



# NEWSBEAT

BPS Quarterly Updates | January - April 2022

## 7 AMBITIONS

**Commitment**

**Community & Culture**

**Well-being and Feeling Safe**

**Success**

**Empowerment**

**Equality and Fairness**

**Team and Family**

### Inside this issue:

Recent Accomplishments

RFC#81 - Meet The Recruits

What Is Grief?  
Supt.Howard Returns

Carrington's Coconut Bread Recipe

Sports Page

K9 Ciro Retires

## A Message From Commissioner Simons



On Monday 28th of March, I was sworn in as Commissioner of Police for our Bermuda Police Service. It was a very happy day with family & friends there to share it with me. My brother, who many say is a younger, though not as handsome, version of me, asked, "What are you most looking forward to?" I answered, "Our team's success." Few things give me more pleasure than being part of a team that is striving for success. I absolutely love it, and our community loves it when we are keenly engaged in our work, responsive to their needs and always aspiring to do better. Our positive attitude and sense of purpose makes this happen. This year, while we go about all the business of Making Bermuda Safer, I would like us to focus on three things; the 'Triple A'. No, not the American Automobile Association. Rather; Attitude, Attendance & Appearance.

### Attitude

Positive people radiate a different energy. You show a positive attitude through the words you use. Be more willing to say, 'yes' and try new things; see how you do. Show you care, give your time and ask co-workers how you can help them out when you have a free moment. Volunteer to take the lead on new cases/tasks. Be kind and genuine – skip the gossip and rumour spreading. You and your team will be better for it. Positive people show their positive attitude in their words, actions and feelings. Just by showing up with their energy they change the world and the people around them.

### Attendance

Absence makes the rest work harder. When you are not there your team has to dig deeper and ultimately we will not be as effective as we can be. I



encourage you to check in with your colleagues and ask each other R U OK? And supervisors to additionally ask how they can reduce some of the friction that makes work that much harder. I will be asking leaders to ensure they are supporting colleagues, doing welfare checks, back to work interviews and following the attendance management process. We need everyone at work and engaged.

### Appearance

Appearance is important.

Showing up, looking the part, is half the battle.

Many who have been in the job for a while will say that standards have fallen. Being a bit old school myself, I tend to agree. When the training school recruits hit the streets, the public responded by saying how professional they looked and also commented on how courteous they were (Attitude?). For uniforms, the irrefutable conclusion, after several research projects, is that a police uniform is one of the most immediate, important visual representations of the police officer, instantly signalling authority and inspiring people to respond appropriately. In this regard, we have decided to bring back the requirement to wear our hats when out on patrol. It is a key part of our uniform. There are many other areas to focus on and this is a good, simple place to start.

I hope you would agree that it's nice to see the return of our newsletter. I have fond memories of reading each edition. Please remember to thank and encourage the PMR team. The articles and features do not get written by themselves and while PMR lead the charge we can all play a role.

In closing, I attended a recent ceremony of the Family Centre's Youth Leadership Academy. There I met some of our colleagues who were involved in leading, Catarina Camara-Harris, Robin MacNab, Caleb Jn-Pierre, and Scott Devine. For all it was truly an inspiring evening. We listened to a group of at risk youth, from Dellwood Middle School, who at the beginning of the programme couldn't speak publicly, share their voice around topics such as education, wellbeing and violence. I was particularly impacted when a student said, "I'm scared to go outside and I fear losing a friend." Ouch. As a parent and a police officer it was hard to hear. No child should have to live with that kind of fear. It brought into sharp focus why I do what I do and for whom. Making Bermuda Safer; it's not just a slogan. It's our purpose, It's what we do. You should feel a sense of pride in the role you play that contributes, in some way, to a purpose that is soo much larger than serving self and is soo important to the women and men, boys and girls, that make up this community we call Bermuda.

Thank you.



## Recent Accomplishments

### PC Raychel Weeks has been named the Bermuda Police Service's Community Policing Division [CPD] Staff Person of the Year for 2021



Announcing the selection, Acting Superintendent Jerome Laws, the officer in charge of the CPD, said, "PC Weeks has been unwavering in the performance of her duties and is repeatedly hailed by her colleagues for her positive approach to her role and dedication to rise to many challenges.

"Her positive 'can do' attitude has been recognized as she consistently takes the extra step, ultimately exuding the ethos of 'First Door Right Door.' After reading of her accomplishments, we feel she is more than deserving of being selected as the CPD Staff Person of the Year 2021."

'First Door Right Door' is the concept implemented by Acting Deputy Commissioner Na'imah Astwood to ensure members of the public, as well as our colleagues, receive the assistance they

require and/or are put on the path to receiving that assistance at the very first point of contact with the organisation."

