

# THE BOBBY



THE OFFICIAL MAGAZINE OF THE ROYAL GIBRALTAR POLICE



## IN THIS ISSUE:

**Representing the RGP & Gibraltar Overseas**

**Meet our People**

**Yesteryears Memories**

**Charity & Community Engagement**

**Crime Prevention**

**Cases of Interest**



**13th Edition**  
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**Cover Photo:**  
Work experience  
student Gianna with  
some members of  
the RGP K9 family

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## Commissioner's Foreword



**Edward Yome CPM**

**I**t gives me great pleasure to present our first edition of The Bobby for 2016, which arrives with our busy summer well underway.

It's certainly been an interesting and rather eventful year so far for us, with various challenges arising from the demands placed on policing the society of today, rapid technological advances and the introduction of new pieces of legislation. Policing a territory the size of Gibraltar can seem an easy feat, but when one considers our geographical location at the entrance to the Mediterranean, our land, sea and air entry points and the millions of tourists visiting us annually, you could say that we're the size of town but with the infrastructure and issues associated with larger cities. Much as tiny Gibraltar always punches well above its weight overseas in sports, arts and in many other areas, you'll see that RGP officers also play a part in ensuring Gibraltar's policing is adequately represented on the European and World stage. Examples include RGP participation at international policing and security conferences, operational meetings on counter terrorism and serious organised crime with overseas counterparts, and our ongoing work as members of the Small Island forum and the British Overseas Territories policing forum.

I am particularly pleased with the significant amount of monies continually being raised by the RGP Charity committee and individual officers, with over £5,000 donated to charities in December 2015, and over £5,700 raised by our recruits at a recent family fun day. We are also delighted to be contributing to the wider efforts of Calpe House, where my role as trustee will no doubt see us collaborating further into the future.

This edition carries an interesting piece highlighting our ongoing journey of continuous improvement in connection with the award of the Investors in People Gold standard in January this year. Added to the signal honour of the IIP award is the recent positive endorsement of our individual and collective efforts in the report published by Her Majesty's Inspectorate of Constabulary (HMIC) following their inspection last year. We've also introduced some recent social media highlights, a selection of "Letters of Appreciation" received from the community and news from our retired police officers. The insights into officers' involvement in community and charity work locally and overseas, together with various aspects of police training and the work of School Liaison Officers aim to provide the reader with a taster of what happens outside the news. The customary feature on the recruit intake is complemented with interviews with 2 of our newest recruits and their involvement in a spectacular charity event.

There is a lot of sterling work that occurs behind the scenes and doesn't make the news headlines, therefore The Bobby supports our facebook page and twitter handle as a vehicle through which we aim to share our experiences with the community that we serve. To this end, I must express my most sincere gratitude to the very small team involved in producing this publication; not an easy feat when we consider individual operational commitments.

On behalf of all of us at the RGP, we hope you enjoy a peaceful and safe summer wherever you are.





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# A Selection of RGP SOCIAL MEDIA HIGHLIGHTS



**Royal Gibraltar Police**

After a rather grey/wet week, it was an action packed city centre today, with plenty of activities in the Museum's Open Day, Convent Guard Mount and Clubhouse Gibraltar's march and Sunday at Casemates raising awareness.

Here's a brief glimpse into some of the people who are out there ensuring your safety (including our latest stealth secret weapon) - A lot really goes on behind the scenes

**Royal Gibraltar Police**

Minor setback after 1 of our engines rammed by cowards - We'll CONTINUE to deny Drug Traffickers the use of BGW

**Royal Gibraltar Police**

**#OpGibWatch** Not common locally, but we're told the scam in the image has reached some inboxes

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**Royal Gibraltar Police**

2 men have been charged separately with Dangerous Driving and other traffic related offences this past weekend.

The first case saw 20 year old British National George VENEGAS RONCO, of Knights Court, charged with one count of Dangerous Driving, the offence dates back to the evening of the 29th March 2016, when he was challenged by patrol officers whilst riding a motorcycle against the flow of traffic at South Marick Road. Once stopped, and as the officers were in the process of alighting his motorcycle, VENEGAS RONCO attempted to flee colliding with a in the process and resulting in his arrest.

The second case relates to an incident dating back to the 24th February 2016, whereby 19 year old British National Zakaria BEN HAMANE ZINATI, of Castle Road, has been charged as follows:

- One count of Dangerous Driving
- One count of Failing to stop when signalled by a Police Officer in Uniform
- One count of Using a motor vehicle without a valid policy of insurance
- One count of driving without a valid driving licence

Both individuals were bailed out appear before the Magistrates' Court at 1000hrs on Tuesday 14th June 2016.

**DRIVESAFE**

**Royal Gibraltar Police**

3rd Europa Scouts thoroughly enjoyed learning about the work of our KS Police today, hosted by our Schools' officers Danny & Simon. PD Sig (analysis loves the attention) and PD Coco (camera shy but slowly coming along) were on hand to provide plenty of advice and info about the work they do.

This was the last Scout visit before the holidays, and it ended with the kind gesture of thank you cards and plaques being presented to our officers.

**Prepared @MuseumPoliceWork**

**Royal Gibraltar Police**

The "Running Man" challenge was originally a viral video from two New Jersey high schoolers, and has become an all-out dance war between police forces across the world instigated by New Zealand Police. When we thought it would be fun to show the human side of policing, since we regularly work alongside schools, nurseries, youth clubs, Scouting & Girl Guiding throughout the year, it was time to search for new partners for our latest project.

From original concept to the finished product, our officers, friends from Transitions Dance Academy led by Gillaine Altman (Natalie, Standleye Madison, Celine, Amy & Alyah) and Miss Gibraltar Pageant contestants Alexandra, Jeslyn, Aisha & Ashleen) all volunteered their free time for a Sunday morning full of laughs.

Feel free to give your verdict on some of their moves (some did take it rather seriously), but please try and be "gentle".

**Royal Gibraltar Police Running Man Challenge**

The "Running Man" challenge originally started as a viral video from two New Jersey high schoolers, and has become an all-out dance war between police.

**Royal Gibraltar Police**

**#OpGibWatch** 80% of cybercrime can be defeated simply by applying very basic personal security measures

Watch this short clip explaining 4 basic tips to help you #StaySafeOnline

[bit.ly/1ZAUzJl](http://bit.ly/1ZAUzJl)

**Royal Gibraltar Police**

How do set safety and privacy settings on these popular Parent info content?

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Remember that you can now access all the excellent Parent info content via our website at [www.police.gi](http://www.police.gi)

**Royal Gibraltar Police**

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**Royal Gibraltar Police**

**#OpGibWatch:** Stumbled across any child sexual abuse imagery online? You can report it anonymously at [bit.ly/1U2zdOz](http://bit.ly/1U2zdOz)

**IWF** Reporting Portal

**REPORT** child sexual abuse content anonymously





# Multi-Agency Response & Child Safeguarding Conference

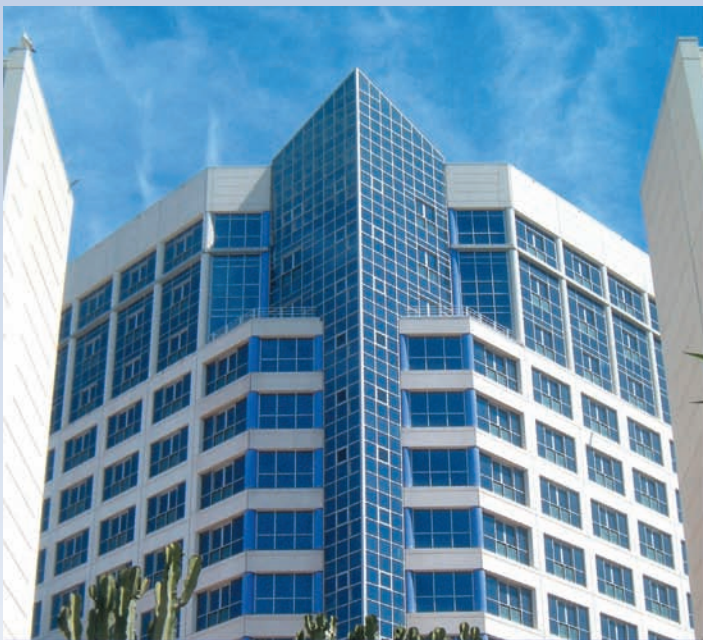
**Commissioner of Police Eddie Yome and Detective Sergeant Alex Enriles from the RGP Public Protection Unit attended a conference on the "Multi Agency response to Sex Offender Management and Child Safeguarding," held in Miami, USA on the 30th & 31st March 2016.**

The conference, which was hosted by the UK Foreign & Commonwealth Office, followed an F&CO invitation that was extended to senior policing representatives of the UK's Overseas Territories (OT), to discuss the issues and challenges faced in the investigation and prosecution of crimes against children and vulnerable persons.

DS Enriles was invited to deliver a presentation on the challenges surrounding the monitoring of sex offenders in a jurisdiction such as Gibraltar, with a fluid border and large daily influx of travellers. The RGP presentation briefed the OT policing delegates on how the Gibraltar multi-agency structure worked to investigate child abuse

allegations, with an overview of the systems, policies and procedures in place, and the methods used to provide victim support to children, conduct specialist interviewing, special measures and therapy under the Gibraltar multi-agency approach. DS Enriles also briefed delegates on the system used for monitoring sex offenders in order to prevent recidivism. The RGP officers also participated in various themed workshops during the event.

Commenting on the event, Commissioner Yome expressed satisfaction with the excellent feedback received from OT policing representatives on the RGP presentation. He also highlighted that "the information already provided would be followed up with further contacts, with a view of assisting some of the OT's to develop frameworks that would assist in the adaptation and implementation of the UK offender management model and legislation into small jurisdictions such as theirs, as has already been successfully achieved in Gibraltar".



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## European Association of Airport & Seaport Police



**Commissioner of Police Eddie Yome, in his capacity as President of the European Association of Airport & Seaport Police (EAASP), chaired the EAASP's annual conference in Bruges, Belgium, from the 18th – 20th April 2016. Gibraltar was also represented at this event by senior officials from HM Customs, Borders and Coastguard Agency and the Gibraltar Port Authority.**

The conference saw 20 international experts sharing their experiences and best practice with regards the challenges of international collaboration in a changing world of border and port security. The event, attended by over 60 law enforcement and security professionals from across Europe, focused on aviation and maritime security, with sessions that discussed current threats and opportunities to disrupt criminal and terrorist activity.


The Commissioner of the Belgian National Police in Bruges highlighted how the proximity of recent terror attacks and associated arrests in Belgium evidenced the importance of international, inter-agency cooperation against terrorism. Inspector Lopez of the RGP delivered a presentation on a North African Perspective Post Arab Spring Reforms: Challenges and Implications to the Western Mediterranean.

Conference delegates were hosted to a reception in the historic King's Chamber of the Bruges Town Hall by the city's Deputy Mayor Ms Alderman, who was presented with a memento by Commissioner Yome as EAASP President.

Commenting on his final conference as President of the EAASP, Commissioner Yome expressed satisfaction at how this year's conference had unfolded, adding he was extremely pleased that Gibraltar would continue to be represented at this forum following the recent election of Collector of Customs John Rodriguez into the EAASP's Executive Committee.


For his part, Chief Minister, the Hon Fabian Picardo QC, commented that 'The EAASP annual conference could hardly have been held in a more appropriate country than Belgium which has seen such appalling acts of terrorism recently. I am delighted and proud that Commissioner of Police Eddie Yome should have chaired such an important forum and that other members of Gibraltar's law enforcement agencies were also represented at the conference. I would also like to congratulate Collector of Customs John Rodriguez on being elected on to EAASP's Executive Committee.'

The EAASP's mission statement is "Working in partnership through the mutual exchange of knowledge and practices, so as to make the ports of Europe a safe environment for the communities we serve".



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# RGP win Bronze at the European Police & Fire Games 2016

**R**oyal Gibraltar Police officers PS Louis Baglietto and PC Anthony De Soto represented Gibraltar at this year's European Police and Fire Games, which were held in Huelva, Spain, between the 11th & 19th of June 2016. The games have been held biennially since 2006, and bring together officers from across continental Europe competing in a variety of sports.

Both RGP officers competed in the Olympic 10m Air Pistol Discipline over the Bank Holiday weekend, with PS Baglietto missing out on a bronze medal by a single point in the individual event, and PC De Soto achieving 10th place in a field of 19 competitors.

Despite not having a 3rd team member, the officers' excellent combined scores were validated for the 3-shooter team event, at which they secured a Bronze medal.

Commissioner of Police Edward Yome CPM has congratulated both officers for their excellent achievements, particularly since operational commitments have diffculted the extensive preparatory work that is ideally required for this type of event.

The RGP officers' success at the European level comes almost a year after PC Alexander Trinidad achieved 2 bronze medals in Taekwondo during the World Police & Fire Games held in Virginia, USA in 2015.



