We are the experts in work and personal development training, operating round the globe. We have an excellent track record of delivering our courses into the police and other emergency services. We already work with over 65% of the police services in the UK!

Our portfolio includes:-
- The acclaimed Springboard women's development programme
- The Navigator programme designed specifically for men
- Spring Forward for women and men on the way up
- Fresh Steps focussed on the needs of older workers
- Bespoke coaching and development for senior managers

Our courses are designed to:-
- Increase self esteem and improve confidence
- Spur people to climb the career ladder
- Increase networking skills and overcome isolation issues
- Discover untapped talent within organisations
- Improve staff morale, increase retention and reduce absenteeism

Please contact us to find out more about our fantastic programmes and how we can work with your organisation. Call: +44 1271 850828 • Email:cindy@springboardconsultancy.com

www.springboardconsultancy.com

Buy in Spain with Confidence

Buy a Two bedroom apartment from £60 per week*

Five Star Hotel
18 Hole Golf Course
Restaurants
Espa Spa
Kids Club
Indoor Pool
Supermarket
KEY READY

Call for a brochure 0844 330 2512
www.uniteddevelopersofspain.co.uk

Subject to Status
Welcome to the latest edition of Grapevine packed with truly inspirational stories from women around the country. Read all about the incredible work of PC Janet Humphrey, who won the Excellence in Performance award at this year’s BAWP Awards for her commitment to helping Suffolk sex-workers turn around their lives, go to page 8 for this feature.

This is an historical edition too as we say goodbye to our President Julie Spence and also give a really warm welcome to Assistant Commissioner Cressida Dick as she takes over from Julie. Read about Cressida’s career and her view on her new role on page 2. We look forward to Cressida’s future contributions ‘From the President’s Desk’.

In June, many of us on the committee marked Julie’s retirement from both BAWP after 10 amazing years as our President, as well as 32 years in policing, with a dinner in Huntingdon, where in addition to her retirement gift, a donation in Julie’s name was made to a Kenyan charity close to her heart. Read more on pages 12-13 as well as on the charity website at www.ol-lentilletrust.org/

Do keep an eye out for the next edition which will have full details of our Personal Development Day in October. Finally can I send all of our best wishes to Kim Madill on the birth of her second son Reuben, we look forward to welcoming Kim back from maternity leave soon.

If you have a story for Grapevine in the coming months please email nickyphillipson@btinternet.com
Cressida set to lead BAWP

METROPOLITAN Police Assistant Commissioner, Cressida Dick is BAWP’s new president. She took over from Cambridgeshire Chief Constable Julie Spence in October, who has led the association for the past ten years.

The decision to appoint Cressida has been praised by Julie, who retired from the service after 32 years. She said: “Women in policing have come a long way in the last 10 years but, as we enter a new era, I cannot think of a better person than Cressida to ensure women’s voices are heard and properly valued in the future. “Policing is complex and needs different voices to ensure balanced thoughtful decisions are made. The challenge is to ensure the doors are opened to those places where the key decisions are made.”

Cressida first joined the Met in 1983 serving as a constable, sergeant and inspector. In 1995 she transferred to Thames Valley Police as Superintendent of Operations at Oxford and subsequently spent three years as area commander in the city.

After returning to the MPS in 2001, Cressida spent four years in the Specialist Crime Directorate with responsibility for organised and cross-border crime. She then trained as a hostage negotiator in 1998 and is currently the UK police lead for hostage negotiation.

She also held posts as the director of the Met’s Diversity Directorate and head of the Racial and Violent Crime Task Force for two years between 2001 and 2003.

In 2007 Cressida was promoted to Deputy Assistant Commissioner and moved to Specialist Operations in charge of protection and security in London. Last year she was promoted to Assistant Commissioner for the Met’s Specialist Crime Directorate.

Cressida says she is privileged to be taking on her new role with BAWP. “Women make a very important contribution to the world of policing. I hope that I can continue to support police and staff to develop and contribute as much as possible to the Service.”

The regular ‘From the President’s Desk’ will return next issue.

See pages 12 and 13 for feature on Julie Spence.

Irish women look to future policing

IRELAND’S top two female police officers came together at Hillsborough Castle, County Down, in June to head up the third annual networking event for officers and staff from their forces.

The Deputy Chief Constable of the Police Service of Northern Ireland Judith Gillespie (right) and An Garda Síochána Assistant Commissioner Noirin O’Sullivan, joined more than 120 women to look at issues facing both services.

