where she can be visible and accessible.

"It's too easy to stay indoors sitting at a computer," she said. "But it's out there that we can make the real difference. What's great about this job is that it's so diverse. I get to interact with all types of people across



all ages in a very positive way. I have to work with them, not against them. It's all about community."

Police Authority member Geoffrey Roper said that PCSOs are much appreciated by the public at large. "Their highly visible presence is reassuring help people feel safer," he said. "We hope that the success we have had in introducing PCSOs will be replicated in other areas of the County as we increase the numbers we employ and to fit them into local policing teams. They are a valuable addition to the police family."

### What is a Police Community Support Officer (PCSO)?

PCSOs are almost always seen on foot and dressed in high visibility uniform. They look similar to police officers except their hat bands, ties, and cravats are royal blue. They also have a blue panel on their jackets with their title emblazoned on their backs.

### What do they do?

The main role of the PCSO is to be out and about in the community so they can get to know what is going on in the area. They can also help people who ask for advice. This might also mean passing information on to other agencies such as schools or councils. Where the problem can only be solved by a police officer, the PCSO will pass details on.

### What typical problems can PCSOs deal with?

- Juvenile and youth nuisance
- Noise nuisance
- Neighbour disputes
- Abandoned vehicles
- Environmental issues
- Underage drinking
- Parking issues
- Car tax
- Motorcycle nuisance
- Road obstructions
- Fireworks

### How do PCSOs get to know communities?

PCSOs often go into schools to talk to children about road safety, dogs, fireworks, and anti-social behaviour. They also help to set up Residents Associations and Community Action Groups and give talks to local groups about doorstep crime, bogus callers, property marking, and home security.



### Could you be a Police Community Support Officer?

Average earnings £17,000 rising to £18,000 (inclusive of shift allowance and weekend working enhancements)



Whether you are dealing with a victim of crime, trying to solve community concerns or helping local people in their daily lives, it's YOU that makes the difference. To become one of our Police Community Support Officers, you'll need to be able to adapt to all kinds of situations and lots of different people with a positive approach and the dedication to make a real difference to lives and communities.

Working in partnership with local people, your police colleagues and other agencies, you will bring reassurance where it is needed and help to address anti-social behaviour, fear of crime, environmental issues and other factors that affect the quality of life in your community.

Experience of working with the public and solving problems is essential, as is the ability to use your initiative, demonstrate sound judgement and work as part of a team.

If this sounds like YOU, then apply now to become one of Lancashire's committed Police Community Support Officers and start making a difference.

For an initial telephone screening, please call a member of the Recruitment Team on 01772 410219 between 08.30 and 17.30 Monday to Friday.

Lancashire Constabulary welcomes applications from all sections of the community and operates a no smoking at work policy.

visit our website:

[www.lancashire.police.uk](http://www.lancashire.police.uk)

# CRIMESTOPPERS GEAR UP FOR NEW CAMPAIGN

**WOULD you tell the police about someone committing a crime? You know who is responsible but you don't want to get involved - you don't want to face the consequences. Well, Crimestoppers, is designed just for you.**

Crimestoppers provides a phone number - 0800 555 111 - where anyone with information about a crime can report it to the police but remain totally anonymous.

The registered charity is not part of the police, although trained police personnel answer calls to the anonymous number. The caller will not be asked for their name or any personal details and no calls are traced or recorded. Should the call result in an arrest and charge, the caller may receive a cash reward, which is paid through a code number system, which allows the caller to remain anonymous.

Calls are also encouraged from people who suspect a crime is going to be committed. People who believe some kind of criminal activity may be brewing, but don't wish to get involved, should ring the number and, perhaps, help to prevent a crime taking place.

The scheme came to the UK in 1988 and has since spread to every region, covering the whole of the UK. In Lancashire, between April 2005 and January 2006, there were 2325 actionable calls to the anonymous Crimestoppers number, which resulted in over 300 arrests. And, as a result of calls to Crimestoppers, almost £250,000 worth of goods, £247,449 worth of cash, £101,859 of Class A drugs and almost £60,000 worth of other drugs were recovered.

Over the next few months, the Crimestoppers team will be embarking

on a mini tour of Lancashire after the generous donation of a brand new vehicle thanks to Derek Woodman Mini in Blackpool. It is hoped that the new mini will help boost the profile of the independent charity, whilst encouraging members of the public to report crime anonymously.