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# Superintendent Ullger graduates from the UK College of Policing Strategic Command Course



In March of this year, Superintendent Richard Ullger graduated from the Police Strategic Command Course, following an extensive 3-month training period at the College of Policing in Sunningdale, United Kingdom.

Together with 38 other delegates from UK Police Forces, Superintendent Ullger completed modules in Professional Policing Skills, Business and Strategic Partnerships and Leadership/Ethical issues in Policing. The intensive course tested delegates in effective command strategies and their application of frameworks when dealing with strategic command incidents. It also prepared them for delivering strategic transformational change in their respective organisations, by providing better value for money services in an ever-changing policing landscape. Delegates were also challenged as to their individual leadership styles and tested



by critically raising their levels of self-awareness, by exploring the importance of developing cultures that promote equality, diversity and human rights, ethical decision making and practices based on valid and reliable evidence.

Superintendent Ullger was also required to develop effective team working at the executive level and enhance his personal political awareness, in order to be able to negotiate, influence and lead with integrity in today's complex policing environment. Having completed this training, Superintendent Ullger now joins Chief Superintendent Mifsud and Superintendent McGrail at the executive level and is now eligible to apply for Gibraltar's most senior policing role.



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# Interpol's 12th Annual Heads of National Central Bureau conference



**R**GP Inspector Edgar Lopez represented Gibraltar at Interpol's 12th Annual Heads of National Central Bureau (NCB) Conference held in Lyon, France in April of this year.

The focus of this year's event was the development of a cohesive global response to transnational crime and terrorism, and saw the participation of some 260 police officials from 151 countries.

Delegates from Brussels, France, Nigeria and Tunisia shared their recent experiences in dealing with terrorist attacks, highlighting the need for greater information sharing between intelligence services and law enforcement via INTERPOL, and for this to be available to frontline policing.

Commissioner of Police Eddie Yome stressed the importance of Gibraltar's participation at international policing fora, highlighting that a significant amount of work was carried out by the RGP on a regular basis with local, regional and international partners, for the purposes of enhancing the overall policing response to the threat from terrorism and organised crime. "Information-sharing", he said, is "critical to global policing successes".

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# Jersey Cyber Crime Conference

**The Royal Gibraltar Police's head of Crime and Protective Services, Superintendent Ian McGrail, together with the High Tech Crime Unit's Constable Jason Oton, recently attended a conference in Jersey for the launch of SINCERE, a Small Island Nations Centre of Excellence project that is funded by the European Union.**

The States of Jersey Police have secured £250,000 worth of European funding to create a centre to fight against cyber-crime, promote cyber-crime investigation training, research and education, create networks and share both products and work. Following on from the reconstituted Small Islands Forum of police chiefs, the participants in the SINCERE Project are the Channel Islands, Isle of Man, Gibraltar, Cyprus

and Malta. The Canterbury Christ Church University in the UK have agreed to be academic partners.

The expected outcomes for the project are:

- Establish a Centre of Excellence in Cyber-Crime in collaboration with established and newly formed centres of excellence across the EU.

- Create the collaborative "Small Island Nations Centre of Excellence for Research and Education" [SINCERE]
- Conduct a threat analysis of the financial sectors of the islands and provide preventative advice to industry and Law Enforcement.
- Develop a training and education framework for small islands LE, recognising the requirements unique to small jurisdictions compared to larger national centres.
- Work with new and existing centres of excellence to ensure future networking and collaboration among the centres in developing innovative solutions in the fight against cyber crime.

During this initial conference each participating country delivered a presentation on its own cyber-crime threats, challenges and opportunities. The Gibraltar presentation was delivered by Superintendent McGrail. Participants attended workshops to discuss future cyber-security strategies and training needs. They also received an exposé by the Policy Director of the Jersey Financial Services Commission on cyber-security issues in the financial sector. Supt McGrail said that "It is vitally important for the RGP to be involved in projects such as SINCERE. Reliance on the internet, electronic devices and related critical infrastructure is increasing exponentially. Understanding how to mitigate the threat of cyber-crime and also how to investigate and prosecute those that commit these crimes is becoming more relevant by the day. Our participation is a reflection of our investment in our staff working in this complex virtual world in the fight against cyber-crime."



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# RGP Trainer seconded to St Helena Police Service



**RGP Police Sergeant Louis Baglietto completed a 5-week secondment to the St Helena Police Service earlier this year, where he assisted in accrediting the local Police and Customs Dog Sections to UK National Police Chiefs Council (NPCC) standards, following a request from St Helena's Chief of Police for a UK NPCC accredited trainer to be sent to the island.**

Saint Helena is a remote island situated in the South Atlantic Ocean, approximately 4,000 kilometres east of Rio de Janeiro in Brazil. It is part of the British Overseas Territory of Saint Helena, Ascension and Tristan da Cunha, and is the second oldest British Overseas Territory (Bermuda is the oldest). Occupied by the British since 1659, the island became famous when it was selected by the British Government as the place of detention for Napoleon I of France in 1815 until his death in 1821.

Prior to the opening of the Suez Canal in 1859, St Helena was of vital strategic importance to ships sailing to Europe from the Far East, and in the 19th Century, the island played a huge and largely unrecognised role as a vital refuge for liberated African slaves.

## **This is a summary of the officer's adventure across the world!**

My first stop was Ascension Island, and the first thing that struck me as I walked out of the plane was the immense heat! It had been cold, wet and miserable at RAF Brize Norton only 8 hours ago and this heat was a shock! I was met by Inspector Clarence of the St Helena Police Department. They have jurisdiction on Ascension and a 5-man section stationed there. I was introduced to the whole team and soon everyone was warning me about "Tommy". It would be 5 days before boarding the RMS St Helena for a 4-day sailing to my final destination before meeting "Tommy," and already, I was having some doubts about the challenge that lay ahead.

Ascension Island is known as the "Spy Island," and wherever you go there are antennae, satellite dishes and anonymous looking white pick-ups trucks continuously driving around the island. Very suitably named indeed!

The highlight of my 5 day "tourist" stay was seeing the turtles crawl up the beaches at night, dig and lay their eggs and then return to the sea. This process would take anything up to 4 hours, and I was lucky enough to see them every night during my stay. I was even fortunate enough to witness some fifty young turtles hatch and scam for the shore!!

After a smooth relaxing "cruise" I reached St Helena, where I was met by the St Helena's only Police handler, Special Constable Russell Clingham. I was introduced to Chief of Police Trevor Bottin, and before I had even unpacked, I had been sworn in and provided my patrol car driving licence! I was finally about to meet this "Tommy," who everyone had been talking and warning me about at Ascension as well as during every dinner during the 4-day journey onboard the RMS St Helena. It was time to finally meet him face to face!

It soon became apparent that Tommy's reputation as a killer police dog was more myth rather than fact. Yes, he was large and intimidating, however, I soon learnt that the inherent fear of dogs in general by the St Helenians, and his original training as a "non-compliance" dog had created an unfounded reputation for Tommy. Actually, he was just a big baby.

We soon got down to work, fine tuning criminal work, tracking, article and person searches and agility. Although Tommy is 6 years old, this old dog was very willing to learn new tricks! Two weeks of intensive training later, and Tommy and handler Russell were licensed to College of Policing (previously ACPO) standards. Whilst I was there, St Helena Customs had also requested to have their drug dog team licensed and accredited, and this was duly completed too. The heat in St Helena was immense, and we once reached 54 degrees in the port area at 4pm! Thankfully, a five minute drive up to the "Fort" where we trained daily saw a dramatic drop in temperature, and this made our work that much easier.

Soon the job was done, certificates were issued and beaming smiles all over. A lot of hard work completed in extreme heat, but it was a great experience for me as an instructor. Their hospitality was superb and I can boast about a new group of friends.

Oh yes, Yellow Tuna, Grouper and Moray Eels do taste great!





# Investors in People Pioneers of Change



**Commissioner of Police Eddie Yome CPM**

My primary aim when taking up office back in April 2012 was to ensure that the new 3yr RGP Strategic Plan focused exclusively on ensuring Gibraltar became an ever safer place in which to live and work. Central to this was the Neighbourhood Policing ethos and National Intelligence Model for policing, and as such we immediately embarked in a process of developing our community interaction through dedicated teams whilst at the same time creating an effective support platform by way of the Force Intelligence Unit. This period also saw the implementation of the Criminal Procedure and Evidence 2011 and Crime Act 2011, both extensive pieces of legislation which completely transformed Gibraltar's criminal justice process and brought about a myriad of challenges to various agencies, but in particular the RGP.

Clearly our people embraced the many changes that arose from this "culture change" from the outset, and a lot of hard work and positive transformations have already occurred and are ongoing. I have always strived to improve our service delivery through internal and external consultation, and promoting our view that a multi-agency approach is essential to solving issues of concern to the community.

The RGP was assessed by Investors in People (IIP) in 2012 soon after I took over as Commissioner, as a follow up to the RGP's initial IIP award in 2008. I was extremely proud when the assessors identified significant change in our management style, improved working conditions and empowerment across all ranks. Thus, the RGP was awarded with the IIP "Bronze Award," a real testament to the efforts of all our people. Moving forward, I was determined for the RGP to embark on a continuous process of learning and development through staff training, regular consultation between management and staff and the ongoing review of our processes in order to improve the quality of our service to the public. Recognising and promoting the significant amount of sterling work that often goes on unnoticed behind the scenes 24/7 is something of a challenge, and social media has certainly assisted in this, with our facebook page and twitter handle seen as a focal point of information for our community. Notwithstanding the increasing demands being placed on our finite resources, not only from today's extensive administrative processes associated with prosecution case files but also the growing policing demands in areas such as economic and technological crime, safeguarding children and public protection, our people's embracing of the continuous improvement ethos was recognised when we awarded the prestigious IIP Gold standard in January this year.

Our journey of continuous improvement is not over, and my aspiration is for senior management to continue to be approachable, ensure effective communication across the organisation and continuously review our processes and needs. Included in this will be the implementation of an organisational restructure to better align resources to demand, to include a revised shift pattern and working practices designed to enhance service delivery.



**Chief Superintendent Richard Mifsud** has been a police officer for over 33 years, and a member of the RGP Senior Management Team since 2009.

***How would you describe the factors which have caused the RGP to change?***

The RGP is wholly representative of Gibraltar's society so therefore much in the same way as our society has evolved so too must the RGP. The internal factors have quite simply been born from an irrepressible desire to evolve progressively and create a work environment where our people matter. As we constantly analyse our environment to assess trends we accommodate our learning and development, skills and knowledge base and our configuration to meet emerging demands.

***How does the RGP ensure it is aligned to the constantly changing environment that it operates in?***

Even though we are busy, we cannot neglect the important parts of our organisation, our people, because ultimately they are what makes us the successful organisation we are. For this reason, we constantly subject ourselves to external scrutiny, such as the recent reviews conducted by Investors in People (IIP) and Her Majesty's Inspectorate of Constabularies (HMIC) who examine our corporate policies, processes and systems. These inspections serve to bring us up to date with the latest thinking in this field and enables us to apply best practice through positive relations with IIP, HMIC or indeed any of the other organisation that have inspected us both generally and thematically. In a nutshell we use them to develop ourselves to ensure that we improve the service we provide to our community.

***As part of the team that has led this transformation, what would you say has been the biggest challenge the organisation has faced?***

This is an easy answer... culture! Humans innately hate change, we are simple animals and we love routine so any change to the norm is scary. Thankfully by effective communication, people soon realise the benefits that will accrue and in time honoured tradition, police officers will embrace the change and move on, because that's how we are wired. It is quite paradoxical that an institution such as the police, which you could easily be excused for thinking was very reactionary is in actual fact extremely progressive.



Support Staff member **Angela Posso** is a Civil Servant who joined the RGP in 1987, initially within the Immigration Department for 3 years prior to moving to the RGP Finance Section, which she currently leads as the Executive Officer.

***What are the major organisational changes you have witnessed since the start of your career within the RGP?***

During my time at the RGP, I have definitely witnessed the regeneration of a Police Force that has adapted to the expansion of technology in an ever changing and challenging globalised environment, whilst at the same time striving to keep pace with the level of service demanded from today's society. I have seen a significant change within the behaviours of senior management;



they are now more approachable, and this effective communication within the ranks has and continues to create strong leadership and a contemporary organisation. This approachability and interaction is also visible outside the organisation, with officers reaching out to the community through partnerships with various organisations, through youth and sports and via social media.

### ***How has this impacted the way you and your department operate?***

The impact on my department has been huge, from our first computer in 1994 to the digital technology and communications we so much depend upon today. I have also witnessed a greater emphasis on training and career development, which is enabling a strong self-learning and professional culture.



**Detective Constable Darrell Alman** from the Crime & Protective Services Division has so far enjoyed a 6 year career with the RGP.

***What are the major organisational changes you have witnessed since the start of your career within the RGP?***

The main change, which has positively affected the way we provide Policing services to the Gibraltar community has been the re-introduction of the Neighbourhood Policing Unit which I was fortunate enough to form part of when it was reintroduced back in 2012. Also, the manner in which we have collectively adopted technology to deliver our services.