Acting Superintendent Laws admitted the final selection was no easy task, saying, "It was quite pleasing for the selection panel and me to review the great work and continued high level of professionalism from CPD staff, as with the rest of the service over the last year."

### PC Glasford successfully completes Advanced Driving Course

Congratulations to Constable Bianca Glasford, who successfully completed an Advanced Driving Course with the South Wales Police, UK between February 7<sup>th</sup> and March 4<sup>th</sup> 2022.

PC Glasford was the only international and only female trainee to successfully complete the course. When asked by Commissioner Simons what the most difficult part of the course was, PC Glasford stated that it was the lack of local road knowledge that she found to be the most difficult about the course. She is also very eager to put her newly acquired skills into practice as a new Advanced Driving Instructor.



Recent Accomplishments

**Detective Chief Inspector, Sherwin Joseph, who is in charge of the Specialists Investigations Department and Detective Chief Inspector Peter Stableford who heads up the Serious Crime Department, recently attended and completed a two-week Senior Investigation Officers (SIO) course, held in the British Virgin Islands and delivered by Agencia Ltd, UK.**



**In photo from left to right - DCI Peter Stableford, Mr. Tim Holt, Mr. Andy Bevan, Commissioner of Police, British Virgin Islands Mr. Mark Collins, DCI Sherwin Joseph, Mr. Gareth Bevan and Mr. Mark Heffer.**

The programme which was funded by the United Kingdom, Foreign, Commonwealth and Development Office, is part of a Bermuda Police Service initiative, aimed at continuous development of investigators.

The programme included aspects of the development of investigative strategies, crime scene preservation and “Golden Hour” principles.

The “Golden Hour” is the term used to describe the period immediately after an offence has been committed, when there is a high volume of investigative material readily available to police.

**As the Bermuda Police Service seeks to ensure continued best practice throughout its ranks, Superintendent, Jerome Laws, recently attended a Mutli-Agency Gold Incident Command, (MAGIC), workshop in Miami, Florida, USA.**

The training, conducted between March 28th – 31st 2022, was facilitated by the Foreign Commonwealth and Development Office for the British Overseas Territories of Anguilla, Bermuda, British Virgin Islands, Cayman Islands, Montserrat, and Turks and Caicos.

The MAGIC training aims were to develop delegates' confidence, understanding and ability to perform the role of Gold Commander by planning, implementing and reviewing a multi-agency strategy to ensure the timely resolution of a major incident or civil emergency.

The training provided a legislative and practical framework for strategic level command in emergencies and major incidents, where a multi-agency response is required.



### Recent Accomplishments

Fifteen police officers recently attended and completed a two week Senior Investigating Officers (SIO) course, held at the Police Training School, Prospect.

The program forms part of the Bermuda Police Service initiative to invest in the continued development of investigators, and is in line with the Advanced Investigators Accreditation Program geared toward increasing the investigative capacity of the Bermuda Police Service.



**In photo from left to right: A/DS Jerry Waterman, DI Dorian Astwood, DS Lennox Ince, A/DI Nidol Barker, DC Shannon Trott, DC Odessa Philip, DS Leanda Johnston, Insp. Shakisha Minors, DS Clifford Roberts, DC Joanne Raposo, DS Windol Thorpe, PS Tiffany Caisey, DC Anneka Donawa, DC Jeffery Blair, DC Mark Raposo, Mr. Andrew Gowen, OPTO Training UK and Mr. Andrew Harrison, OPTO Training UK.**

---

RFC80 successfully completes the final phase of their Continuation Course.



**PC 2547 N. Akle, PC 2548 S. Burrows, PC 2549 S. Franks, PC 2551 Z. Lee, PC 2552 J. Outerbridge, PC 2553 B. Pedro, PC 2554 I. Scott, PC 2555 S. Simmons, PC 2556 T. Simons, PC 2557 A. Steede, PC 2558 R. Weeks PC 2559 J. Jackman**

## Meet Recruit Foundation Course #81



On February 14, 2022, twenty-one new recruits joined the ranks of the Bermuda Police Service. The new contingent is made up of 8 women and 13 men. Two of the recruits were Royal Bermuda Regiment soldiers, one a former British Army officer and 6 were already serving Police Cadets.

The course is set to run until July 2022. The recruits have already completed first-aid training and certified to carry police equipment such as the ASP (baton), handcuffs and Captor. Their physical endurance will be tested with exercises such as the Foster's run the Barkers Hill and Flatts Run.

Since starting their policing careers, they've already made several arrests for outstanding warrants and impaired driving. During the Easter Holiday weekend, they attended a serious injury collision, participated in community engagement and carried out Operation Vega exercises.

The new troops have also made tremendous improvements in drill and we have no doubt that they will do us proud during the Queen's Birthday Parade in June. During the remainder of the course, RFC 81 will be introduced to more law and procedure, which will give them the necessary tools they need to become efficient police officers.