The day included interactive sessions led by the PSNI Senior Occupational Psychologist Yvonne Cooke. They were based around what policing will look like in the future.
Funding cuts wide-reaching

WITH details of the Comprehensive Spending Review looming, forces across the country are radically re-thinking the way they deliver policing.

Many forces have already made members of police staff redundant, halted spending plans and pulled funds from multi-agency projects.

On Wednesday October 20 the Government will reveal its spending plans for the years 2011-12 to 2014-15 following a period of consultation with stakeholders.

Budget cuts have already been deep with all forces and associated organisations finding their budgets slashed.

BAWP hasn’t been spared and has already lost 40 per cent of its annual grant – a total of £41,800.

National co-ordinator Tracey Moynihan says it has meant she has had to take a long hard look at what events the association can attend and support. “We have postponed all research we were looking at funding this year, and are looking more carefully at events we are asked to attend.

“However we are still working on a new three-year strategy and we will continue to do all we can to ensure gender issues remain high on the police service’s agenda.”

While this year’s planned professional development day will go ahead, cheaper venues are already being sourced for future events.

Tracey added: “I am hugely concerned that the cuts will mean many great women will be lost from the police service. I am encouraging force networks to look at ways to support women practically with CV writing and mock interview sessions where forces aren’t able to provide them.”

POLICE, CAMERA, ACTION

Ever wondered what it would be like being interrogated on TV or radio by a journalist eager for his world scoop? These BAWP members were put through their paces on how to deal with the media and come across well in front of the camera and microphone when they went on the association’s first media training course.

The one-day course is a new personal development service for BAWP members and, at the rate of £100 for the day (including lunch), has been designed to be affordable to individuals who might not normally have the opportunity for media training. The course on how to answer those tricky, searching questions, would also benefit those attending job interview panels.

It is run by Chris Lillcrap, who specialises in police media training, “As he is so knowledgeable on police and criminal justice matters, he is quick to ask those difficult questions designed to trip you up,” says Jackie Jones, who organised the session. “He teaches you how to look good, sound authoritative and perform well on camera as well as showing you the techniques on how to come across and answer questions on radio.”

Pictured at the first course on September 3 at Sunley Management Centre, Northampton, are from left: Insp Nicola Burston (Essex), DCI Caroline Evely (Wiltshire), Chris Lillcrap, and Irene Curtis, Vice President of the Police Superintendents’ Association of England and Wales.

Anyone interested in attending possible future media training courses, should contact Jackie Jones at jackie@bawp.org.

Skills to help change mindset

South Wales Police have enlisted the help of NLP World to train 12 of their officers in the techniques of Neuro-Linguistic Programming (NLP).

The course was put on to help the officers through promotion interviews, while also training them to become coaches and mentors themselves.

Detective Inspector Nicky Flower, who organised the course, says the plan is that these officers will be able to help their colleagues in the future. “This relinquishes the need for further outside training and saves the force money,” she said.

The feedback from the training has been positive, says NLP World Director Terry Elston. “Both personal and work related breakthroughs occurred over the five days and beyond,” he said.

DC Fiona White said: “The course has totally exceeded my expectations – at no point did I expect to change my past… I literally feel like I have time travelled back to when I was very small and relived my life again – changing all the negative thoughts and beliefs… everyone thinks I’ve gone mad when I tell them but it’s true. I don’t remember a time when I felt so good about my life.”

DC Andy Lancaster added: “I can honestly say that having little prior knowledge of NLP I didn’t really have any expectations of the course. I’m pleased to say that it was very motivational. I found out today that I have passed the first of my two promotion boards, and in quite a style, too, according to my initial feedback.”

• NPL techniques teach you to improve how you think, behave and feel and to manage your thoughts, moods and behaviours more effectively. It has been dubbed ‘technology of the mind’ and is based upon the search for and the study of the factors which account for either success or failure in human performance.
Six Scottish forces unite for conference

THE Scottish Women’s Development Forum will be urging delegates at their sixth annual conference to “release the leader within them”.

Speakers include chief constables, QCs, and a female prison director Audrey Park, who will discuss leadership in a male-dominated environment.

Workshops will look at women encouraging each other, emotional intelligence, leadership and temperament style and team building.

The event, which is being held November 19 and 20th, is at the Scottish Police College. The WDF (Scotland) Annual awards, which mirror the BAWP Awards and recognise those in the Scottish Police Service, will be given out at a networking dinner on the eve of the conference.

Contact: sarah.wood@tayside.pnn.police.uk for more information or to register.