### ***How has this impacted the way you and your department operate?***

The NPU revolutionised the way we Police in Gibraltar and the way we interacted with our community, supported by the introduction of the RGP's various social media platforms such as our Facebook page, Twitter handle and website. These methods have enabled two way communication between our officers and the community in matters ranging from Anti-Social behaviour to the gathering of information in line with our Intelligence Led policing model. All in all, working under the neighbourhood policing model had brought us closer than ever to our community and contributed towards the RGP providing an improved service that will hopefully develop and enhance further in years to come.

Having joined the RGP in 2006, I have witnessed organisational changes over a wide range of areas both internally and externally. From an external perspective, the force has moved significantly towards a community based organisation. There is now a deep recognition that we form part of Gibraltar as a society, and that only by working with other organisations, groups and individuals can we effectively work towards making the community safer. Not only does the RGP now address the public in a range of forums, from schools to businesses, but we actively seek input and feedback through the use of social media platforms.

Internally, there have also been substantial changes in terms of management style employed since I joined. The most notable of those has been the level of communication exchanged between the Senior Management Team (SMT) and officers. The SMT have progressively shown that they are open and receptive to the views and opinions of officers. In doing so they have acknowledged that communication is the key to effective leadership. The introduction of the 'Drop-In Clinic' and the suggestion box are examples of this approach. Police officers today are able to contribute to how the organisation develops, which helps to ensure that they feel valued members of a team.

The main catalysts to successful developmental change have, in my view, been the individual officers themselves. I am always surprised by the commitment and ingenuity that officers at all ranks have throughout our organisation. It is this commitment to continually improve the way we work that has helped to drive the organisation forward. The organisation itself has recognised that its officers are its most important resource, and actively seeks to challenge and develop individuals. This is exemplified by the recent investment the RGP made in a bespoke leadership and training course for the benefit of constables, sergeants and inspectors. From a personal perspective, I have been given a great deal of support in furthering my professional development through external study courses.



**Insp Edgar Lopez** from the Crime & Protective Services Division has so far enjoyed a 17yr career with the RGP

***What are the major organisational changes you have witnessed since the start of your career within the RGP?***

Policing across almost every country is changing, and the rapid social changes have forced policing to move away from the previously defined traditional roles, and Gibraltar has not been exempt from this. Changing patterns of crime, policy-led modernisation of the police force, public expectation, new threats and the digital era have definitely had an impact on the way we work since I joined in 1999. These changes however have been relatively sudden, and there has been a need to adapt quickly. It has had an effect on police officers and staff because people in general are resistant to change. Officers have been given new responsibilities, and although their traditional roles are still clear we have also had to embrace many functions normally associated with other agencies.

Neighbourhood Policing has been the primary factor that has driven the change to the way we interact with our diverse community, but we still need to develop this further across the organisation. Our performance and effectiveness is constantly being judged primarily through our daily interaction with the public and crime statistics, but this constant judgement and evaluation has professionalised the way that we work. There is more inclusion in the decision making process and more empowerment at all ranks, and this is positive for everyone. There are many new challenges ahead and we will need to continue to promote a coherent customer service to the public and focus in innovation to assist in the ongoing transition of social and organisational changes.

### ***How has this impacted the way you and your department operate?***

Sudden social change has had an effect on all of us, but despite the way that this has developed, the RGP have managed to adapt to these changes. New legislation, new working practices, complex investigations, the increase in cyber related crime and the power of social media has meant that we have all needed to learn fast and face these challenges. However, the introduction of the Neighbourhood policing concept has brought in changes at operational levels through objectives and priorities identified. We have moved away from focusing on enforcement only and given a higher priority on intelligence led policing and crime prevention by working in partnership with the community and other stake holders. The police force also faces challenges due to its organisational fabric and this is evident in the way that it has had to re-adapt and move staff around to fill in posts as officers retire or get promoted leaving gaps of valuable experience.





# Inside RGP Recruit Class 01/16



Congratulations to the 19 members of Recruit Class 01/16, the latest additions to the RGP family, after successfully completing their 21 week foundation course under the watchful eye of their Training Team comprising Ch/Insp Caruana, Insp Field, PS Zammitt & PC Berini, between January and June of this year.

Their "Passing-Out Parade" was held on Wednesday 8th June 2016 at Grand Casemates Square, in the presence of His Excellency The Governor, Hon Chief Minister, Hon Minister of Justice and the Commissioner of Police, amongst other dignitaries, families and friends. The evening's entertainment as always was professionally delivered by our colleagues from The Band and Corps of Drums of the Royal Gibraltar Regiment, supported by members of the Band of the Royal Corps of Signals.

The recruits' 21-week foundation course covered numerous topics, including law, policies & procedures and practical

scenarios, as well as specialist training in areas such as Tier 2 Investigative Interviewing, Unarmed Defensive Tactics, First Aid & Safer Detention & Custody of prisoners. The officers will now join their respective operational units where they will complete their 2 year mandatory probationary period before being confirmed as Constables.

Additionally, the following officers received the following awards:

**PC Tony GAUL MBE** - Best All-Round Recruit

**PC Ryan BASSADONE** - Best Academic Recruit

**PC Haley FOTHERGILL** - Solomon Levy award for Most Improved

Two of the recruits, PC Colin Tester & Sean Picton, have given us a brief account of their background and experiences of the course in the following pages.





In January 2016 I moved over to Gibraltar from Liverpool, England to start the RGP training course. Having previously served as an officer in Merseyside, England, for 6 years I was looking forward to seeing how the RGP training compared to that of my previous force.

I have to say that I was extremely impressed with the course overall. The course initially focused on learning various law definitions verbatim before evolving into more practical based learning. I found the practical scenarios very enjoyable and I was impressed with how the feedback and learning points were fed back to each recruit by the training staff and role-players. The transformation of each recruit over the course was dramatic and by the final set of scenarios I saw that fellow recruits were a lot more confident in applying the laws practically.

During the course we had a chance to go onto several shift attachments and we began to integrate with the serving officers. I found this very beneficial and reassuring as I saw that the policing style was very similar to the UK. Whilst on shift, I took part in various duties including roads policing, high visibility patrolling in crime and anti-social behaviour hotspots and was also involved in several arrests.

Upon returning to the classroom, the training staff were extremely keen to receive our feedback on how the attachments went. During these feedback sessions the training staff would then provide the class with practical policing advice that we could apply during any future shift attachments.

The shift attachments were a big positive for me as this was not included in my probationer training in the UK. Furthermore, the RGP provided me with a Tier 2 interview training course which was something that my previous employer did not provide me with. I believe this training has improved on the skills I had previously learned and as a whole it will benefit the evidence gathering process of the service.

However, I believe the two biggest highlights of the course were the Stay Clean Charity event and the Passing Out Parade in Casemates Square.

The charity event was the success story of the course. For several weeks, the recruit class members would stay behind and discuss plans and details of the event, whilst regularly liaising with members of the Stay Clean charity. On the day of the event we helped to raise over £5700.00 and also engage with the people of Gibraltar. The atmosphere on the day was very positive and I believe further strengthened the relationship between police and community, whilst also making positive steps to assist Stay Clean to achieve their aims.

The Passing Out Parade was an immensely proud day for me and my family. I was pleasantly surprised to see just how big an occasion the parade was. The level of professionalism, planning and practice was much greater than my first passing out parade in the UK, which was held in a police station car park and out of sight of the public!

Overall, I believe that the training course was of an incredible standard and I have made friends for life. I would like to take this opportunity to thank all of the training staff, the role-players and the guest speakers who assisted the class throughout training.

We are all now operational and hope that we can make a positive impact in the local community.



**M**y name is Colin Tester and I am Police Constable 209 with the Royal Gibraltar Police. Before joining the RGP I worked briefly at the Gibraltar International Bank as I had only left school after completing my A-Levels in June 2015. Prior to working in the bank I had also worked as a Lifeguard for two summer seasons.

I have been involved in local sports and scouting from a young age. Being a rower has provided me with invaluable discipline, and allowed me to compete and represent Gibraltar in various international competitions, one of which led me to become the current British Record holder in the Junior Men's Pair. I am also an Explorer Scout leader, having gone through all the scouting sections myself, from Beavers all the way up to Explorers, where I now serve as a leader in one of the sections. I feel my hobbies and interests have prepared and helped me gain experience which I have found useful during my training as a Police Constable.

I decided to apply to become a Police Constable as I was extremely attracted by all the different career options available within the RGP, and the fact that no one day would be similar to the other. Being an outgoing character, I thought that the RGP would be a career which I would enjoy to the fullest.

It was only a few weeks after my 19th birthday when I attended the RGP selection weekend. On arrival, I immediately felt that the chances of success were limited due to the amount of people attending the assessment, together with my young age and limited life experience when compared to others there. Nevertheless, I thoroughly enjoyed the weekend having been put through my paces in all aspects, both mental and physical. Although it was quite tough, I found that I was able to complete it to the best of my abilities.

Once the interview phase following that weekend had also been completed, I found out within a week that I had been selected as one of the 20 new recruits that would commence training in January 2016. The first few weeks of the training were quite a huge shock to the system, especially on the discipline side, with inspections on most days requiring me to iron my uniform and bull (highly polish) my boots every night. Along with the discipline came the huge amount of pressure to study a large amount of legislation, legal definitions (mostly verbatim), policies and procedures, which we would be tested on every other week as part of the course.

Once we had built a decent knowledge platform, we were then tasked with putting the legislation into practice by undergoing various scenarios throughout the course, all of which I found to be very beneficial as it reinforced all of the studying. Roughly half way through the course, we were then sent on attachments with the different shifts, in order to gain a real insight into policing and what it would feel like to wear the uniform on the streets. I attended a number of incidents and this made me realise that much more goes on in Gibraltar than what I had ever thought.

Throughout the course, we also practiced our marching in order to prepare for the final passing out parade, the reward of all of the hard work and effort put in throughout the 21 week course.

I am extremely proud of what I have already achieved within the RGP and hope to have a great career ahead of me, policing the streets of Gibraltar, and keeping my community safe.

PC 209 Tester





# Annual Staff Performance Awards

Commissioner of Police Eddie YOME CPM presented the traditional annual staff awards at a short ceremony held at New Mole House Police Headquarters on Wednesday 23rd December 2015.



**The Gavin CLINTON Constable of the Year Award**

This was awarded to Police Constable 126 **Jonathan BARCIO**, who received the highest

number of nominations from both peers and management. Jonathan joined the service in the year 2000 and has served in Area Response Teams and as Custody Officer within the Operations Division. In addition to his operational duties, PC BARCIO has over the years instructed recruits and colleagues in First Aid, and was seconded to The Gambia as part of the British Military Advisory Training Team in 2008, where he assisted in training Gambian Police Officers prior to their deployment as United Nations African Mission in Darfur, Sudan, as part of peace support operations.

Constable Barcio, who had recently returned from a 4 month posting as Police Assurance Officer to the British Overseas Territory of Tristan da Cunha, "the most remote inhabited island on earth," took the opportunity to present the Commissioner with several mementos and a signed copy of the book "Rockhopper Copper", written by a former Chief Islander and the island's current Police Inspector, Conrad J GLASS M.B.E.



**Support Staff Employee of the Year Award**

Administrative Officer Mrs. **Erika DELANEY-GOMEZ**, who also received nominations by peers and management alike, received the award for her continued reliability, dedication and diligence during

her 2 yrs service within the RGP's Finance and more recently, with the Corporate Development & Policy unit. In particular, her contribution to the work undertaken during previous months in support of the Investors in People standard.



**Trainee of the Year Award**

Police Trainee **Ryan BASSADONE** is the second recipient of this annual award. Trainee BASSADONE has demonstrated continued high standards of

general comportment and positive aptitude during his traineeship, and at the time of the award was hopeful of achieving his ambition to serve as a Constable within the RGP.

**Update:** Trainee BASSADONE successfully completed his 21-week training as part of RGP Recruit Class 01/16 between January-June this year, and was awarded the Best Academic Award.

## Be Aware

## of PICKPOCKETS!

- 1. Put money and valuables in an inside pocket**
- 2. Carry bags across your body with the opening towards you**
- 3. Be aware of who is around you at all times**

**When out and about today, ensure you take a few precautions**

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# Queen's Honours Recipients

**Police Sergeant Malcolm Figueras** and **Police Constable (Retd) William Pulham** were awarded the Overseas Territories Medal for services to policing in Her Majesty the Queen's New Years Honours Awards. PS Figueras joined the service in August 1985 and has served in various units throughout his service. He is a qualified specialist Traffic Collision investigator and currently serves in the Traffic Unit. PC Pulham joined the service on the 2nd January 1997 after completing 7 years service with the then Gibraltar Services (now Defence) Police. Throughout his service, the officer served in various units that included operational shifts, CID, Drug Squad and Headquarters.



