Celebrating Our Incredible Work

Two officers who tackled a man intent on harming them, a PC who has battled back from cancer with incredible positivity and an officer who has built bridges with prisoners and their families were among those to have been honoured at the BAWP 2017 Awards ceremony.

The event in Lincolnshire in June showcased the best of women in policing, with awards handed out to 14 deserving winners.

PCs Julie Bennett and Leah Greacenacre, of Cheshire Police, won the Bravery Award for apprehending a man who knocked one of them over with his car and tried to attack them with a knife.

PC Debbie Hall, of Cumbria Police, was given the Inspiration Award for her positivity and charity fundraising despite facing three separate battles with cancer.

And PC Tracey Gunn, of Police Scotland, was named Officer of the Year after producing a booklet called ‘My Daddy and the Police’ in a bid to restore trust between the service and prison families in Edinburgh.

BAWP President Dee Collins said the awards showcased the best of women in policing.

She told Grapevine: "What we celebrated is an amazing range of work – from incredibly brave acts, women in policing.

‘We have celebrated an amazing range of work from across the policing family’

And of course those awards have also been right across the country. We’ve had one winner from Scotland, two others from Devon and Cornwall.

“It’s amazing that forces have really encouraged people to submit their nominations this year. We had over 270, and what that really says to me is that there’s an awful lot of amazing work going on out there.”

Other winners were PC Nicola Flannigan, of Staffordshire Police; Lynne Butler, of North Yorkshire Police; Royal Navy Police Lt Elizabeth Grant; Devon and Cornwall’s Susan Copland-Scott and Supt Nikki Leaper; Essex’s Cristina Gavrilovic; and police chaplain Viv Baldwin.

See more on p4-5.
Tributes have been paid to DC Elaine McIver, who was killed in the Manchester bomb attack in May. Elaine, who worked for Cheshire Police, was described as “unique and irreplaceable” by her family. They said: “Elaine was one of a kind and had an impact on so many lives.”

Hello everyone and welcome to the latest edition of Grapevine. As we are now well into the summer, we can already reflect on an extremely successful 2017 to date.

In June we celebrated our association’s 30th Anniversary with a special event at the Forest Pines Hotel in North Lincolnshire.

This was a fantastic social evening which provided a great platform for a number of us to come together and catch up with friends and colleagues from across the country.

It also served as a great warm up to the main event, our 11th Annual BAWP Awards the following day. As always, this was an incredibly uplifting event which celebrated the hard work and achievements of women in policing nationally.

The fact that we received 273 nominations for officers of all ranks, police staff and volunteers from 36 forces and six national agencies is a real testament to the span of influence we are achieving across the service. A big well done to all of the finalists and award winners.

Testing times
Sadly, in recent months we have seen attacks having taken place in both London and Manchester.

These events have not only tragically taken the lives of two of our colleagues, Keith Palmer and Elaine McIver, but have also stretched our colleagues, Keith Palmer and Elaine McIver, but have also stretched our resources to the limit as a service.

Such events have brought into sharp focus the ever increasing need to better understand all of our communities and to build their trust through effective engagement and neighbourhood policing.

Without the effective flow of intelligence from communities we will never defeat extremism and hatred.

However, we will only achieve this through an inclusive and more representative workforce that can adapt to the changing needs of society.

This is why the role of support networks like the BAWP are so important.

We need to continue to work hard to make our profession more attractive to women in general, and especially those from under-represented groups.

So I would urge all of you to continue to think differently about what can be done to drive the required cultural change within your own organisations.

Looking Ahead
As the autumn rapidly approaches we can look forward to the Senior Women in Policing Conference being held in Sussex, where I and other colleagues will have the opportunity to discuss and better understand how we can create a tangible legacy for future generations of women within our service.

This edition of Grapevine provides extensive coverage of the National BAWP awards I touched upon earlier. I hope you enjoy reading and take care.

Dee Collins QPM
BAWP President

Busy Times For BAWP
Dear all, it’s been a very busy couple of months with the tremendous BAWP Awards.

Tissues were required during a very moving event, which reminds me of the individual contribution women make and continue to make to policing.

In addition, I was fortunate to be a part of the 30 year celebration of BAWP.

I am most proud to recognise those individuals who put their heads above the parapet in a very different and highly challenging policing environment for women.

Many of these individuals were Police Constables, which makes their achievement and influence even more inspiring.

Women continue to be a monitory in a variety of roles and specialisms and the work of local networks and the BAWP is vital to ensure that these issues remain very much on the agenda.

Bye for now, Nicky.

Nicola Carter
BAWP Co-ordinator
The most senior police officer in the UK has said she still strives to improve in her career. And that she still has ambitions to be a dog handler.

Metropolitan Police Commissioner Cressida Dick spoke to BAWP’s Mandy Chapman via video link to the conference.

She said: “From the day I started policing I’ve worked with people in all kinds of roles who I’ve looked at and thought ‘if I could take a bit of that, if I could be a bit more like them, I would be better’.