**2560 Zahjahrie Augustus**



**2561 Kayjuna Lema**



**2562 Jessica Tannock**



**2563 Trevor Williams**



**2564 Andre Burgess**



**2565 Taye Lambe**



**2566 Shane Granville**



**2567 Kristen DeSilva-Lawrence**



**2568 Edwin Dill**



**2569 Dequan Lema**



**2570 Vincent Dunigan Jr.**



**2571 Ethan Howarth**



**2572 Tyler Nelmes**



**2573 Moya Ogilvie-Milwood**



**2574 Conor Perkin**



**2575 Keshunae Robinson**



**2576 Bruce Sandham**



**2577 Jameiko Smith**



**2578 Peter-Paul Taylor**



**2579 Jennifer Suter**



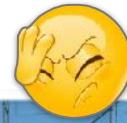
**2580 Jennifer Ysseldyke**

Welcome to the Bermuda Police Service Family...

You are our Future!

## Meet Recruit Foundation Course #81

### First Week of Drill!



### Uniform Infractions!



### PT - Foster's Run!



### On The Beat!





## What is grief?

When we hear about grief some of us tend to associate this only to the physical loss of a loved one or a meaningful person in our lives, either being a loved one, a co-worker, a friend, a neighbour, etc. However, grief is much broader than that and has many extensions.

Grief is defined as an emotional state of intensive sorrow experienced as result of a personal loss. It is a normal and natural process after a loss, but can be very painful to work through.

The loss can be:

- loss of a person
- loss of a job
- loss of social connection
- loss of relationship(s) (divorce, breakup, or in friendship)
- loss of a pet
- loss of rituals and routines
- loss of a previous self (through injury or illness)
- loss of place or an object
- loss of identity
- loss of safety after a trauma
- loss of a cherished dream or goal
- a loved one's serious illness
- retirement
- loss of financial stability
- loss of health

There is also future or anticipatory grief, which is grieving for a loss that is yet to happen. An example of this is grieving the loss of a family member who has Alzheimer or Dementia. As the disease gradually takes away the person you know and love. Another example is the grieving of a loved one's terminal disease or grieving our own terminal illness.

Many of us have experienced some type of grief and especially through these last two years of this COVID-19 pandemic. According to the Pan American Health Organization (PAHO); COVID has created a variety of changes and losses in people's lives, ranging from the loss of employment or housing, to the loss of loved ones, and some people may be experiencing different types of loss concurrently. COVID-19 has also impacted the way that people who experience the loss of a loved one are able to grieve and be comforted; traditional burial customs, which often bring together extended family and friends, have been prohibited or discouraged to prevent the spread of the coronavirus. Thus, we all have been impacted by grief at some type of level.

What can grief do?

Grief can affect our emotions, thoughts, behaviour, and even how we feel physically. The way each person experiences grief might be very different as well depending on the person's life experiences, coping skills and support system.

## The Bermuda Police Service

Grief and loss affect the brain and body in many different ways. They can cause changes in memory, behavior, sleep, and body function, affecting the immune system as well as the heart. It can also lead to cognitive effects, such as brain fog (American Foundation, 2021)

Grief can affect your body by experiencing headaches, dry mouth, shortness of breath, chest pain, nausea, stomach pain, less appetite, and fatigue (Hairston, 2019)

How to cope with grief and work on healing:

- Take things one day at a time
- Prioritize self-care
- Exercise and eat healthy
- Check in with your general practitioner if you are having difficulty sleeping and any other physical symptoms out of the norm for you.
- Talk to someone for support
- Be kind and compassionate with yourself

People suffering grief or loss should reach out to people they trust for support and seek the help of a mental health professional when they need additional support.



**Isis Wellman, OHU**



### Superintendent Howard Returns

After two and a half years, Superintendent James Howard has officially completed his secondment with the Ministry of National Security and has returned back home to the Bermuda Police Service.

He is currently heading the Tactical Division.

**Welcome Home Superintendent Howard!**

## Carrington's Coconut Bread

We all know Emmerson Carrington is a world class umpire, but did you know he also has world class culinary skills?

He recently shared his home made coconut bread with us and it was so good, we thought we'd ask him for the recipe to share with you.

Here goes.

### Ingredients:

- 6 cups self-rising flour
- 2 cups grated coconut
- 1 cup brown sugar
- 2 ½ tbsp. baking powder
- 1 tsp salt
- ½ cup evaporated milk
- 1 cup coconut water or plain water
- ½ cup melted butter
- ½ cup coconut oil/Crisco
- 1 tsp ground cinnamon
- 1 tsp spice
- 1 tsp ground nutmeg
- 1 tsp vanilla essence
- 1 tsp almond essence
- ½ cup raisins
- ½ cup cherries

### Method:

Add salt, baking powder and spices to flour, mix thoroughly and set aside.