**Police Sergeant Malcolm Figueras**



**Police Constable (Retd) William Pulham**

**Chief Inspector John Caruana & Police Constable Glen Ballantine** were awarded the Overseas Territories Medal for services to Policing in this year's Queen's Birthday Honours list. Ch/Insp Caruana joined the service on the 8th of February 1980 and has served on operational shifts, traffic, CID and Drug Squad. He currently serves within the Planning, Development & Support Division. PC Ballantine joined the service on the 2nd January 1997, after serving with the then Gibraltar Services (now Defence) Police. He currently serves within the Marine Section.



**Chief Inspector John Caruana**



**Police Constable Glen Ballantine**



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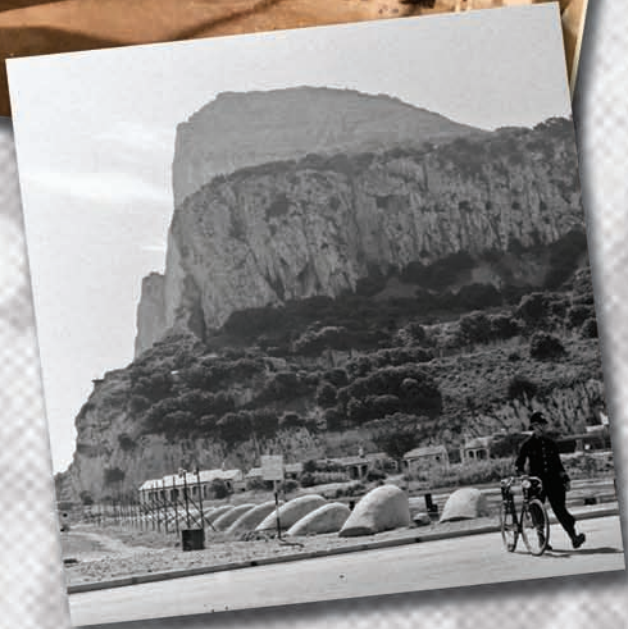


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# Yesteryears

A selection of memories





# Family Fun day in aid of "Stay Clean"



Members of Recruit Class 01/16 who at the time were completing "Week 12" of their 21-week training programme organised a family Fun Day to raise funds for local drugs awareness charity "Stay Clean." This annual event formed part of the recruits' community project strand, and took place between 10am and 4pm on Saturday 16th April at Casemates Square. 2015 saw recruits pull a Marine Section vessel and jet-ski along Main Street, raising a total of £2353.00 for charity.

This year's event provided opportunities for children (and those not so young) to take part in a range of activities such as "investigating a crime scene", "designing your own warrant card" and "fingerprint taking" as well as opportunities for children to have photographs taken at various static displays. There was also a mini go-kart track, a raffle and bouncy castle, together with a display by RGP Drugs Dogs. A sponsored exercise bike ride also run parallel to this event, with Radio Gibraltar supporting the day with a road-show at Casemates.

The event's aim was to raise money for a deserving local charity whilst providing yet another opportunity for young and old to interact with Police officers in a positive environment.

The event was a huge success, with a total of £5778.04 raised. At a presentation in New Mole House the following week, the recruits, in

the presence of Commissioner of Police Eddie Yome and Minister for Tourism, Equality, Social Service & Housing, the Hon Samantha Sacramento, presented a cheque of the monies raised to Damian Broton of the Stay Clean Gibraltar Group.

The Commissioner and Minister both praised the efforts of the recruits and the support received from the RGP training staff in the organisation of the event, and also took the opportunity to thank the Stay Clean volunteers and staff from HM Government of Gibraltar's Community Drugs & Alcohol Team, who supported the event with their awareness and information stand on the day, as well Radio Gibraltar's James Neish and Davina Barbara for entertaining everyone with their excellent live radio road show. They highlighted that the event's success and monies raised could simply not have been possible without the overwhelming support that had been received from the community, in particular, the numerous corporate sponsors.

"Stay Clean" is a Gibraltar charity launched 2 years ago with the aim of creating awareness about drug related issues and offering after care support to recovering addicts. It focuses on diverting persons who may be at risk from harmful substances and offers support and advice for anyone with concerns about their own drug problems or those of a loved one.



# EuroHockey Club Champions Challenge for Women 2016



PS Gonzalez



This year's EuroHockey Club Champions Challenge for women was held in Gibraltar between the 13th–16th May 2016, hosted by local club "Hawks Ladies." As with any competition held locally, the pressure would be on local teams "Hawks Ladies" and Eagles Ladies HC (for whom I play) to do well. The bonus of playing locally was that we would enjoy the support of friends and family to boost our confidence, however, it would also be nerve wracking to be playing on home turf.

Training commenced in late 2015, with the level of commitment required from players causing friction on occasions due to all local players being amateurs with a variety of work and personal commitments. However, a few months prior to the start of the competition, the enthusiasm and dedication was evident in the games leading up to the competition. When the tournament pools became public knowledge, my team (Eagles Ladies HC) were drawn in "Pool B" together with HFTC Tauras (Lithuania), Nacka LHK (Sweden) and Hawks Ladies (Gibraltar). "Pool A" comprised Cardiff University (Wales), Navax AHTC Wien (Austria) and HAHK Mladost (Croatia). Due to the last minute withdrawal of a Greek team, "Pool A" started the competition with one team less.

Our first match on Friday 13th May was played against Lithuanians HFTC Tauras, whom we had beaten 1-0 in Prague 2015. HFTC Tauras took control of the game for the first 15 mins, however, once we found our feet and nerves settled, we fought back hard, with both teams enjoying shots at goal. Both defences and goalkeepers were strong, and no one penetrated the "walls". This match was well fought and credit given to the fair play from both teams. On this occasion it ended with a 0-0 draw.

Our 2nd pool game on Saturday 14th May against Sweden's Nacka LHK saw the initial stages of the game being quite competitive as both teams attempted shots at goal. After half time, we came in quite strong with possession of the ball and eventually had a break when our forward Janieve BUHAGIAR took advantage of a midfield error and quickly powered her way to goal, finishing positively with the ball inside the net. Naturally, this caused overwhelming jubilation from the team members and supporters. On a high, the local players continued pressuring the opposing team, until there was another breakthrough with precise passing from defence to midfield. This found its way to the centre of the "D" where a deflection from our Nicole NORTON found its way into the back of their net. We maintained our 2-0 lead with our strong defence holding all Swedish attempts to penetrate. At the final whistle, the score remained 2-0 to us.

Our local arch rivals and tournament hosts "Hawks Ladies" were our 3rd group rivals. We knew this game would prove very competitive given that Hawks Ladies had already lost their 2 previous group games. They would surely come out in force to try outplay us in front of the home crowd, but we weren't going to allow this! The Victoria Stadium was packed with family and friends from both teams and other hockey aficionados. The atmosphere was great, and although I tried hard not to show it I was extremely nervous, as this was the first time I had played to a local packed stadium. All players were anxious, not wanting to make silly errors and prove what we were made of.

The game commenced smoothly with both teams strong on stick work and pace, however, we got our first breakthrough at the 10th minute, with Janieve BUHAGIAR's shot at goal. Game pace continued with both teams demonstrating to spectators that we were there to play. Our 2nd goal came from Lyann PEREZ on the 26th minute. At half time we were on a high, however, the 2nd half saw us become somewhat complacent, with Hawks Ladies becoming more aggressive in their several attempts at goal. Luckily, our mighty goalie and defence were on top form, and our defence was determined not to concede any goals. Our 3rd and final goal came from Alejandra CABRERA TORRADO through a penalty short corner. The excitement of beating our arch rivals by 3 goals was fantastic, with players, coach and supporters over the moon with the result. Although we enjoyed a great performance, credit is also due to Hawks for their fair play and determination throughout the 2nd half.

Our final match on Monday 16th May would see the winner promoted to EuroHockey Club Champions Challenge II. Although our morale was high after 3 days of good performances, our legs were tired. We knew it would be a challenge to play Cardiff University, with their youthful team of players mostly aged under 24-25, and with 1 player who had previously played for the United Kingdom national squad. We would not let this demoralise us, but this was clearly a David and Goliath contest.

The match commenced and our players knew it would be a mammoth task to stop their forward receiving any passes. Although this was achieved on occasions, she was extremely fast, fit and very difficult to stop. Our defence found themselves under pressure on various occasions, with our strategy being to play half court and use the midfield players as extra defence players. After several attempts to "choke" their forwards, Cardiff University eventually found their shots at goal. They proved strong, played fairly and showed determination to win the match with a final score of 5-0 (3 in first half and 2 in the 2nd half). This game was our hardest and definitely the most tiring one.

Although we failed to win the competition and achieve "promotion" to the next level, I gained a lot from the experience of playing at this level against very good players from abroad. It was honour to represent Gibraltar at this level of hockey.





# Premier Legends Corporate Football Tournament



Friday 20th May 2016 saw the Premier Legends Corporate Football (5-a-side) tournament held at the Victoria Stadium multi-use games area (MUGA) in Gibraltar. The "Legends" team were led by former Liverpool & England Captain Mark Wright, and he was joined by Neville Southall (92 caps for Wales and ex-Everton), David May (ex-Blackburn & Manchester United) Michael Thomas (ex-Arsenal & England) and Peter Reid (former Manchester City Manager and 13 caps for England). The legends would either mentor or play within local teams, with the best local team eventually facing the full squad of legends.

**18** teams from Gibraltar participated, with the RGP team's participation made possible under the auspices of the RGP Charity Committee as authorised by Commissioner Yome. RGP FC were drawn in group D alongside teams from Bet Victor, Team 1 from Royal Gibraltar Regiment, Sunborn, Divers and Panthers (The 2nd of 2 teams fielded by the Regiment).

Our team was managed by Insp Frank Barton, and was made up of PS Balloqui, PCs Galia (team captain), Garcia White, Fraser, Olivero, Curren, Khazaali, Santos, Hill, Rahmouni and Oton (Goalkeeper). In the first match we took on one of 2 teams fielded by the Royal Gibraltar Regiment, and incidentally one of the group's strongest sides. Both sides pressed ahead for an early goal, however, the final result was one of 0-0. The second match saw us taking on Bet Victor, with RGP taking possession early on and commanding from the back. PC Curren was on fire here, scoring 2 magnificent goals with precision and power from outside the box. The bobbies had their first 3 points!

In the 3rd game, the Divers proved a tough side, with both sides battling for supremacy and ball possession and keeping each other entertained in the centre of the pitch. Few chances were created, with PC Oton keeping the RGP goal well protected with some very cheeky saves. Once again, PC Curren continued demonstrating his slick skills, but was unfortunate not to increase his tally in this match! Final score was 0-0.

Panthers, the 2nd of the Regiment's 2 teams, and by far the strongest side in the group (and eventually the tournament) were our rivals in the fourth group match. The match started off "cagey," with both sides unwilling to commit inside their own half and wary of committing any errors in such a short playing period. Both sides created a number of opportunities, but our respective keepers kept their goals clean. Late on, a mis-kick from PC Garcia

White gave the ball to one of opposing forwards, who did not waste this golden opportunity to finish off with a 1-0 win.

Our last group game against the Sunborn team was probably the easiest of all, with PC Curren demonstrating the "X" factor and contributing towards our 5-1 win against them. We failed to reach the knockout stages by a single point, and were left slightly disappointed as we had deserved better. The eventual winners of the tournament were the Regiment "Panthers" who beat the "Legends" team 1-0. Congratulations to them, and a big thank you to the Commissioner and our Charity Committee for assisting with the sponsorship at such short notice.

It was a great experience!





# "Run Forrest Run!" Why do I run?

PS Olivera

On 23rd August 2011 whilst patrolling Line Wall Road on a Police motorcycle, both front and rear wheels slipped in hydraulic fluid and despite my best efforts, I was slammed into the wall overlooking Wellington Front (Lover's Lane), trapping my right leg between the bike and the wall and snapping both tibia (shinbone) and fibula. The ends of both broken bones broke through my skin and my foot was hanging off and backwards; effectively attached to the rest of my body by soft tissue alone. Afterwards, I was informed that I was lucky to still have both my legs; the operation required to save my right leg was almost not performed at all. Serious consideration was given to removing my leg below the knee in order to save my life. I now have a titanium rod in my shin bone from the knee in to the ankle.



Such moments in a person's life change us, and this certainly changed me. I was told that I would walk with a limp for the rest of my life. I was told that I would not be able to run or participate in sports again. It's funny how being told you can't do something makes you want to do it so much. I used to be a very fast runner when I was young, but I hadn't run for years and I allowed myself to get very overweight. I had no interest in exercise; until I was told that I couldn't do it. As part of my rehabilitation; learning to walk again and trying to use wasted muscles, I started training in the gym every day. I set myself small goals and each time I achieved a goal, I set the bar a little higher. To start with, I couldn't run at all. My exercises were all static, designed to rebuild muscles through a series of stretches and slow movements. This eventually led to use of the exercise machines.

