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Front cover: UK delegates at the IAWP Conference Parade.
Photograph reproduced courtesy of West Yorkshire Police Imaging Department

SPRING PROFESSIONAL DEVELOPMENT DAY

March 27th-28th 2006
Forest of Arden Marriott Hotel & Country Club, Warwickshire

A chance to network, make new contacts and develop both personally and professionally.
This season’s workshops are on superworking and managing politics.
The winners of the BAWP awards - see page two - will be presented at the dinner.
Look out for more details on www.bawp.org

GOT A STORY?
To submit a story for the next issue of Grapevine please email:
comms@bawp.org
The editorial team reserve the right to edit submissions.
Copy deadline for the April 2006 issue is 20th March.

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Congratulations to everyone involved in down on the IAWP Conference in Leeds. Some great articles, including a full low get some time off.

This year I am really looking forward to it home.

We have had a lot of comment about how honeymoon.

organising such a magnificent event and I

family ofSharon Beshenivisky and I wish you want to share, so please, write in.

views on articles you have read or news good the new layout is looking and I

Last year I seem to recall having mixed feelings about the joy of Christmas, balancing spending time with f amily and I

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could excuse you.

Firstly, however, I would like to say that the

material and views. However, perhaps it is the

shortness of the article on affirmative action

that opens it to a little criticism.

John Wilson.

45th of all: I like the look of the new ‘Grapevine’, very punchy and full of useful material and views. However, perhaps it is the

shortness of the article on affirmative action that opens it to a little criticism.

Firstly, however, I would like to say that the points made a valid and worthy of discussion. But there are other sides to the question that could or should have been included. Whilst accepting that everyone who is successful under affirmative action meets the required standard this does not mean that the best folk for a job are selected. Indeed they may be ‘selected out’ if they are not of the right minority group. Further, the article stated that Home Office research indicated that if standards were raised, proportionately more women and ethnic minority people would be in the pool and not less. Thus, with increasing giving on now than previously

the article said perhaps a way forward is to raise the standards. This might be expected at such a time and would also have the benefit of proportionally increasing the number of women and ethnic minority staff recruited.

The statistics in the article did cause some confusion again because the article is necessarily short perhaps. But I had thought that at least 25% of British youth now went to university and so if 12% are from the minority ethnic communities how can this be, “... many more than from the white folk community” My initial view is that the police should increase it’s positive action approach, not difficult from its current poor position, rather than not recruit the best candidates that it can.

John Wilson.
The exhibition runs until...
On Monday the conference began in earnest with 21 different sessions held throughout the day. The exhibition was opened with a civic reception at 4 pm that day and delegates were treated to a real English afternoon tea. After regional meetings and a social event hosted by next year’s conference team from Saskatoon, Canada, followed Tuesday’s training sessions. After a full day training on Wednesday and morning on Thursday a ‘pink’ banquet marked the end of the event on Thursday night. The marriage of Chief Inspector Jane Kitchen, one of the organisers, and Simon Townsley was also blessed in front of the delegates. Over the next seven pages read about some of the lectures, hear first hand about the events and get a taste of the conference through the pictures taken by West Yorkshire Police’s Imaging Department – to which we are extremely grateful.

For those of you who wished you had gone – there is always next year and while Leeds is undoubtedly a fantastic city for those of you born and bred in the UK – Canada is definitely a more exciting conference destination.

The conference attracted 386 full delegates, 93 day delegates and 30 companions who had a programme designed especially for them. The attendees came from 29 different countries – with the majority coming from England who sent 220 people from all 43 forces, some police authorities, federation branches and associated organisations such as PITO and IPFC), the USA who had 106 attendees and Canada who sent 47 delegates.

A world representation

The world was represented at the conference with women attending from the following countries: Albania, Antiqua and Barbuda, Argentina, Austria, Australia, Cambodia, Canada, Cayman Islands, China, Cyprus, Germany, Ghana, Gibraltar, India, Ireland, Japan, Jordan, Kosovo, Macedonia, Netherlands, Nigeria, Poland, Scotland, Spain, Sweden, Trinidad and Tobago, Uganda, USA and Wales. Interpreters – who were occasionally mistaken for noisy delegates and told to be quiet - were on hand to translate for delegates whose first language isn’t English.

Presentations

Over the four days of formal conference presentations, 121 people took the stand and spoke at 73 different presentations. At any one time, delegates had up to 30 presentations to choose from on the day’s theme. Monday’s presentations focused on ‘Practical Policing in a Global Environment’; Tuesday’s looked at ‘Professional Policing in a Global Environment’, presentations focused on ‘Practical Policing in a Global Environment’; Wednesday’s dealt with ‘Confidence in the Diversity of Policing’ and the final day’s presentations focused on ‘Technological and Scientific Developments in Policing’.