“I still do that, all the time, and I’m still trying to improve at spotting people who are much better at things than I am.

“One quality that I have found incredibly important in people is the ability that some people have to encourage others. I’ve been so supported and so encouraged by some people.”

She added: “My generation stands on the shoulders of the giants that went before. Pioneers in particular, people that broke through, people that wouldn’t take no for an answer, people who fought when things were unjust and unfair. Those are the people that inspire me most.”

Asked if she would have done anything in her career differently, Cressida said: “What’s the point in regretting anything? Within policing I know that I could have followed 50 different career paths and still have been very happy.

“One day I’ll grow up and stop thinking, ‘I wonder if I could be a dog handler?’ I wonder if I would be a custody officer again. I wonder if I could be a scenes of crime officer. ‘What about mounted?’, I sometimes catch myself thinking.

“Actually no, I’m 56 years old and I’ve got quite a big job that I’m going to do over the next five years.”

Cressida’s first senior appointment was to name Helen Ball as Met Assistant Commissioner with responsibility for Professionalism.
Inspiration award winner PC Debbie Hall has inspired colleagues in Cumbria with her positive attitude despite being diagnosed with breast cancer days before she started her job in January 2003. Debbie resumed her career at the end of that year, having gone through chemotherapy and reconstruction surgery while at the same time caring for her mother, who also had cancer. Debbie then undertook many fundraising events for the hospice that cared for her mother. In 2015 though, Debbie was diagnosed with secondary cancers and given up to six months to live. She has taken part in a medical trial and is determined to overcome adversity.
2017 Award Winners

Awards 2017

Bravery
Winners: PC Julie Bennett and PC Leah Greenacre

Coaching and Mentoring
Winner: PC Nicola Flannagan

Community Service
Winner: PCSO Lynne Butler

Excellence in Performance
Highly Commended: DC Joanne Winterson

Inspiration
Winner: PC Debbie Hall
Highly Commended: Tracey Parker

Leadership
Winner: Lieutenant Elizabeth Grant

Lifetime Achievement
Winner: Special Constable Susan Copland-Scott

Officer of the Year
Winner: PC Tracey Gunn

Police Staff Member of the Year
Winner: Cristina Gavrilovic

Special Recognition
Winner: Supt Nikki Leaper

Police Volunteer
Winner: Police Chaplain Viv Baldwin
Highly Commended: Charlene Stableford

2017 Award Winners

Bravery winners PC Julie Bennett and PC Leah Greenacre, of Cheshire Police, were attacked by a man who was wanted for domestic assault. Answering a call, the officers saw the man who was under the influence of drugs.

When he saw them he ran off, and after chasing him Leah – who was still on probation – was hit on the nose. The man ran to his car and as Julie tried to get the keys, he lashed out several times and reversed the car towards her, knocking her off her feet and dragging her across the floor.

As he was reaching for a stanley knife, Julie managed to get a handcuff on one of his hands and tried to grab her baton. After a further struggle, the officers managed to detain him.

Both officers received injuries that required hospital treatment.
“Don’t speak to her, it’s her fault your dad’s in prison”. These words spoken by the child of an inmate at HMP Edinburgh persuaded PC Tracey Gunn to build bridges between the prison population and the police.

Tracey worked for five months to gain prisoners’ trust – and their children even helped her to produce a booklet for prisoners’ families, called My Daddy and the Police.

Now she has been named as Officer of the Year by the British Association for Women in Policing, which described her as a “trendsetter”.

Tracey said: “It’s an absolute honour to be given this and for my work to be recognised. I didn’t do it on my own. It was collaborative, working with prisoners in Edinburgh prison, so it’s really their award as well.

I thought we needed to break down barriers within the police, and prisoners’ children especially. They’re our future and they need to know that if they’re in trouble, that the police are the people they can turn to for help.”

Tracey was the driving force behind the creation of the Police Liaison Officer position at HMP Edinburgh, and her innovative practices have been adopted at other prisons.

Discussing with the inmates their experiences of the police, Tracey received the expected negative response, but as she persisted they all agreed they would want their children to contact police if they were in trouble.

To try and get this message across, the prisoners agreed to help Tracey create ‘My Daddy and the Police’.

Over a five month period, Tracey met the prisoners once a week – gradually establishing trust until she was invited to eat evening meals with them and then meet and play with their children during their visits.

Her interaction with the families was well received and the children drew pictures that were used in the booklet.

During the past year she has led the police involvement in eight sessions at HMP Edinburgh, with 140 children participating. At the last meeting a prisoner’s seven-year-old boy told her that he was no longer scared of the police.

Tracey has now introduced “Meet the Police” at Barlinnie, Kilmarnock, Polmont, Shotts and Addiewell Prisons.