Chairman Geoff Sage said: "This is excellent news for Crimestoppers and Lancashire's communities. Ignoring crime encourages criminals and I hope that members of the public will feel reassured by the fact that Crimestoppers, as an independent charity, can help reduce crime.

"By ringing Crimestoppers, you can feel proud that you have helped to solve a crime, without worrying that the criminals will find out who you are."



Lancashire  
**CRIMESTOPPERS**  
0800 555 111  
Working in partnership with the police

## Emergency Services join forces to reduce drug overdoses

LANCASHIRE Constabulary and Lancashire Ambulance Service have joined forces with the county's Drug Action Team to help make sure that fewer drug users die of overdoses.

Research has showed that drug users involved in overdose situations are unlikely to contact the ambulance for medical assistance for fear of the police attending and making arrests for drugs offences. To try and ensure that drug users do not continue to avoid contacting the ambulance service in overdose situations the police, the Drug Action Team and Lancashire Ambulance Service have drafted a special Drug Related Incident Protocol that protects people who are treated for drug related incidents from prosecution.

There are a number of exceptions to the protocol:

- There is a death at the scene or at any time whilst in the care of the Ambulance Service.
- There is any evidence of direct or indirect harm arising to children, young people or other vulnerable persons, ie a person who is in the care of the patient (older person) and who may need further support.
- The ambulance crew are at risk as a result of a potential violent situation, or if attending a known risk address or location.
- A victim to any drug related incident reports a crime (eg drink spiking).
- Where there is knowledge of repeat calls to a location, police may be contacted, eg, incidents in a relatively short space of time indicating a potential problem location (either single premises or an area such as a housing estate) where there appears to be a pattern of overdoses.

Lancashire Ambulance Service Trust's Chief Executive David Hill said: "With the police not now routinely attending overdoses, we are likely to see more people calling for an ambulance and so the potential to reduce drug related deaths and to help rehabilitate people is much greater. This protocol marks a positive step forward in our joint bid to reduce drug-related deaths within Lancashire".

Acting Chief Constable and Chair of the Lancashire Drug Action Team, Steve Finnigan added: "The Constabulary, together with a wide range of partners, works closely with agencies offering drug services to make sure that people with drugs misuse problems are referred into treatment as their first step towards rehabilitation."



# ANPR: A FORCEWIDE SUCCESS STORY

Top technology and officer expertise netted nearly 800 offenders last year



THROUGHOUT 2005 the Constabulary deployed officers trained in the use of Automatic Number Plate Recognition (ANPR) to prevent criminals from travelling through and around the county. Last year 799 offenders were identified through ANPR and arrested for a wide range of offences.

The ANPR system works by scanning passing motor vehicle registration plates and checking them against information stored on a variety of

databases including the Police National Computer. This can identify vehicles of interest to the police such as stolen cars and vehicles that have been used to commit crime. When a vehicle is identified, known as a 'hit', officers stop the vehicle and speak to the driver and occupants using the database information to deal with suspects more efficiently. ANPR devices are able to monitor traffic flows on even the busiest roads and even in the heaviest of traffic and can read every passing registration plate to pick out those worthy of police attention.

Chief Inspector Tracie O'Gara, Head of Road Policing said: "ANPR is a powerful piece of equipment in the fight against crime and our aim in using it is simple – we want to deny criminals the use of our roads. It is known that motoring offences such as driving without tax and insurance are often associated with other crimes such as burglary and drug dealing. Experience has shown that when vehicles are stopped for a motoring offence this has often led to the discovery of more serious crimes."

During 2005 a total of 341 offenders have been convicted at court following an ANPR 'hit' and there are a further 64 cases still ongoing. 66 offenders have received custodial sentences and a total of 172 periods of disqualification from driving have been imposed with the total time of disqualification adding up to 253 years and four months.

Automatic Number Plate Recognition is also used to obtain valuable intelligence on travelling criminals and their associates. Over the last twelve months 1479 pieces of intelligence have been submitted that

could help to prevent future crimes or solve outstanding offences. Not all ANPR 'hits' result in an arrest but 4751 fixed penalty tickets have been issued for more minor offences.

In Southern Division, the ANPR team has stepped up its fight against crime with the delivery of five new motorbikes.