On May 17th, the final day of the conference, the ‘EU and Policing’ panel session was chaired by David Cribb, a representative from the French Ministry of Justice. The panel consisted of police officers and crime prevention practitioners from across the EU. The panel was chaired by David Cribb, a representative from the French Ministry of Justice. The panel consisted of police officers and crime prevention practitioners from across the EU. The panel was chaired by David Cribb, a representative from the French Ministry of Justice. The panel consisted of police officers and crime prevention practitioners from across the EU.

The final day of the conference was dedicated to the launch of the World Policing of Terrorism Report. The conference was opened by Simon O’Brien, Commissioner for West Yorkshire Police, who said: “Never before have I had 400 people in one room, all with the same passion and the same sense to take advantage of their presence in Leeds,” said Jane. She added: “Simon is a Yorkshireman and has even joked that he is the only people I have to work with who cannot pay for their own meal.”

The next day saw the closing ceremony in a conference car and then walked out to a full guard of honour. The wedding was blessed at the final banquet by serving West Yorkshire Police officer inspecor Andy Earl. Jane added: “The whole occasion was to remember, everyone made a day to remember.”
A PARADE IN PICTURES

STALKING THE STALKER

IN A country where women are sold as brides in exchange for cows and domestic violence is not classed as a crime it takes a strong character to lobby for change. Uganda Police Superintendent Helen Alyek has made it her business and has helped over fifty women in the last year alone escape domestic violence by giving them somewhere safe to stay. The shelter, which Helen and colleagues have at times built with their own hands, provides refuge for 20 women and children at a time. It has been partly funded by donations from both BAWP and swp members. Helen told delegates at the conference that the learning through her awareness campaign that what they were suffering was not right and going to the police for help. But the officers had no where for them to stay and many returned back to the violence. Helen is trying to raise money to extend the shelter and improve the sanitary facilities. Contact her on ruralpolice@infocm.org.uk

Helen Alyek's team, was 'infatuated' with the young man, who was eventually caught by Officer Hamish Brown, explained to a jam-packed room, is simply “another way of being nasty to someone”.

The shelter, which Helen and colleagues have at times built with their own hands, provides refuge for 20 women and children at a time. It has been partly funded by donations from both BAWP and SWP members. Helen told delegates at the conference that the whole life, and that of her family, was taken严重. “The police attitude is getting much more serious. “The police attitude is getting much more serious.” Hamish urged of ficers to “look at the totality of the [stalker’s] actions.” Individual actions may not be criminal – but put them all together and often you have a case. He said how many victims – both men and women – don’t want to go to court they “just want it to stop”. He advocated “appropriate words” as a starting point to “nip it in the bud” and urged officers to use the harassment laws “sensibly and carefully” but to remember “court orders are bits of paper, not bullet proof jackets”, he said.

Helen has passed on her thanks to IAWP members for the recent donation of computers. “Of course you could have a computer you gave me, it is going to help us, in keeping records of victims at the shelter and another one for field work, we are so grateful.”
Honour killings

“Honour killings are not specific to any community, and killing isn’t the only crime committed, just the most violent.” Dr Aasha Gill from Kent University ( pictured above) told delegates. She explained that in most cases the victims are women and families and sometimes associated with police or enforcement agencies “due to the private context, as an excuse for intervention”. But what about the women who speak up? They can expect to be isolated said Dr Gill. She urged forces to raise awareness of the problem rather than lobby for laws which may have an adverse affect, and to engage communities and encourage their rejection of such crimes.

Thanks to sponsors

A BIG thank you from the organisation committee should go to the following organisations who sponsored the conference: British Transport Police, Conference Links, Barclays Bank, PS5 and REACT Tactical Solutions.

A note from Carolyn Williamson, Conference Director

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THREE FOR ONE

PROFESSOR Jennifer Brown ( pictured) from Surrey University managed a triple award winner. Jennifer spoke about police decision making and rape allegations in drug assisted rape on the Wednesday afternoon. She was then invited to stay for the rest of the conference and was part of the final panel discussion the following morning. Jennifer explained she didn’t know the conference had secretely nominated her for the IAWP President’s Recognition Award for Outstanding Service to Women in Policing during her 28 years service, raising a £730. It was difficult to work out a total amount because we had American dollars, Canadian dollars, Euros, and many other different coins.