Tracey was instrumental in securing funding from a number of sources for 2,000 copies of ‘My Daddy and the Police’ to be printed and has ensured the booklet has been distributed to every prison in Scotland. It is also available in public libraries in Edinburgh.

As well as her BAWP award, Tracey received the ‘Police Officer of the Year’ Award at the recent Police Scotland Force Excellence Awards.
The BAWP has always prided itself on not being rank conscious, writes founder member Carolyn Williamson (pictured right).

In the early days, not only did all work for the Association have to be carried out voluntarily, and in our own time, it was also predominantly funded out of our own pockets. Our initial grant from the Home Office in 2000 was the start of an amazing rate of development for BAWP.

The Start
In 1985, an article about the International Association for Women Police (IAWP) appeared in Police Review magazine. Inspired by what she had read, Derbyshire PC Tina Martin decided to find out more. She attended the IAWP’s Training Conference in the USA in 1986 and came back enthused to do something similar in the UK.

Tina placed a letter in Police Review inviting policewomen from around the UK to attend a meeting in Chesterfield on 1 March 1987: 15 women from eight forces attended.

Membership growth and recognition for the BAWP was slow. But in the 1990s the promotion of equal opportunities thrust the concept of the BAWP into the foreground.

President Elected
In 1997, BAWP elected City of London Police Commander Judy Davison as the first President. The benefit of having an ACPO-ranking woman openly supporting the BAWP once again raised our public profile, and this has been increased by her successors Julie Spence, Cressida Dick, and Dee Collins.

BAWP Growth
In 2000, a Government grant enabled BAWP to establish a proper administrative structure and expand both its membership base and the services it could offer to those members. This funding continued until 2011, but while it lasted it enabled BAWP to develop far beyond the wildest dreams of its founders.

Gender Agenda
In 2001 BAWP was involved in the launch of a document and philosophy called “Gender Agenda”. The document was re-launched in 2005/6 and further updated in 2015 with the Gender Agenda 3.

Where We Are Now
BAWP plays a full part in providing a platform for the views of women in policing to be put forward at the highest levels. We are unique in that we encompass national and local forces, military police, and organisations with law enforcement responsibilities.

We celebrated our 20th anniversary at the House of Lords, our 25th at the Scottish Parliament and our 30th in Lincolnshire. And we hope to celebrate our 40th in 2027.
Proud, But I’m Not Tennison

Jackie Malton is the inspiration for the character DCI Jane Tennison in the television programme Prime Suspect. She spoke to Award Winners about her career in policing and tells Grapevine why the service still needs to change.

Q: Obviously policing has changed a lot since you started in the job. Why did you want to come here today to speak to our Award Winners?

A: I’m in awe of what the police officers have to face today. Once you’re a police officer and you leave, it is in your heart and it is in your soul. And so I’m an avid fan and supporter of the police. I was asked to put my career in context and explain what policing was like and its journey and where it is now.

There’s a massive, huge, huge difference. But it is much more complex, sophisticated, fast evolving, there is more leadership, more drive. It is completely different from the police force that I joined.

Q: Do you think there is equality in the service now?

A: In terms of equality where people are turning up for work and there’s a 50% split on the shifts. And the difference is about where women have come in society.

I was speaking to some fantastic officers who said women turn up and say, ‘Yes, I do have that can-do mentality, and I will fight’. They have an expectation that they are equal. It is innate, within them, that they are absolutely equal.

And so they have those expectations that they won’t be treated any different, and that’s the difference.

Whereas in my time you were kind of grateful for every little inch you got.

But now there is, quite rightly, an innate feeling of “go get ‘em, I’m as good as the next person”. Although you do still hear stories, again, I’ve heard stories here, where some women don’t feel like that.

Q: How can policing improve again in terms of equality?

A: I am a fan of direct entrants. I am a fan of Policing Now. I’m a fan of direct entrants to detective. And it is about getting the best out of people, and you don’t have to do that kind of hierarchal, policing, plodding way that has been done since 1829.

From 1829, policing policed in a certain way. Promotion and all of that is not particularly hugely different.

So you have to think outside the box. You have to work with partnerships, other organisations, and bringing together the best team.

I was speaking to a lady earlier on about leadership. Not just for senior leaders but for any rank. Because everybody has leadership.

We’re all capable of being a leader in different ways, and it doesn’t have to be at the top ranks. You are a leader in your specialism or within the knowledge you have.

It’s all what we bring to the table, I think.

Q: You are associated with Prime Suspect, the person so inspired DCI Jane Tennison. Do you see that as an advantage and something you’re really happy about?

A: I am proud of it. And it took me many, many years to become proud of it. Until I had that internalisation process myself.

I felt shame in that I’d betrayed the organisation.

You could never underestimate, in those days, the power of an institution. And, you know, yes it is a platform, and I’m not Tennison either.

But I contributed to a programme that changed policing, and that’s my contribution for which I’m very grateful.

“I contributed to a programme that changed policing”

Proud, But I’m Not Tennison

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