The team of one Sergeant and six PCs are now using the latest BMW RS 120cc sports motorcycles to police the highways of the division. The unit also uses a covert vehicle and high performance Vauxhall Vectra with all officers trained to the highest level of advanced driving techniques.

Sergeant Steve Moon said: "In the last year the team in Southern have been responsible for the arrest of 212 persons for crime and kindred offences. They have recovered numerous stolen vehicles and property and large quantities of class 'A' drugs.

All of Lancashire's ANPR teams have had excellent results in the recovery of stolen property and illegal drugs from suspect vehicles. Goods to the value of £311,706 were recovered following ANPR 'hits' during 2005. This figure includes drugs worth £5,755, and stolen property totalling £22,173 and stolen vehicles worth £283,778.

Chief Inspector Tracie O'Gara added: "ANPR technology is having a real impact on targeting criminals who use our road network. By deploying small teams of high visibility, mobile ANPR trained officers to key locations across the county we have achieved notable success over the past twelve months and will continue to utilise ANPR technology throughout 2006."



## TWO MAGISTRATES APPOINTED TO THE POLICE AUTHORITY

FOLLOWING an extensive appointment process, the Councillor and Independent Members of the Police Authority recently appointed Mr David Winthrop JP and Ms Maria Sumner JP, as Lay Justice Members of the Police Authority. They have both been appointed for four year terms starting on 14th February 2006.

Ms Sumner lives in Walton-le-Dale, near Preston, and has been a member of the South Ribble Magistrates' Bench since 2004. She is currently employed as a part-time lecturer at the University of Bolton Business School and previously worked for BAE Systems.

On hearing of her appointment Ms Sumner commented: "This is a whole new challenge and a lot to get to grips with, especially at the moment. I am looking forward to being part of the Authority and seeing first hand how the proposals for police forces restructuring develop. This is a very exciting time to be appointed."

Mr Winthrop lives in Longton, near Preston and has been a member of the South Ribble Magistrates' Bench since 1986. A retired headteacher, he has been re-appointed to the Authority where he has served as Chair of the Planning and Performance Review Committee since 1999. Mr Winthrop said after his reappointment: "I have been the Authority's lead member for performance matters for some time which, in turn, plays a part in making the county a safer place to live and work and I find that very rewarding."

## Working with Argos

FOR many years police have been trying to find new ways of locating the owners of stolen property recovered from criminals. Police property stores are full of recovered property that obviously does have an owner. Most unclaimed items are auctioned off for charity.

Some forces go to extraordinary lengths to find the owners in fact, Suffolk police launched their own version of the 'Antiques Roadshow' and most forces now advertise recovered property on the internet.

The task is made very difficult because often crime reports and the way victims describe items of property can be very different and the sheer volume of the property recovered from criminals complicates the problem.

A possible way forward has originated in the Blackpool and Fylde area. DI Des Coop has proposed an idea that might help make difficulties in locating owners of property a thing of the past.

In an attempt to more accurately and consistently describe stolen property, officers will be asking victims reporting stolen belongings to use the descriptions of items as listed in the Argos catalogue.

Managers at Argos are fully supportive of the idea and have supplied Blackpool police with enough of the new season catalogues to equip every officer in the division.

Members of the public may find it strange to find the officer they are reporting a crime to looking at the Argos catalogue for descriptions or asking them to point to the item stolen or the nearest equivalent in the catalogue, but if this can help to reunite people with treasured items it is to be welcomed.

# TACKLING CRIME DOESN'T HAVE TO BE A FULL-TIME JOB

**How many part-time jobs can you think of where you can make a difference to your community, where every day brings fresh challenges, where you'll be given first-class training and where you'll be part of a 175 year old tradition?**



To be a Special Constable means that you have a good understanding of your community, the ability to stay calm under pressure and the skills to act responsibly and responsibly. So, could you do it?

#### **A history to be proud of – a future to be excited about**

In October 2006 the Special Constabulary will celebrate its 175th Anniversary. Communities depended on volunteers before there was a fully paid police service and they still rely on them today.

Special Constables are an essential part of Lancashire's newly formed Neighbourhood Policing Teams. This is an exciting time to be at the cutting edge of policing.

**AS a Special Constable you would get all that, and more. Special Constables are volunteers who carry out a variety of roles alongside regular police officers. They have the same powers as police officers and they face the same challenges. But the role is a part-time one – a minimum of four hours each week normally at weekends or evenings.**

#### **Be part of something special...**

Lancashire's Special Constabulary has seen over 300 people come together to offer their support to Lancashire's communities. Specials wear the same uniform as police officers and are issued with the same equipment. They provide their time and expertise without financial reward and are fully respected members of the police force.