Three members of the conference including the final banquet the following night. The conference was interesting and so unique to attend a wedding ceremony as well.

Saraha Ackroyd (speaker): “We really enjoyed doing our workshop – it was great to then be around all day and get so much positive feedback – one woman summed it up, it was introduced to her later in the day not knowing she had been at the workshop. I asked her if she thought she would go for promoting and she said if you had asked me that before Iam today the answer would have been a definite no, but by 10.30am today your workshop had really made me think about the women can hold themselves back so the answer now would be yes, very possible.”

Julia Causer, Staffordshire: “The IAWP Conference was excellent and I appreciated every minute of the week that I spent in Leeds. You and (Jane) did a fantastic job getting everything organised.

Cande Ackley, IAWP Chaplain: “I just wanted to let you know how much we enjoyed our trip to your hometown and the wonderful hospitality we received. The conference was wonderful, and the historical locations were impressive. I thought Boston was old until I got to England. We had a wonderful time and made memories that will last a lifetime! My mom and sister were very impressed with the professionalism demonstrated and enjoyed the company program very much.”

Hellen Ayiek, Uganda: “It is blessing to have such big global conference and it ended successfully, this show hard work and commitment by organizers and volunteers.”

Jennifer Brown, Surrey University: “Just a brief note to say congratulations on organising a splendid conference. It was friendly and lively as well as having a number of great sessions.”

Christine Knights, BTP Police Authority: “I attended the first two days, and found the programme informative and inspiring. Also, the smooth running of the conference and the wonderful people helping out meaited that the atmosphere was great. I didn’t meet all the volunteers, but the ones I did were so friendly.”

Diane Round, GMP: “I had a fabulous time at the conference from a personal and professional perspective. I met up with former colleagues of mine from my UN mission in Kosovo and met a lot of inspirational men and women.”

Linda Brumfield, Chicago: “On behalf of the Chicago Polcie Women’s Association, we want to thank you, for the opportunity to have participate in attending the 43rd Annual Training Conference. In addition to say we acknowledge the outstanding and truly magical event that was present, one that was enhanced by your leadership.”

Carlos Green, business manager for South Tyneside and one of the highest ranking members of police staff said that “our one day was going to be easy” and talked about getting yourself forward and grabbing every opportunity that comes your way, and not just sitting back waiting for things to happen. The BAWP’s DCI Elle Bird shared her policing experiences and spoke about the launch of the ‘Policing for Her Research into Gender Issues. Three committee members had their heads shaved during the Sashkaton hospitality night. Jim McLean had lost his wife, Beverly, to cancer just a few months after organizing and completing the edmonton conference. Joy Mundy was a breast cancer survivor of four years, and has raised thousands of dollars for cancer. Wendy Wilson thought that it would be a good idea at the time! They raised over £730. It was difficult to work out a total amount because we had American dollars, Canadian dollars, Euros, and many other different coins.

There was a fantastic collection in memory of IAWP member and regional co-ordinator Mary- Jo Bialowski, who lost her battle with breast cancer two weeks before the conference. Friends of the late Mary-Jo were very touched to be presented a pink ribbon flag, which will be presented to her partner.

The silent auction, which was running over three days, donated over £1,330, and the raffle on the night of the final banquet raised over £450.

The generosity of everyone at the conference was fantastic, and the approximate total amount raised for Cancer Research UK was £3,700. To top this, Steve Tynnnel, a staunch supporter of BAWP events, added a cheque to take the total well over the £5,000 mark. Steve also donated the huge bottle of champagne for the best dressed in pink’ attendee at the banquet.

Through the three days of the exhibition the Cancer Research stand was selling pink wrist bands, key rings and brooches. Lisa Apparit was offering Bavarian teddy bears for a donation, and they raised £550.19. The committee members were all wearing their heads shaved during the Sashkaton hospitality night. Jim McLean had lost his wife, Beverly, to cancer just a few months after organizing and completing the conference. Joy Mundy was a breast cancer survivor of four years, and has raised thousands of dollars for cancer. Wendy Wilson thought it would be a good idea at the time! They raised over £730. It was difficult to work out a total amount because we had American dollars, Canadian dollars, Euros, and many other different coins.

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The messages of thanks and praise have poured into the IAWP conference team. Here is an edited selection of some to show the conference really was an experience to remember.

Kirsten Aldridge, North Yorkshire: “I would just like to thank you for a great conference. It was my first experience of the IAWP, I have a lot of good memories. I learnt plenty and also made some new friends along the way. I am only in new service so this is all good experience.”