Add sugar, coconut and all other wet ingredients together and mix.

Add raisins and cherries then stir in flour until mixture is dry but sticky.

Turn mixture on to flat surface and knead, adding more flour as needed, until dough is firm and a bit dry. Stretch dough out and cut into three (3) even pieces.

Preheat oven to 350 degrees F and prepare three loaf pans. Place dough into pans and shape.

Score each loaf, adding cherries for decoration.

Bake for 55 minutes then remove and baste tops with solution of sugar and water.

Return to oven and bake for a further 15 -20 minutes. Remove and allow to cool, before enjoying.



## Sports Page



The Five-O's have had a pretty good start to the softball season so far. Unfortunately, they lost their first match against MikenTrucking 17-7.

But they kind of redeemed themselves in game 2 at Bernard Park against the Kilowatts on April 14th. The team scored a 14-4 victory. However, they had to forfeit the match due to the fact that they had an ineligible player.

The team played their third game on April 21st and managed to successfully secure a real victory beating the Odd Balls 13-12.

MVP's of the match: A/Insp. Andrew 'Thunder Cat' Smalling, who managed to get a home run on his first hit. And PC Kion 'Superman' Wade who displayed Superhuman powers with a homer in the 6th inning allowing the team to score 3 home runs giving the Five-O's the one point winning lead.



Game four was played on April 25th, against Hardknockz, who took a real hard knock, when the Five-O's secured a 5 run victory with a final score of 20-15.

MVP of the match was Chief Insp. 'King' Arthur Glasford who hit two home runs. 'King' Arthur drove in 4 runs with his first home run and 3 runs with his second.

Remaining games are scheduled to take place:

May 4 @ 8pm	May 9 @ 9pm
May 17 @ 9pm	May 19 @ 9pm
May 24 @ 6pm	May 31 @ 9pm
June 6 @ 7:30pm	June 15 @ 7:30pm

**COME OUT AND SHOW YOUR SUPPORT!**



Congratulations to PC Aaron Dyer, who won a bronze medal for the Brown Belt, Heavy Weight, Masters 3 Division in the International Brazilian Jiu-Jitsu Federation [IBJJF] Pan American Championship in Orlando.

Also a special shout out to his coach PC Chris Regan, who saw four of his athletes take the podium, with three gold medals and one bronze medal.

Job well done fellas!

Please see Bernews link for details. <https://bernews.com/2022/04/bermuda-athletes-win-ibjjf-medals-orlando/>

To access link on the police network you may have to use Foxit reader.



## K9 Ciro Retires

After working with K9 Ciro for eight years his time has finally come to retire into a loving home, just as he deserves. I remember our first four weeks together vividly; as if it just passed yesterday.

Living in a small hotel room with a grown dog I had never met before seemed crazy but before I knew it, I looked forward to opening my eyes every morning and looking over at him.

It's an interesting concept, but when you are a first time handler with a K9 who has already learned a variety of skills the relationship feels anything but equal. With time and patience, from both myself and K9 Ciro, we became the best partners ever. There is no partnership that compares to that of a K9 and their handler.

Watching him searching for narcotics, firearms and ammunition in Bermuda always brought me so much pride. The admiration I felt towards this four legged partner of mine is unmatched. K9 Ciro has done so much in his part of tackling drugs, crime, firearms and missing persons.

I remember our last job together. I will not get into the specifics, for legal reasons, but it was a daunting task ahead of us. I was brought out of these thoughts quickly as I felt the leash pulling me towards the task ahead of us. K9 Ciro was very happily walking towards the task ahead of us. No apprehension could be seen in him as he happily walked, nose in the air, ready to work.

The speed and grace he worked with whilst searching was that of a highly experienced K9. Then with complete confidence he alerted me to an odour which he is trained to detect. I immediately rewarded him, trusting that ever present confidence he always carried.

Of course, it was confirmed that K9 Ciro was right... like always. There are too many stories to recount them all but in each of them I always left with an additional piece of knowledge that I didn't possess before. Dog may be man's best friend but K9 Ciro was definitely the best partner and friend that I could have ever had.

As he enters his retirement I will always remember the wet nose kisses from the back of the police car. I'm sure there are many officers that also remember those greetings. I will always remember the patience he taught me. The humility that K9 training imposed on me was always enlightening. A humility I now carry with me going forward. I will never forget the loyalty of his eyes following me when I stepped out of the car.

The pureness, loyalty, honour and love for their job which a K9 brings with them into the Police Service proves to be a standard I wish we could all strive for.



**Happy Retirement K9 Ciro (Ciro the hero)**

Submitted by PC Rhiannon Furbert