#### **No two days are the same**

Being a Special Constable is not an easy job – but it can give a great deal of job satisfaction. Special Constables have full police powers and perform the same duties as regular officers. Carrying out a huge range of duties, no two shifts are the same. The job covers a whole range of policing duties, from dealing with anti-social behaviour to talking to schools about safety and crime. One day you might be dealing with a road accident, another evening you might be counselling a victim. One thing is certain. You'll never be bored.

You will get a chance to learn new skills and develop existing ones – such as problem solving, negotiation and dealing with people. There will be plenty of support to make sure you don't feel

out of your depth.

#### **First-rate training and development**

Most specials say their training and the experience gained through being a special has helped them in their full-time jobs. No surprise really, as there is a fully structured training programme before you even start the job. The training covers a number of different areas, such as witness interrogation or preparing evidence for court.

There is even an opportunity for promotion for some Specials who perform well and prove their leadership qualities.

#### **Life experience – plenty**

Men and women from any background can apply to become a special constable. You don't need to have formal qualifications and you won't have to pass an exam. What you will need is common sense and enthusiasm.

Recruitment Co-ordinator Jenny Cole said: "As a Special Constable you'll learn more about human nature than most people will ever get to experience. You will be aged between 18 and a half and 50 years and have a flexible attitude to your work. You'll be part of a professional elite team, playing a crucial role in fighting crime in your community.

"The high visibility of the Special Constabulary is of real importance to policing in our communities and speaks volumes about the dedication, skills, training and professionalism of the Special Constabulary officers."

What other job gives you the chance to feel proud of your contribution to your community and to the police service?

If you would like to find out more information about becoming a Special Constable you can contact Jenny Cole or Laura Hesketh on 01772 410313.

## EQUALITY FOR ALL

**LANCASHIRE Police Authority is using Independent Advisory Groups (IAGs) to review the Constabulary's stop and search procedures.**

IAGs are made up of representatives of local communities who act as critical friends to the Constabulary by providing advice and guidance on the way the Constabulary polices Lancashire's diverse communities.

The move is one of the first actions introduced under the Police Authority's new three-year Race Equality Scheme which sets out its targets and objectives for eliminating unlawful racial discrimination, promoting equality of opportunity and promoting good relations between different racial groups.

The scheme has been revised and updated in line with nationally recommended good practice to improve the way that the Constabulary and the Police Authority carries out its business.

Research revealed that stop and search activity was a major concern to minority communities who said they wanted greater transparency and public scrutiny of police stops data at a public level and increased public involvement in scrutinising this area of work.

Police Authority member Saima Afzal explained: "Improving the way we consult with and work with minority communities is an integral part of our Race Equality Scheme and we were determined to take action at an early stage to show local people that we meant business.

"Involving minority communities in the scrutiny of stop and search is an important step forward and we are committed to extending this work in other key areas.

"Over recent years our primary concern as an independent body has been to monitor the extent to which the Constabulary has met its race equality duties within our community and how it employs a representative police workforce. We have also created special member interest roles in diversity, minority recruitment and minority engagement in support of this.

"However, this scheme outlines the way that we as an Authority need to take on board race equality good practice and in executing our role to maintain an efficient and effective police force and to hold the Chief Constable to account on behalf of the local community."

For more information visit [www.lancspa.gov.uk](http://www.lancspa.gov.uk)



# BEYOND THE CALL OF DUTY

LANCASHIRE Constabulary officers have been honoured in a special awards ceremony to recognise outstanding service.

Awards were presented by Acting Chief Constable Steve Finnigan and Chair of Lancashire Police Authority Malcolm Doherty.

The Lifetime Achievement Award was presented to PC James Evans who joined the Constabulary as a cadet in 1973 and has been a dog handler since 1998.

Mr Finnigan said: "James has a truly outstanding operational record and is a shining example of an officer's commitment to the public, his colleagues, and the Constabulary. As a very modest man, he has received many commendations with humility and quiet pride throughout his service."



The Police Authority's Pauline Clare Community Police Officer of the Year 2005 award was presented to PC Travers Lawrence in recognition of his achievements as Community Beat Manager for the Clayton Brook and Clayton Green areas.