Deborah Stevenson, Washington DC: “just wanted to thank you all for the opportunity to attend your kind hospitality and friendship during my visit to your country and the conference. The conference was interesting and so unique to attend a wedding ceremony as well.”

Saraha Ackroyd (speaker): “We really enjoyed doing our workshop – it was great to then be around all day and get so much positive feedback – one woman summed it up, it was introduced to her later in the day not knowing she had been at the workshop. I asked her if she thought she would go for promoting and she said if you had asked me that before Iam today the answer would have been a definite no, but by 10.30am today your workshop had really made me think about the women can hold themselves back so the answer now would be yes, very possible.”

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The conference could not have taken place without the army of volunteers that came to our aid, and we are very much in their debt. The main tasks undertaken included marshalling on the opening day, intro, and hosting speakers, helping with the Silent Auction, and driving our loan vehicles, with some of them more than one mile. They were diversity in action, being a cross section of races, serving and retired, police staff, men and women. There really are too many names, but individually, special mention must go to the “IAWP ladies” – Amy Maguire, Fiona Hohblith and Fio Thorsley. These three ladies are, in my opinion, the jewels in the crown in Leeds. And Amy was one of the first policewomen I met in London, and I am really great to be reminded of her.
Who has been your greatest inspiration or role model and why?

My current boss. He is a big gentle man who gives me 100 percent support. I have a reputation as being a bit outspoken and fighting for others, so I’ve had to jump a few hurdles in my time. When I arrived into division he said to me, ‘you’re part of the team now, great to have you with us’, every day he makes me feel important, this has in turn motivated me.

What is the most memorable moment of your career to date?

Marching in the Pride March with the Chief Commissioner. Every year we hold a gay, lesbian, transgender celebration with hundreds of groups, there is usually about 50,000 people involved. In 2001 we asked our Chief, Christine Nixon if she would march with us, she agreed and my heart nearly burst out of my uniform. I was very proud to march beside her. The impact this had was enormous, personally I think it was the best public relations exercise I had ever seen.

What barriers to success have you overcome and how did you deal with them?

I’ll take on anyone who treats another unfairly and have done since my school days. This has been detrimental to me as people I have taken on have long memories and my reputation has sometimes preceded me. The way I deal with this is to say I know I am doing the right thing and I stand up for what I believe in, if this gets me in trouble, so be it.

How have you achieved a satisfactory work/life balance?

I have now, but in the past was always my first priority. I spent 12 hours a day at work and would take work home. This doesn’t help any one, relationships and family suffer, as well as your health. I made a major lifestyle change by coming to the country. I have now joined a number of women’s groups and have become involved in community activities. I go fishing after work and on weekends, spend quality time with my loved ones, and have regained health and vitality.

Who would you like to see under the spotlight?

No one.

Who would you like to interview?

No one.

What advice would you give to an ambitious new officer?

Always follow your truth but pick your fights, become strategic. Develop advantage of people you can trust. Continue your education and take advantage of any opportunities that come your way. Most importantly always act with integrity and compassion.

What three words describe your personality?

Happy, compassionate, honest.

What are your vices?

Pints of English beer, good food and wine.

Where is your favourite holiday destination and why?

It’s now England, I had a wonderful holiday on a tour through England, Scotland and Wales, if I had to pick one, maybe the Lake District - the beauty of that place just amazes me. I also have a special fishing place up the east coast of Australia, that’s my getaway where I can be for a week.

Where do you see yourself in five years time?

Superintendent in the same area where I am now. This district has sea, lakes and mountains, some of the most beautiful places I have ever seen and I have the honour of being able to work here. As a Superintendent I will be in charge of about 20 police stations with a geographical area of approximately 10,400 kilometres. As you can see this will keep me very busy but it is a challenge I’m looking forward to.

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**GRAPEVINE CLASSIFIED**

**Florida villa - LUXURY! Beautiful two bedroom villa with private pool set in quiet location in Orihuela, Costa Blanca 2 miles from town center. Air conditioning and all American expected modern touches. On Miramar Park with access to fine golf courses, tennis, pool, poolside, air hockey tables, communal pool, children’s play area, volleyball, basketball. £150 per week. Self-catering. Viewings only. Contact: Cheryl Boxer on 07747 135417 or an e-mail to blackmitch@gmail.com or visit www.myrivierablu.co.uk**

**Sri Lanka - CHARMING! Bed & Breakfast set in picturesque gardens. Peaceful atmosphere. For 2-3 weeks of January, £300. Contact: John Stead 01454 260431/07785 996810.**