My aim was to run for a minute on the treadmill, then five minutes, then ten. In the beginning, I wasn't planning to get back in to running; I just wanted to prove I could run. But as my rehabilitation progressed and I got fitter and fitter, I remembered how much I loved running when I was young and I started going running outside of the gym in addition to my daily rehabilitation routine in the gym. I dropped a lot of weight, felt better about myself and realised how much I had missed out on by being a couch potato. The less weight I carried, the less I was expecting of my injured leg and the faster and further I became capable of running. Eventually,

I no longer needed the daily rehab routine and lost interest in the gym. But I began running longer and harder every day.

## How do I find the time for it?

I run for the love of running and to put it simply; I run because I can. I don't have to find the time to run. I have to find the time for other things in my life. The rest of my life now fits around my running; not the other way around. I run at least 10 kilometres every day. I run 20 or 30 kilometres regularly. I rarely take a day off. At least an hour every day and sometimes as much as three hours a day is devoted to running. I find that if I don't run, my bad leg hurts; maybe it's all in my mind but I think my body reminds me that there's no going back. If I stop training now; if I put weight back on now, maybe the doctors who said I would always have a limp and never be able to run will be proved right. So I run. It doesn't matter what shift I'm on, what the weather is like, what else is happening that day. I plan every day around my run and if it means getting up at 4.30 (which I often do), in order to have the time to run, then that's what I do.

## Why run four Marathons this year then?

I ran the Amsterdam Marathon in October 2015. This was the first Marathon I ever competed in; I just wanted to see if I could do it. Like I said, one goal at a time. It was an adrenaline rush and I knew I wanted to do more. My plan was to run one or two marathons a year for as long as I was able to do so. I didn't intend to do four this year; but it's really difficult to earn a place on some Marathons. For some, you just pay a fee and you're in. For others, you have to qualify by recording a good time in other Marathons. For some, you pay a non-refundable fee to enter a lottery and see if you can get a place. So I put my name forward for several races and figured if I was lucky I would get one or two. As it happens, I ended up with four in 2016 and I wasn't going to miss the opportunity to compete in any of them. I earned my place in the New York Marathon by completing the Amsterdam Marathon in 3:49:41. I won my place in London Marathon by sheer luck; the odds are 20 to 1 of winning a place via the public lottery and I got one. So I guess it's just my year.

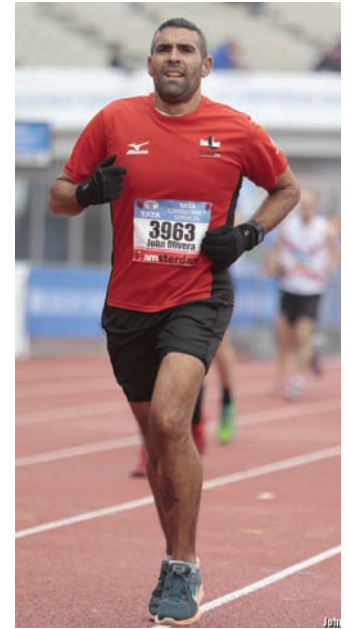
## What's the charity stuff all about?

I informed the RGP Charity Committee that I was running these marathons and gave them the opportunity to raise money for worthwhile local charities via my participation. I also volunteered to try to raise money for the Blue Cross as part of my participation in the London Marathon because I think that the work they do in rescuing animals is very worthwhile and it's a cause very close to my heart. So, thanks to all who generously donated recently when the charity sheet was circulated internally at work.



## What's next?

First I have to complete the four races this year. I have three goals for each race; it's best to set multiple goals so that even if you don't meet them all, you at least achieve some. My primary goal is to complete the race; run the 42 kilometres in each event. My secondary goal is to finish each race in under 4 hours. My ultimate goal is to improve each time; in the end, life is only ever a competition with yourself; so I wanted to beat 3:49:41 (my Amsterdam time) in London. Then beat that time in Stockholm and so on. I got 3:46:08 in London on 24th April, so I hit all three objectives. On 4th June, in Stockholm, I managed two out of three (ain't bad) with a time of 3:57:15 – I should have done better. Now I'm doubly determined to improve in Berlin on 25th September and New York on 6th November. I'll continue running every day; because that's what I do now. I'll



run more Marathons certainly, but not four separate events in different countries in one year; I think one or maybe two a year is probably more sustainable in the long term; after all, I'm not getting any younger. I'm also looking at a couple of ultra-marathons; where you run a marathon a day for a week. The way I see it, if you're lucky enough to be alive and have both legs; then use them! Challenge yourself every day; it's the best way to prove to yourself what you are capable of and when the reaper does eventually come for you, the only person any of us has to answer to is himself (or herself).

"Run Forrest Run!" Why do I run?

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# Wear Yellow Day



PCs Minter & Ferrary from the Neighbourhood Policing Unit again this year supported Clubhouse Gibraltar's Mental Health Awareness events. At New Mole House Police Station, some of our support staff participated in the traditional "wear yellow day".

PC Ferrary explained that "in the weeks prior to this year's "march," we collected numerous items/vouchers from different establishments for the various raffles, one of them being a Yamaha motorcycle donated by Autosport Ltd. We also helped with the sale of raffle tickets before and on the day itself. We also assisted with the collection of monies with charity boxes during the course of the morning, and escorted the "Yellow" march from the Convent to Casemates Square".

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- 1 CALL OR EMAIL TO ASK YOU FOR YOUR FULL PIN NUMBER OR ANY ONLINE BANKING PASSWORDS
- 2 SEND SOMEONE TO YOUR HOME TO COLLECT CASH, BANK CARDS OR ANYTHING ELSE
- 3 ASK YOU TO EMAIL OR TEXT PERSONAL OR BANKING INFORMATION
- 4 SEND AN EMAIL WITH A LINK TO A PAGE WHICH ASKS YOU TO ENTER YOUR ONLINE BANKING LOG-IN DETAILS
- 5 ASK YOU TO AUTHORISE THE TRANSFER OF FUNDS TO A NEW ACCOUNT OR HAND OVER CASH
- 6 CALL TO ADVISE YOU TO BUY DIAMONDS, LAND OR OTHER COMMODITIES
- 7 ASK YOU TO CARRY OUT A TEST TRANSACTION ONLINE
- 8 PROVIDE BANKING SERVICES THROUGH ANY MOBILE APPS OTHER THAN THE BANK'S OFFICIAL APPS

**REMEMBER** IF IT LOOKS SUSPICIOUS OR IT SOUNDS SUSPICIOUS, REPORT IT TO YOUR BANK.

## YOUR EYES & EARS ARE VALUABLE TOOLS



See or Hear something suspicious?  
LET US KNOW

Give details of Place, Date, Time, Persons (description) and Vehicles involved



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**155**

Emergency Line

**199/112**

Drugs Hotline (Anonymous)  
**20077677**

Email

[communityinfo@royalgib.police.gi](mailto:communityinfo@royalgib.police.gi)



**OPERATION GIBWATCH**  
Working Together to put Crime Between A Rock & A Hard Place



# HE the Governor visits the Royal Gibraltar Police

His Excellency the Governor Lieutenant General Edward Davis CB CBE, visited the Royal Gibraltar Police earlier this year as part of his ongoing series of familiarisation visits.

On arrival at New Mole House Headquarters, the Governor was met by Commissioner of Police Eddie Yome, who then introduced him to members of Recruit Class 01/16 (at the time on their 7th week of training), their trainers and RGP Senior Management.

During the course of the morning, His Excellency was briefed by the Commanders of the Operations, Crime & Protective Services and the Planning, Development & Support Divisions on their respective operational portfolios, also visiting several departments and taking the opportunity to meet staff from across the organisation.

His Excellency also visited the Neighbourhood Policing and Traffic units at their premises in Rosia, and completed his familiarisation with a visit to the premises of the Marine Section, where he was briefed on operations and was able to meet members of the Marine, Diving and Dog Sections prior to accompanying a maritime patrol of British Gibraltar Territorial Waters on board an RGP interceptor.



**The new Central Police Station** situated at the social heart of our community "Grand Casemates Square," was inaugurated by Hon Chief Minister F Picardo QC, Hon Minister for Justice G Licudi QC & Commissioner of Police Edward Yome CPM on Wednesday 2nd March 2016.







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An infographic titled 'Wi-Fi' and 'OPERATION GIBWATCH' by the 'Royal Gibraltar Police'. It features a large red question mark in the center. Four speech bubbles provide information: 1. 'Whose network you are joining?' - Explains that anyone can set up a wireless hotspot and name it as they wish, and that setting a common or commercially used SSID can attract connections from users who think they are joining a legitimate network. 2. 'Which networks are safe?' - States that it is safest to assume that no public Wi-Fi is secure, and that airports are particularly risky locations due to the high concentration of targets that may not have access to a domestic cellular network and may have an urgent need to get online. 3. 'What are you agreeing to?' - Warns that if you are asked to accept terms and conditions, you should ensure you read exactly what you are agreeing to, as you may be agreeing to share more with your Wi-Fi supplier than you think. 4. 'What data are you sharing?' - Notes that any encrypted data sent through a Wi-Fi network can be monitored and collected, and that you may be potentially giving away information such as passwords, email content and websearches. The infographic also includes a 'CRIME' logo and a green Wi-Fi symbol.



# Commendations

## RGP & HM Customs officers awarded commendations



**A**t a short ceremony at New Mole House on the 29th February 2016, Commissioner of Police Eddie Yome CPM together with HM Collector of Customs John Rodriguez presented various commendations to RGP & HM Customs officers for their involvement in the case of R v Rodriguez, where the

defendant was sentenced to 2yrs imprisonment and disqualified from driving for a period of 5 years.

The case in question saw officers successfully apprehending the defendant and seizing a substantial quantity of cigarettes following a high speed vehicle pursuit that led to 3 Police officers sustaining injuries, through a combination of the defendant's dangerous and furious manner of driving as well as whilst effecting the defendant's actual arrest.

From left to right: PC's Fendley, Lyons, Minter & Harrison, Commissioner of Police, Collector of Customs, SCO Lopez, ECO Cooper & CO Bell (Absent from photograph: ECO Nuñez & CO Rumbo)

## RGP High Tech Crime Officer commended by US Homeland Security



**O**n the 6th April 2016, Detective Constable Jason Oton from the RGP High Tech Crime Unit (HTCU) was commended by the US Homeland Security Investigations (HSI) Attaché at the US Embassy in London.

In a letter addressed to Commissioner of Police Eddie Yome, the US attaché expressed his "most sincere appreciation" for the officer's efforts during a Gibraltar investigation involving the forensic examination of computer equipment seized during the course of R v Fisher in March 2015. The defendant in that case is currently serving a prison sentence after being convicted at the

Supreme Court of Gibraltar in September 2015 on several counts of Voyeurism, Possession and Showing Indecent Photographs of Children.

**It was during the course of his computer forensic examination that the RGP officer identified a US-based Skype user suspected of exchanging Child Exploitation material with a suspect in Gibraltar. The subsequent coordination through Interpol resulted in a US investigation that identified Michigan-based US national Michael PIERCE, who was arrested in March 2016 by US Federal Agents.**

The US investigation saw officers seizing considerable material showing PIERCE had allegedly produced child exploitation material with at least four (4) minors, aged between 1 – 8, in addition to allegedly possessing several hundred videos depicting child sexual exploitation. US Homeland Security highlighted that the "offender would have most certainly continued these alleged offences against children" had it not been for the RGP providing the investigative lead in this case. For his part, the lead US Special Agent conducting the investigation stated that PIERCE "may turn out to be one of the worst offenders we've ever encountered".

Commenting on this senior international recognition, the Head of RGP Crime & Protective Services Supt McGrail stated that "the RGP had for many years enjoyed links to the US FBI and Homeland Security", and was delighted at this latest investigative success. He explained that "DC OTON's

achievements in the field of computer forensics were highly regarded", as evidenced by an invitation that was extended to the officer back in May 2015 by the International Association of Computer Investigative Specialists (IACIS) to assist as a trainer at the Basic Computer Forensic Examiner training course held in the USA (Above photo).



"Cyber crime, including Child Online Exploitation, is a growing problem for police forces worldwide, and Gibraltar is no exception. In the same way that technological advances have positively influenced society, cyberspace has become an environment for transnational criminality that presents numerous challenges, at a time when our resources are under increased pressure and demand. An estimated 80 per cent of cyber crime worldwide is said to be preventable through simple online safety and general personal security precautions. This is why the RGP continues to raise awareness of cyber safety at every available opportunity.

I fully appreciate the devastating emotional and sometimes financial consequences this type of crime can have on victims, which is why we remain committed to preventing cyber crime and protecting our communities with the assistance of local and international partners. This includes the RGP's recent participation as a key member of the Small Island Nations Centre of Excellence for Research & Education (SINCERE) in cyber-crime, which has secured EU funding for the purposes of cyber-crime investigation training, research and education, creating networks and sharing products and work to address the demands of the digital age.