PC Lawrence and effectively to work with the local community in a bid to tackle the traditionally high crime rates and anti-social behaviour problems.

His work with key local agencies has had a positive impact on the residents' quality of life, utilising Anti-Social Behaviour Contracts and achieving the first dispersal order in Chorley to reclaim a small shopping area from intimidating gangs.

Presenting the award on behalf of the Police Authority, Malcolm Doherty said: "Community policing is pivotal to policing in Lancashire and PC Lawrence is a first

class example of how it can make a positive difference to the quality of life for people living in the area."

The award for Probationer of the Year 2005 was presented to Morecambe-based PC Joanne Cruxton.

"Since her appointment, PC Cruxton has impressed her trainers with her enthusiasm and commitment," said Mr Finnigan. "She has

shown courage and bravery at a number of incidents, in particular in supporting a female colleague injured by an aggressive male at a domestic incident and then assisting in his arrest."

The Diversity in Action Team of the Year Award 2005 was presented to Central Division's Minorities Team – PS David Jacques, Community Link Worker Zafar Desai, PC Julian Andrews, and PC Lorraine Miller.

Preston encompasses a wide range of diverse communities including a large Muslim community, a lesbian and gay community, the largest Hindu community in Lancashire, and the third largest Chinese community in the North West. Each of these diverse groups has its own unique requirements and the Minorities Team has succeeded in increasing community cohesion and reassurance among them all.

Congratulating the team on its achievements Malcolm Doherty said: "The team has made a large contribution to policing in a very diverse community. Although it has only been in existence for four years it has achieved a tremendous amount in addressing diversity issues. The Authority is keen to acknowledge the work that has been carried out to such a high standard to help improve relations across the community."

## Probationer officers hit the streets

PROBATIONER police officers have descended on towns in the South Ribblesdale area of the county over the past year as part of their police training.

The probationers who are all being trained at Lancashire Constabulary's Headquarters in Hutton carried out role plays ranging from dealing with a domestic incidents and drugs crime through to a hate crime attack and searching for offensive weapons. A selection of young people, amateur actors and adult volunteers agreed to help out with the scenarios giving the training a more realistic feel. Locations for the training included a pub, a supermarket, Worden Park in Leyland and the local market halls.



## FORCE SCOOPS HEALTH AWARD AND SICKNESS LEVELS FALL

Ask any employer what their most valuable resource is and the vast majority will say their staff. Lancashire Constabulary certainly takes the health and welfare of its 5663 staff to heart and has been recognised as one of the Healthiest Large Employer's in Lancashire in the BBC Health Works Awards.

**A LONG-term commitment to welfare, health and fitness has become part of the Constabulary's culture with all employees encouraged to make their own well-being a top priority. There are numerous facilities and programmes within the force aimed at improving health. These range from on-site annual health checks, health and safety training and canteens offering healthy option meals to rest areas, water coolers and the opportunity to take four hours off duty to play in any county or national police sport competition.**

Gaining the commendation in the BBC Health Works

Awards has topped off successful year when sickness levels amongst staff fell to an all-time low.

The key to the reduction has been a new attendance policy, which has helped the Constabulary buck the trend of rising public sector sickness records.

In 2002/2003, some 10.9 working days were lost per police officer and 14.1 days per police staff member.

In 2004/2005 those figures fell to 9.6 days per police officer and 10.3 per police staff member.

In fact the performance in the first quarter of 2005/2006 (April, May, June) was even

more impressive – there were 20 more police officers available every day when compared to the same period in 2004/2005.

Ashley Judd, Occupational Health, Safety, and Welfare Manager, said: "These results are impressive for a number of reasons. Clearly, if our staff are taking less time off sick that must be beneficial to them. Equally, other staff do not have to cope with increased workloads during their absences. Also, these figures represent a saving of more than £2million over the last three years. "While it is inevitable that staff will sometimes be off sick, supervisors and managers are now encouraged to monitor

attendance more closely and take steps to intervene at an early stage."

Chair of the Police Authority's Human Resources Committee Ibbey Master added: "The health and well-being of all our staff is vitally important in every aspect of our work. Improved health and fitness has a very positive effect on performance and improves the quality of life for those who work for Lancashire Constabulary and Police Authority. This commendation demonstrates the Constabulary's wholehearted commitment to staff welfare."