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**Florida villa - Two bed/3 bath villa, south facing pool, 20 mins from Disney. Southern Cypress, pool, jacuzzi, air conditioning. £350 per week. Sleeps 5. Owned by serving officer. Contact: Fiona Dawson 07718 656 252 e-mail: fiona@dosville.freeserve.co.uk quote BAWP for £10 a week donated to BAWP members.**

**Kingswood Country House - 5 bedroom/ 4 bathroom property in 7 acres of beautiful deer parkland. Winnall Woods, Eastleigh. Sleeps 12. £1400 per week. Contact: 01962 872555**

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**Woolfe Smith cottage - Yorkshire stone cottage with private open fire and wood burning stove. With TV, video and CD player. Sleeps four in two rooms (one double and one twin). Northern Ireland. From £250 per week. Contact: 01454 260431/07785 996810.**

**Bakewell yoga - Two week course in the English countryside. £225 inc tax.**

**The Metropolitan Police's Kate Bakhit came top of the women entrants in Police Support UK's most gruelling events - the Olympic Distance Triathlon. Kate completed the course made up of a 1,500 metre open water swim, 38 kilometre cycle ride and finally a 10 kilometre run, in two hours nine minutes and 47 seconds - only 14 minutes behind the winner Matt Rees from the City of London Police. Kate is pictured with Graham Ballarat, Chief Executive of the Police Mutual Assurance Society. Climbing high.**

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- **15**
How to become a member of BAWP

For further information contact: CAROLYN WILLIAMSON, Secretary, PO Box 3413, Cannock, WS12 3WD.
Tel: 0870 766 4056 Fax: 0870 766 4057  E-mail: sec@bawp.org Website: www.bawp.org

Committee members

Jackie Alexander, Nottinghamshire
jackiealexander@nottinghamshire.pnn.police.uk

Elle Birt, Gwent
elle@homeoffice.gsi.gov.uk

Vera Bloom, Staffordshire
vera.bloom@staffordshire.pnn.police.uk

Julia Causer, Staffordshire
julia.causer@staffordshire.pnn.police.uk

Mandy Chapman, Metropolitan
mandychapman@met.police.uk

Tricia Cochrane, Lothian and Borders
tricia.cochrane@lbp.pnn.police.uk

Irene Curtis, Lancashire
irene.curtis@lancashire.pnn.police.uk

Suzette Davenport, Vice President
Suzette.davenport@staffordshire.pnn.police.uk

Bernard Divine
ireneandbernard@iol.com

Gill Donnell, Dorset
gill.donnell@dorset.pnn.police.uk

Diane Doyle, British Transport Police
Dianedoddy@hotmail.com

Patricia Fox, Northern Ireland
patricia.foy2@homeoffice.gsi.gov.uk

Sarah Francis, Norfolk
franciss@norfolk.pnn.police.uk

Jane Kitchen, British Transport Police
jk@iol.com

Sue Lampard, Surrey
lampard2@ surrey.pnn.police.uk

Muriel Lewis
sec@bawp.org

Joy Lott, Gwent
joylott@gwent.pnn.police.uk

Liz Oakesley, Metropolitan
liz.oakesley@met.police.uk

Bernard Divine
ireneandbernard@iol.com

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For further information contact: CAROLYN WILLIAMSON, Secretary, PO Box 3413, Cannock, WS12 3WD.
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• You can attend national and regional training days and social events.
• We can link you to other police professionals in this country and abroad.
• We can enable you to share your expertise or specialist knowledge with others.
• We have a ready-made network for work-related and social contacts.
• We can keep you informed of training opportunities and conferences.
• We can help your voice be heard in matters affecting women in the police service.
• You will receive regular copies of this magazine.

Membership details

Full membership is open to all officers and police staff, female and male, serving in the UK, along with retired officers.

Associate membership is open to anyone with a professional interest in criminal justice.

Corporate membership is now available for £350 p.a. Please contact BAWP Secretary Carolyn Williamson for more details.

Please complete the form below and send it with your payment to: BAWP, PO Box 3413, Cannock WS12 3WD.

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• Membership type (circle one)   FULL / ASSOCIATE • Membership term (circle one)   £20 for one year / £50 for three years

I believe I am eligible to join, and enclose a cheque payable to ‘BAWP’. (If for any reason, your application is not accepted, the fee will, of course, be refunded in full.)

Signed: ..........................................................................................................................Date: ............................................................................................

REF: GVMAR05