US Media reporting of the case in question can be found at the following links:

<http://www.fox47news.com/news/lake-orion-man-charged-with-child-pornography-admitted-to-sexually-assaulting-multiple-children> (includes the affidavit)

<http://www.clickondetroit.com/news/feds-raid-lake-orion-apartment-in-child-porn-sting> (includes video)

<http://www.theoaklandpress.com/general-news/20160311/feds-charge-lake-orion-man-with-producing-distributing-child-porn>

## Staff Commendations – Investors in People



**O**n the 12th of February 2016, Commissioner of Police Eddie Yome presented commendations to members of the RGP Investors in People (IIP) project team, namely, Chief Inspector Paul Richardson and HMGOG Administrative Officer Erika Delaney-Gomez (a member of our civilian support staff).

In addition to their individual workloads, both were instrumental in the coordination, direction and implementation of the various work streams that resulted in the Royal Gibraltar Police being awarded the GOLD standard against the Investors in People standard.



# School Liason Officer Corner

Our School Liaison Officers (Danny, Simon & Terence) undertake a significant amount of work behind the scenes throughout the year, working in our local schools (pre-school through to Secondary level), as well as with our local youth clubs and scouting and guiding associations. So far in 2016, the officers have delivered presentations across a wide spectrum of subjects such as Internet Safety, Bullying, Misuse of Drugs, Road Safety, Stranger Danger, etc,

to various age groups. They have also organised visits to Police premises, delivered numerous cycling proficiency courses in the evenings and, at the time of going to print, were already organising the traditional annual week long summer camps for children.

Here is a selection of photographs summarising some of their work so far this year.





# 21-Gun salute on occasion of HRH The Duke of Edinburgh's Birthday

Commissioner of Police Edward Yome CPM was the Inspecting Officer at this year's 21 Gun Royal Gun Salute on occasion of HRH The Duke of Edinburgh's Birthday.

The salute was fired from Grand Battery on Friday 10th June 2016 by detachments comprising our colleagues from Headquarter Company (Thomson's Battery), The Royal Gibraltar Regiment and

soldiers from 14 Regiment Royal Artillery, who were visiting Gibraltar and with whom our regiment enjoy very close and historical links to.

As always, the event was professionally executed, and brought to a close a long week of ceremonial events that included rehearsals and actual parades for the RGP Recruits' Passing Out and the annual Queen's Birthday parade.



## Firearms Training

Firearms officers undergo mandatory training every 3 months, from enjoyable range work & tactics to the less "enjoyable" classroom work – This selection of photographs are from re-licensing training undertaken so far this year by existing firearms officers as well as some relating to basic courses completed by new firearms officers.





# Visit by Spanish Police Dog Handlers

Pursuant to its policy of developing partnerships with key law enforcement stakeholders at regional and international level, the Royal Gibraltar Police Dog Section hosted a visit by a delegation comprising Spanish Policia Local officers from Algeciras, Burgos and Seville amongst others, in January this year. The delegation included Dog Handlers, Instructors and Supervisors.

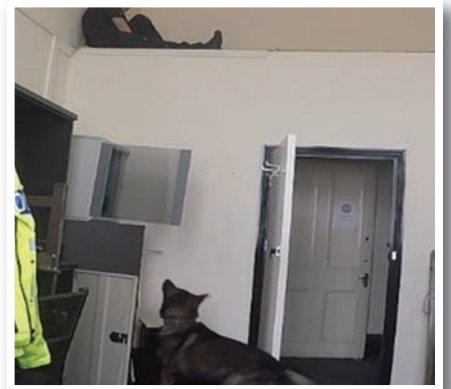
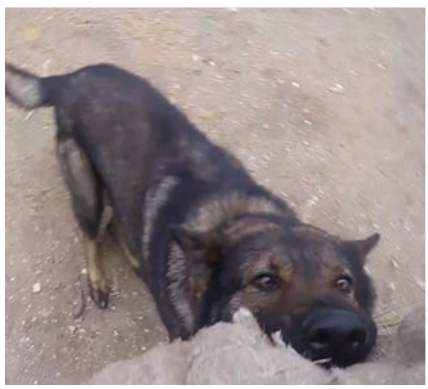
They were received by Commissioner Yome, who was presented with a copy a book written by one of the visitors, titled "El trabajo con perros de protección ciudadana en Policia Local" (Working with Policia Local citizen protection dogs).

Throughout the course of the day, discussions were held on current operational procedures followed by a tour of facilities and demonstrations on tracking, person search, evidence gathering and protective/criminal work conducted by RGP Dog handlers.

This latest visit forms part of the RGP Dog Section's ongoing relationship with other Spanish Policia Local dog units and more importantly, the South Yorkshire Police Dog School, who licence all RGP dogs/handlers annually, and also supported this visit.



## PDs Stig, Coco & Alfie





# RGP staff accredited by the Institute of Leadership & Management



RGP Officers and Support Staff from HM Government of Gibraltar's Civil Service recently received accreditation certificates from the Institute of Leadership and Management during a presentation held at New Mole House. The awards followed the successful completion of a six month Leadership Training programme delivered by ML Associates, and follow previous accreditation obtained by other RGP managers under the Chartered Management Institute.

The latest courses were delivered at various levels within the management structure, and aim to improve the organisation's leadership delivery by providing officers and support staff with a range of skills and techniques designed to enable improved supervision and understanding of management processes. Staff

motivation and improved performance through planning and leadership were also key elements of the programme.

Superintendent Ullger who heads the RGP's Planning, Development and Support Division expressed his delight with the success of the training delivered, explaining that "the RGP strived to improve the quality of service delivered internally and externally to our community through investment in the continuous development of its people".

For his part, the Hon Gilbert Licudi QC MP, Minister for Education and Justice, stated that "Our community should be reassured that the RGP continues to offer professional training to its staff, thereby improving standards throughout the force".

**ROYAL GIBRALTAR POLICE**  
**OPERATION GIBWATCH**  
 Working Together to put Crime between A Rock & a Hard Place

**YOU** (with thumbs up icon)

- THINK**: Think before you post
- FRIENDS**: Only connect with friends
- KIND**: Be kind to others
- PASSWORD**: Don't share your password
- PRIVACY**: Keep your settings private
- HURT**: Don't be hurtful towards others

**PARENTS & TEACHERS**  
 Join Facebook  
 Understand how it works  
 Teach safety and responsibility  
 Privacy - check their settings

**FRIENDS**  
 DON'T: Stay silent  
 DO: Help your friend  
 Report the bully  
 Tell your parents  
 Tell your teacher

**THE BULLY**  
 DON'T: Respond  
 DO: Save what they say  
 Unfriend the person  
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After successfully completing my challenging but thoroughly enjoyable Police Search Advisor course at the UK College of Policing National Search Centre back in November 2015, I took the opportunity to deliver some refresher training for our Search Team officers over two days in May of this year. Refreshers form part of our ongoing process of skills maintenance for those already qualified search officers who deploy on an ad-hoc basis in support of crime operations (searches of vehicles, residences, etc) or for security at various public and military events throughout the year. All search officers have full time roles in various parts of the uniformed and detective branches and specialise in a variety of disciplines.

Day 1 consisted of classroom-based theoretical question/answer sessions based on previous learning and general discussion of all search related topics. Officers performed well, remembering most of what they had learned during their initial licensing course. It must be borne in mind that as for other specialist areas, many of our officers have "full-time day jobs," therefore, it is important for training to be conducted at regular intervals alongside our actual operational deployment.

In the afternoon we progressed to vehicle searches, where officers worked in teams to systematically and methodically search for a variety of weapons, magazines and various other articles I had concealed. Most officers were able to locate up to 4 concealments, with only two pairs managing to locate all five concealments.

Day 2 consisted of practical exercises, with open area searches conducted in the morning and building searches conducted in the afternoon. I was pleased to see how all officers had retained their initial licensing training and performed competently in every search scenario presented to them.

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# Special Olympics Torch Run 2016



As is the case every year, our officers supported the recent Special Olympics Athletes at their annual games, first with the afternoon's torch run across Gibraltar and then at the Victoria Stadium event itself.

As always, we work alongside our colleagues from the Borders & Coastguard Agency, HM Customs, HM Prison Service, Gibraltar Fire &

Rescue Service, Gibraltar Defence Police & the Gibraltar Port Authority.

The athletes' parade was as always expertly led by our colleagues from The Band & Drums of The Royal Gibraltar Regiment.



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# Retirements: Farewell so far this year



PC David Bonfiglio



PC Kevan Maginnis



PC Michael Roca



Insp Robert Massey





# Some Cases of interest so far this year

Consequent to a report of a Burglary committed at the premises of Mamma Mia Pizzeria & Pasta House in the early hours of Monday 4<sup>th</sup> January 2016, Area Response Team officers pursued and arrested 18 yr old Nabil MEDHURST EL HABALI of Constitution House, Glacis Estate, on suspicion of Burglary. A second person was able to make good his escape.

Following an extensive investigation and execution of Search Warrants by CID officers throughout the course of that morning, 18 yr old Kyle LOPEZ of Referendum House, Glacis Estate was also arrested in relation to the same burglary.

Whilst still in Police Custody, MEDHURST EL HABALI & LOPEZ were arrested by CID officers in relation to several outstanding burglaries committed between 13<sup>th</sup> November 2015 and 2<sup>nd</sup> January 2016.

Both were later charged jointly with six (6) counts of Burglary and appeared before the Magistrates' Court, where they subsequently pleaded guilty and sentenced to 5 months imprisonment.

## Fraud & Theft Charges

38yr old French national Lucas LeBLEU, a resident of Estepona, Spain, was arrested and charged on the 17<sup>th</sup> June 2016 with one count of Fraud by Abuse of Position and one count of Theft.

The charges follow an investigation conducted by officers from the RGP Economic Crime Unit, into a report dating back to February this year regarding the alleged theft of just under £60,000.00 from LeBLEU's Gibraltar-based former employer, on diverse dates between July 2014 and February 2016.

The case is currently before courts

## Man and Woman arrested for Handling Stolen Goods 2 Vehicles recovered

53yr old Moroccan national Mohamed EL HADAD, a resident of Ksar El Kebir, Morocco, and 40yr old Moroccan national Fatiha ABBAS, also a resident of Ksar-El-Kebir, Morocco, were arrested and charged in early June with 3 counts of Handling Stolen Goods. The individuals were suspected to be members of an organised crime group involved in the trafficking of stolen vehicles between Spain and Morocco, and were believed to have been planning to use the Gibraltar-Tangier ferry link to transport the stolen vehicles.

EL HADAD and ABBAS had been challenged at a local car-park whilst in the process of transferring the contents of a vehicle displaying Moroccan registration plates to one displaying Spanish registration plates. Enquiries revealed both vehicles had been reported stolen in Cadiz and Getafe, Spain, during the past 3 weeks. Additionally, a set of Moroccan vehicle registration plates was found concealed within one of the vehicles.

Both vehicles were later returned to their respective owners who travelled to Gibraltar. The case is currently before the courts.

## Tuna Fishing Arrest

On the 29<sup>th</sup> January 2016, Royal Gibraltar Police Marine Unit officers arrested a 56yr old Spanish male on suspicion of "Obstructing Police" & "Fishing Tuna without a valid permit" within British Gibraltar Territorial Waters (BGTW).

The arrest related to an incident dating back to the 12<sup>th</sup> October 2015, when the said person (the vessel's owner but at the time travelling as passenger) together with another male (the navigator) failed to comply with requests from HMCoG Department of the Environment Marine Protection Officers who had challenged suspected illegal tuna fishing activity.

At the time, RGP officers had attended in support of their colleagues and were obstructed by the Spanish vessel's occupants, who navigated dangerously whilst being pursued and made good their escape towards Spain.

The case is currently before the Magistrates' Court.

## Drugs Arrests

An operation conducted by RGP Drugs Squad officers during the morning of the 5<sup>th</sup> February 2016 led to 2 local men (aged 27yrs & 29yrs) being arrested on suspicion of Possession and Possession with Intent to Supply cannabis resin weighing approximately 9kgs.

The drugs seized have a street value of approximately £45,000.00.

The case is currently before the courts.



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Both vehicles were later returned to their respective owners who travelled to Gibraltar. The case is currently before the courts.

## Tobacco-related offences / Dangerous Driving Arrests & 120,000 cigarettes/vehicle seized

4 local men (aged 18 - 37) and 2 Spanish nationals (Aged 33 & 44yrs) were arrested in the early hours of Thursday 7<sup>th</sup> January 2016 by RGP uniformed officers on suspicion of dangerous driving, obstructing police and various tobacco-related offences, following a high-speed vehicle pursuit and search of a residence at Ocean Heights.

The incident culminated with the seizure of a total of 120,000 cigarettes and a Spanish-registered vehicle.

The cases are currently being processed through the courts

## Cannabis Resin worth approximately £1.8m seized

RGP Marine Section officers have recovered a total of 12 bales of cannabis resin weighing approximately 360kgs, following a high speed pursuit on the eastern side of British Gibraltar Territorial Waters (BGTW) in the early hours of the 30<sup>th</sup> January 2016. The incident came about when the crew on-board RGP Interceptor "Sir John Chapple" detected and challenged a radar contact south of Europa Point during a routine patrol.

The suspect vessel, a 10mt RHIB crewed by four occupants, was at the time loaded with cannabis bales, and performed evasive manoeuvres whilst its occupants jettisoned several bales as it fled east into the Mediterranean, where the RGP Interceptor discontinued its pursuit.

An extensive search of the area travelled during the pursuit resulted with officers recovering 12 bales of cannabis resin, with a total street value of approximately £1.8m

Commenting on the seizure, Commissioner of Police Eddie Yome highlighted the increased number of high speed maritime pursuits during the past few months, in particular during the recent Christmas period, and expressed his admiration for the work regularly undertaken by RGP Marine Officers day and night in what are clearly hostile and dangerous conditions.

He added that in partnership with local and regional law enforcement counterparts, the RGP would continue to challenge every attempt made to introduce illicit drugs into Western Europe across the Strait of Gibraltar.





# Launch of Internet Watch Foundation portal in Gibraltar



1st June 2016 witnessed the Gibraltar launch of a new Internet Watch Foundation (IWF) Reporting Portal that allows web users to report images and videos of child sexual abuse safely and anonymously. The launch came as part of an IWF initiative made possible through funding from the UK Foreign & Commonwealth Office Cyber Security Capacity Building Programme. The portal provides a quick and easy way for the public to report any online images and videos of child sexual abuse they may come across, via a safe and anonymous hotline that is supported by expert analysts working in conjunction with law enforcement worldwide.

The Reporting Portal can be accessed at [www.report.iwf.org.uk/gi](http://www.report.iwf.org.uk/gi) as well as via the reporting button that is located within the main page of the RGP website [www.police.gi](http://www.police.gi).

The planned roll-out of the IWF Reporting Portal occurred simultaneously across the following UK Overseas Territories:

- Akrotiri and Dhekelia
- Anguilla
- Ascension Islands
- Bermuda
- British Virgin Islands (BVI)
- Cayman Islands
- Gibraltar,
- Montserrat
- Pitcairn Islands
- Tristan Da Cunha
- Turks and Caicos
- St Helena

Susie Hargreaves, IWF CEO stated that: "It's great that Gibraltar has joined this ground-breaking initiative, to provide a first class Reporting Portal to protect their citizens. Child sexual abuse imagery is a global problem and we can only fight it with a truly global solution."

## What is the IWF Reporting Portal?

By working closely with internet companies, the IWF helps people who stumble across online child sexual abuse images and videos

[sometimes known as child pornography] to report it anonymously, via a web-based reporting Hotline. A team of experienced IWF analysts then work directly with the internet industry and law enforcement, to have any abusive imagery removed quickly. The advantage of establishing an IWF Reporting Portal is that any reports of suspected online child sexual abuse imagery generated in Gibraltar will be assessed directly by one of IWF's analysts. These analysts are respected globally for their experience.

Today, the IWF Hotline provides one of the most successful reporting mechanisms in the world. When they were founded 20 years ago, 18% of the world's online child sexual abuse imagery was hosted in the UK. Thanks to their analysts, that figure is now 0.2%. These analysts are considered world-leaders for their expertise.

Harriet Lester, the IWF's Technical Projects Officer who has been working with the Royal Gibraltar Police said: "The launch of the Reporting Portal in Gibraltar is a huge step toward our mission to remove child abuse images and video [sometimes known as child pornography] from the internet completely.

"The response from people here has been overwhelmingly positive and we're looking forward to helping them make their corner of the internet a safer place." A video that explains what the IWF Reporting Portal is and how it works can be found on youtube <https://www.youtube.com> by searching for "Internet Watch Foundation Portal – an international reporting solution (subtitled)".



## The IWF in Gibraltar

The IWF has worked closely with the Royal Gibraltar Police to extend this valuable global network to Gibraltar. UK Minister for the Overseas Territories, James Duddridge said that "This demonstrates the Overseas Territories commitment to protecting children from harm and builds on the excellent work of the Internet Watch Foundation, who remove child sexual abuse content hosted anywhere in the world. I am delighted the FCO, through our Cyber Security Capacity Building programme, have been able to support this."

Commissioner of Police Eddie Yome commented that "Cyber crime is a growing problem for police forces worldwide, and Gibraltar is no exception."

We remain committed to preventing cyber crime and protecting our communities with the assistance of local and international partners. The rise of social media and new technology have been some of the biggest contributory factors to the change in the global policing landscape over the past couple of years and there is no doubting that it brings with it some very difficult challenges, especially at a time when our resources are under increased pressure and demand.

I also cannot stress enough the importance of a joined up approach to this issue and as a result, we continue to focus on effective partnership working to ensure we are better educated and prepared to successfully address the growing demands of the digital age. This latest partnership with the Internet Watch Foundation is an example of our efforts in support of the Annual Policing plan. The IWF perform an outstanding job in minimising the availability of child sexual abuse images online, through an effective network of trusted international partnerships with law enforcement, industry and voluntary sectors".

For his part, Chief Minister Fabian Picardo QC commented, "On behalf of HM Government of Gibraltar I wholeheartedly welcome the launch of

this important initiative. I am particularly pleased that it is being rolled out across 12 Overseas Territories and that Gibraltar is playing its full part in making the internet a safer place for everyone. I also wish to thank the RGP for carrying out this work in conjunction with the Internet Watch Foundation."

### What IWF do:

Online child sexual abuse images and videos are a very real problem across the globe. The IWF brings together governments, law enforcement, the online industry and civil society to do what's needed to eliminate images of child sexual abuse from the Internet. In 2015 (figures published in April 2016) the IWF positively identified 68, 092 reports of child sexual abuse images or videos, which it then helped remove from the internet. From that figure, 69% of the victims were assessed as ten years old or under. 1788 victims were assessed as two or under. Just over one third were category A – the rape or sexual torture of children. Removing these abusive images from the internet makes it a safer place for all.

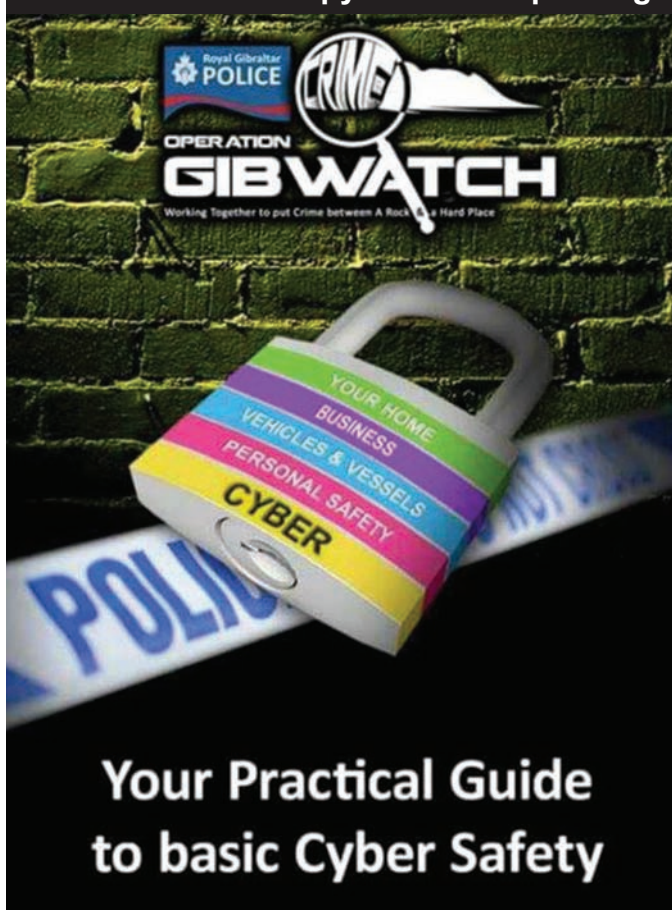
IWF make the internet a safer place. They help victims of child sexual abuse worldwide by identifying and removing online images and videos of their abuse. They search for child sexual abuse images and videos and offer a place for the public to report them anonymously. They then have the content removed.

They're a not for profit organisation and are supported by the global internet industry and the European Commission.

For more information please visit  
**[www.iwf.org.uk](http://www.iwf.org.uk)**

The IWF is part of the UK Safer Internet Centre, working with Childnet International and the South West Grid for Learning to promote the safe and responsible use of technology.

Download a free copy from [www.police.gi](http://www.police.gi)





# RGP and Parent Info partnership

As part of its ongoing process of establishing local and international partnerships with which to enhance service delivery in various areas of policing, the Royal Gibraltar Police have joined forces with UK's "The Parent Zone" to provide parents and carers with a collection of useful information and resources on a variety of topics, including internet safety. The "Parent Info" content, which will be accessible through the RGP website [www.police.gi](http://www.police.gi), aims to help parents and carers assist their children to be discriminating, web-literate and resilient.



## What is Parent Info?

Parent Info is a collaboration between the Child Protection Command of the United Kingdom National Crime Agency (CEOP) and Parent Zone, providing high quality information to parents and carers about their children's well-being and resilience. This service is free and ranges across a wide range of subject matter, from difficult topics about sex, relationships and the internet or body image and peer pressure to broader parenting topics like 'how much sleep do teenagers need?'

In line with CEOP's "Thinkuknow" programme, some of the content covers internet safety, but it all starts from the assumption that young people make little distinction between their online and offline lives and the issues for parents are often the same. The aim is to help parents help their children be discriminating, web-literate and resilient.

The Parent Zone was founded in 2005 and has a track record of providing information, support and advice to parents in the United Kingdom. In recent years, The Parent Zone's work has focused on the impact of digital technologies on families, providing information, resources and training for parents and those who work with them.

CEOP is the Child Protection Command of the United Kingdom National Crime Agency. CEOP reaches over 3 million children and young people a year through its UK-wide Thinkuknow education programme and regularly conveys its vital online safety messages to over 100,000 practitioners (such as social workers, teachers and police officers) registered to their network, who in turn cascade these messages directly to children and young people.





# 'Safety at Sea'

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A new version of the 'Safety at Sea' booklet has been published in a joint venture between the Gibraltar Port Authority (GPA), the Royal Gibraltar Police (RGP) and the Gibraltar Maritime Administration (GMA). The free booklet, which had previously been produced solely by the RGP, has received a complete makeover following close collaboration between the three organisations. 'Safety at Sea' is published for the benefit of the general public to provide essential safety information for all marine leisure and commercial users, containing guidance on how to keep as safe as possible on the water and on the shoreline.

Additionally, the booklet has useful information on legislation associated with waterborne activities, including 'rules of the road', seashore and pleasure boat rules and Port rules. It also provides helpful advice on radio communications, personal survival at sea, boat registration, insurance and useful telephone numbers. Copies of the booklet are available from the Port Authority offices at the North Mole, the RGP's two police stations and the GMA office in Casemates. It is also available for download through the RGP ([www.police.gi](http://www.police.gi)) GPA ([www.gibraltarport.com](http://www.gibraltarport.com)) and GMA ([www.gibraltarship.com](http://www.gibraltarship.com)) websites.

With the arrival of the summer, with nice (usually) warm weather and calmer seas, more and more people take to the beaches and the sea. Going out on the water can be a lot of fun, and is a way of life in coastal communities like Gibraltar, but the sea can be an unpredictable and a dangerous place. Taking some simple precautions can make your time on the water even more enjoyable, and reduce your chances of getting into trouble.

The following are simple rules to follow to help you stay safe;

## Life saving equipment

The water can be extremely unpredictable. It is vital to wear a lifejacket or buoyancy aid. Lifejackets save lives and are useless unless worn. If you find yourself in the water, a lifejacket or buoyancy aid could save your life. Ensure that it is the correct size and type for you, properly fastened and maintained, and that you understand how to operate it. Even in crowded waters and close to the shore, a life-threatening incident might go unnoticed.

## Engine & Fuel check

On many occasions we receive distress calls from boats-users suffering from mechanical failure and/or from boats that are out of fuel. If your craft has an engine, we strongly recommend that you know the basics of starting, running and maintaining that engine.

## Marine Weather

Weather, especially bad weather, can ruin your day. Even when the weather is fine, it can change suddenly to become uncomfortable or even threatening. This applies to both short and long passages. Always check the weather forecast before you set off and get regular updates if you're planning to be out for any length of time. Be prepared to change your plans or cancel the trip if the forecast is unfavourable.

## Communications & SOS devices

The ability to call for help or signal for assistance is essential, so always carry with a mobile phone and/or VHF radio. Ensure that batteries are fully charged and protected from getting wet. On a number of

occasions, we've received calls reporting vessels overdue. The Emergency Services must then decide where to start a search pattern, so knowing a vessel's likely location increase the chances of a successful rescue. Inform someone on land of:

- **Your passage plan (intended trip).**
- **Your intended return time**
- **How to contact the emergency services and what to tell them if you are overdue.**



Knowing where you are is also an advantage. By keeping your charts up to date and learning basic navigations skills, you will decrease your chances of going aground on sandbanks or rocks.

## Training

It is advisable for anyone intending to navigate a motor vessel to first undertake some necessary training. Many of the incidents which the RGP Marine Section are summoned to attend occur and/or are exacerbated by inexperience and lack of training. As boating and other watersports have grown in popularity, the average knowledge levels of those putting out to sea for this first time is lower. It is important for all new mariners to understand they are entering an unfamiliar environment, and that an appropriate level of training will allow them to fully enjoy the pleasures and challenges of their sport. Suitable courses and qualifications for your sport are available via Royal Yachting Association (RYA) approved sailing centres.

## So Remember.....

- 1. LIFEJACKETS** - Take them & Wear them. Boats, especially those under 6m in length, can sink very quickly. Wearing a life jacket increases your survival time in the water.
- 2. SKIPPER RESPONSIBILITY** - The skipper is responsible for the safety of everyone on board and for the safe operation of the boat. Stay within the limits of your vessel and your experience.
- 3. COMMUNICATIONS** - Take 2 separate waterproof methods of communication so we can help you if you get into difficulties.
- 4. MARINE WEATHER** - The weather around Gibraltar can be unpredictable. Check the local marine weather forecast before departure, and be aware of sudden weather and sea state changes.
- 5. AVOID ALCOHOL** - Safe boating and alcohol **DON'T MIX**. Things can change quickly on the water. You need to stay Alert & Aware, so **"Respect the Water & Stay Safe"**

Download a Copy at **[www.police.gi](http://www.police.gi)**



# ARPO News - The Association of Retired Police Officers



The Association of Retired Police Officers (ARPO) is made up of 130 members. Over the years it has seen many changes through various committees. More recently, the constitution was written to reflect the work that ARPO does today in 2016.

The association is for retired officers of the RGP, although it also welcomes retired GDP officers and other essential services retired officers, and indeed some do form part of the membership. Membership is only £12 a year and can deductible from your pension by the Treasury in October. If you'd like to join please contact our Secretary Harry Parody or message the Association of Retired Police Officers Gibraltar Facebook Page.

We started our 2016 program of social events by hosting, for the first time, a Burns' night at the IPA club. The event proved to be very successful and well attended, so we've decided that it will become an annual event.

In April we held our Annual General Meeting (AGM) and welcomed two new committee members, Mr. Joe De La Rosa and Mr. Manolo Martinez. Guest speakers included Henry Bautista and Anna Jones who explained their new roles in the recently constituted Police Federation. Also in April, we organised a very well attended Paella night, with local band "B Sharp" entertaining members throughout the evening, and dancing late into the night!

The summer social event will be our annual BBQ at Gaucho's restaurant in July. There is a mobility scooter service available to our members, and this has been used by many in the past, with the only condition being that it is returned to ARPO once the member has no further use for it. We're grateful to the Royal Gibraltar Police Charity committee for paying for the servicing of the mobility scooter.

We're very much looking forward to frequenting the IPA club under new management, and will soon begin planning our next events for the autumn and winter seasons.

## Summer CRIME Awareness

Summer is here once again, and no doubt we'll be finding ourselves away from home for longer periods during the day or evening, whether at the beach/pool, dining out or overseas on short cross border trips or further a field on holiday. Crime Prevention is everyone's business, and should be uppermost in our minds. There is nothing truer than "prevention being better than the cure," so here's a selection of tips to consider this summer:-

### Thefts

**AVOID** taking valuables to the beach/pool, and **DON'T** leave belongings unattended at beach/pool. In public areas, **DON'T** hang bags, etc, over the back of chairs, etc.

### Pick-pockets

Always store valuables, wallets and purses in a front/secure pocket, as rear facing pockets and "over-shoulder" bags are attractive to pickpockets, especially in popular destinations overseas.

### Burglary

If away from home during day/evening, **DON'T** leave windows/doors open/unlocked, particularly if you live on a ground floor or surrounded by scaffolding. If travelling overseas, disconnect water/electricity, secure doors/windows and ask a trusted friend/relative to check regularly. **LIMIT** the amount of information you post about your whereabouts on social media, and check your privacy settings!

### Vehicles

**NEVER** leave valuables (money/bags, etc) on display within your vehicle, especially during cross-border trips. Consider location of where you're parking (lighting, etc) and secure properly. **DON'T** leave valuables in the under-seat/top box of your moped/motorcycle. **NEVER** leave pets inside your vehicle in hot weather, regardless of how long you plan to be away.

### Credit Cards

**ALWAYS** check the fittings around ATM machines to ensure no tampering has taken place, especially overseas. Check around you before/during withdrawing money from an ATM, and **ALWAYS** cover your hand whilst typing in your PIN number. Retain your receipts & check your account regularly for any suspicious transactions. Make a note of the 24hr emergency number for your bank/cards, and if your card is stolen or lost, report it to your bank & then the Police **IMMEDIATELY**.

### Bicycles

**AVOID** leaving your bicycles unattended at any time, and always secure with a D-lock & cable to a rack or appropriate fixed structure. Consider marking and keeping a photograph of your property to help with identification in the event of theft.



**Working Together to Make Our Community Safer**



# "Letters of Appreciation"

Some examples received from members of the community and further afield so far this year

I am writing to say thank you for the excellent service I received in the early hours of Sunday morning. Your officers were called to a domestic situation around 0230am on Sunday 24 May 2015 at xxxxxx. I had been called by the owner of the property as my son was present there. On arrival I was greeted by officer xxxxxxxxxxxx, who demonstrated empathy, understanding and great maturity for his age. He acted as a true professional at all times while attending to both myself and my son. The two young officers with him xxxxxxxxxxxx were also polite and acted in a professional manner and they certainly had a very good leader/teacher to learn from. I would like to say that I feel PC xxxxxxxxxxxx is a true asset to your professional team and I would be most grateful if you could thank him and the other 2 PCs for the support they gave to both myself and my son xxxxxx."

"I'm at an Opera event outside the xxxxx. A few drunks inside the bar started a fight and it really kicked off. Within a few minutes your guys were on the scene and they sorted it out quickly and effectively. Well done the RGP."

"It is with our most deepest and heartfelt gratitude that we say thank you for your support and contribution to our Charity. We hope to continue this valued relationship."

"I take this opportunity to formally thank your officers for their presentation yesterday. It was very clear and helpful. We very much appreciate you taking time to join us after hours."

"I am writing this letter by way of thank you for the rapid response that your officers made to my wife xxxxx going missing on xxxxxxxxx of May. xxxxxxxxx suffers from the disease Alzheimer's and was taken ill on this day, she is as well as can be expected after the ordeal and will in due time forget the trauma. It is thanks to the rapid response from your officers that no ill befell her. Once again I thank you and hope that you will pass on my thanks' to your officers that helped us out."

"Internship of the Police Student Dennis Kreutzer in July 2015. In the course of the training for higher ranks, you enabled the police student Dennis Kreutzer from North Rhine-Westphalia, Germany, to take part in a two week internship in Gibraltar. Dennis Kreutzer enjoyed the internship very much. He has gained a lot of experience that he will never forget. He was overwhelmed by the hospitality you offered. I would like to thank you and your colleagues from the Royal Gibraltar Police. This was the third time you enabled the internship and I'm sure that hosting foreign students means a lot of extra work for you and your staff. Nonetheless I hope that our student has been able to give some experience and information from Germany in return. Please give my thanks to all colleagues of yours that were involved in the internship. I would be delighted to continue our cooperation. If there is ever something I can do for you, don't hesitate to contact me."

"I am writing to you on behalf of myself and my wife to thank you for the professionalism, care and humanity of the officers of the Royal Gibraltar Police who dealt with us on xxxxx. Unfortunately, my wife and I were dealing with a close relative's mental health crisis when officers attended the scene in xxxxxxxxx. Their actions were exemplary, they showed care and understanding to our relative, calming her down, listening, empathising and explaining how events in their own lives allowed them to feel for her position. They presented her with just the right mixture of authority and humanity and persuaded her to seek help. Without their intervention we could never have got her to the ICC where the health care authorities could take over. They could have easily impatiently arrested her, detained her and moved on to the next issue, but instead they dedicated time and personal investment to her and our case. Specifically; they avoided treating us like numbers instead we were treated like human beings with feelings receiving the utmost respect from them. When my wife was at xxxxxxxxx other officers were called to help, and it was at this point that PC xxxxxxxxx who was previously known to my wife, was involved. He provided a human, friendly face at a very stressful time and my wife has asked me to single him out to you for praise. Throughout this difficult time your officers provided excellent and caring service to us. The Police are not always the most popular of authorities in any country but we must not forget that it is the Police who break through doors into flats where people have died, help families with a relative who is suffering a violent mental health episode, talk down people threatening to kill themselves and provide a frontline safety net, part doctor, part social worker and part counsellor. This family, at least, is grateful to have officers like PCs xxxxxxxx, xxxxxxxx and xxxxxxxx, working for the community in Gibraltar."

"My name is xxxxxxxxx I have recently volunteered to be an Appropriate Adult for child line. My first shift started at 18:00 and I was called by one of your offices a few minutes after that. They had a juvenile awaiting processing on the xxxxxxxxx I am writing this email as I was personally impressed with the manner of which this juvenile was treated. There was a lot of support and reassurance which helped this juvenile through this difficult time especially without a family member present. The three officers involved included xxxxxxxxx and one other that conducted the processing of finger prints and pictures. Being my first time as an AA it made my job much easier and I look forward to working with the police in the future."

"The time SLOs have devoted these past few weeks to our Scouts has not only enhanced their skills in cycling, but has more importantly provided them with an invaluable insight into the workings of the RGP. This in our view, serves to strengthen the links between the community and the RGP, and has hopefully encouraged our Scouts to be trustful of and grateful for the work you do. We are most grateful for all your efforts these past few weeks, and hope we can call on you again in the future to maintain this important community link. Many thanks!"

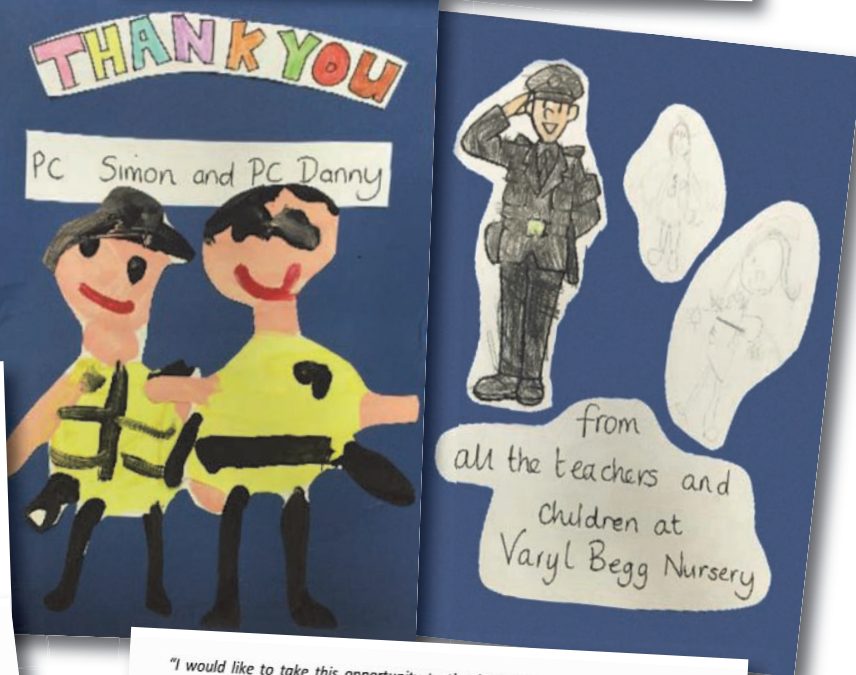
xxxxxxx has a broken clavicle and will take a few weeks to get back to normal. Many thanks for all your help."

On behalf of the Gibraltar Community Association, I would like to thank you and the RGP Charity Committee for your most generous donation of £1000.00. Your contribution will help us to continue offering financial assistance to sponsored patients and their families. We are very grateful for your continued support."

"I would like to take this opportunity to thank three of your officers on duty this morning, after a good friend of mine found herself in a difficult situation in a country she is not familiar with. They as a team took it in their stride with full professionalism and took good care of her. So a big thank you to a good quality team and well done"

"This is to express my gratitude to PC xxxxxxx and her team in solving theft cases extremely professionally. She is an invaluable asset to your organization. My sincere apologies for not writing this earlier."

"I would like to pass on behalf of my family and myself a very sincere thank you to PCs xxx for handling what was a very difficult situation for all of us, in a very humane and professional manner. A special thanks to PC who I know gave it his best to keep my dad alive until he got to St Bernard's, we really appreciate all he did. God bless you all."







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