Cambs staff support each other

STAFF in Cambridgeshire got a chance to support colleagues with second incomes at a shopping event organised by the women’s network.

Stalls selling candles, beauty products and services and a clothing exchange were set up at an evening especially for female staff.

Each stall was run by a force employee with a second work interest – for example selling Virgin Vie or Avon products.

Chief Inspector Karry-Ann Beeby said it was great to show how everyone can support each other during what are difficult times, and have some fun at the same time.

Training becomes part of daily life

STAFF in the West Mercia Police Control Centre are being encouraged to see every day as a training day.

Using bespoke ten-minute interactive packages, which are accessed through the NPIA hosted NCALT (National Centre for Applied Learning Technologies) online, staff can refresh themselves on day-to-day working practices such as how to deal with dangerous driving.

The system can even be accessed from home to make it easier for part-time staff and those with children to care for. It also means staff with individual requirements – such as finding certain colours easier to read can use their own computers to take advantage of the training.

The packages, which are based on one-page working practices, have been put together by the force’s IT training design team who worked alongside the Contact Management Training and Development Manager Penny Curtis.

She said: “It’s about changing the attitude to training from being one-off days out of the centre, to a part of everyday life. The first package has now been launched on dangerous driving. It will be followed by one on kidnap and extortion, which is thankfully very rare. However if such an incident was to happen I am confident the training will have enhanced the knowledge of all our staff to ensure that we continue to deliver a quality service for our communities.”

Making time for dialogue

COMMUNICATION with each other, with victims and the general public was on the agenda of Staffordshire Police’s Professional Development Day.

Zoe Billingham, from Her Majesty’s Inspectorate of Constabulary, credited good communication to her personal career success; while Mike Alderson from Open Eye Communications showed how police forces can use social media to communicate effectively with their public.

The line up also included Psychotherapist Zoe Loddrick who gave the 200 plus police, business and agency delegates an insight into why victims of sexual violence do what they do, and how we should be listening to what they are telling us.

British Explorer Hannah McKeand ended the event with details of her world record attempt to reach the South Pole.
BAWP publishes guide of female uniform suppliers

By Jackie Jones

A 20-page guide to suppliers of female police uniforms has been published by BAWP as part of its on-going campaign to get a national uniform based on standardised dress in time for the 2012 Olympics.

The magazine gives details of manufacturers and suppliers who can provide forces with clothing specially made for female officers ranging from protective jackets and trousers, anoraks, public order uniforms, hats, boots and shoes plus maternity garments.

“Everyone accepts police officers need a uniform which is practical, comfortable and enables them to perform their roles safely and effectively,” says Claire Armes, an Inspector with Devon and Cornwall Police who is a BAWP committee member leading on uniforms.

“However, until recently there were only two notable differences between male and female uniforms – headwear and cravats.

“Thousands of female officers across the country have to wear modified male uniforms which are neither comfortable nor practical. This is a situation I am only too familiar with having finally received a pair of female specific trousers last year after ten years of waiting and what a difference they make,” said Claire.

Earlier in 2010, many female police officers wrote into Police Review magazine complaining about their uniform and the fact it did not fit properly. Female officers were simply wearing men’s clothes.

“Let us all hope that the document is successful in its primary purpose – that of raising awareness of the need for clothing for women worn in the course of the policing duties to be taken more seriously”

women with a uniform that is professional, smart and crucially fit for purpose.

“A national uniform or standardised mode of dress would undoubtedly enhance the professional image of the Police service, maximise visibility and in turn increase public confidence in the service provided.”

One contributor to the guide who works for Bristol Uniforms, designer and manufacturer of specialist personal protective equipment, described the guide as ‘most informative’ and a value to procurement sections of police forces across the country.

Said Richard Storey: “Let us all hope that the document is successful in its primary purpose – that of raising awareness of the need for clothing for women worn in the course of the policing duties to be taken more seriously, and that more and more clothing is specifically shaped and sized for women rather than being adapted from male sizings.”

Anyone wanting copies of Uniforms for Women in Policing – A Guide to Suppliers, should email Tracey Moynihan at coord@bawp.org.
MERSEYSIDE Police launched their women’s network 18 months ago with a speed dating event.

Women from across all areas, ranks, grades and roles were urged to make at least two new friends by the end of the event by the network’s patron Assistant Chief Constable Patricia Gallan.

Network chair Jo Evans said it certainly got everyone talking, “I think everyone brought with them their own different expectations and fears. But they were soon allayed when they realised it was about supporting each other and helping to shape the network.”

Behind the event was a group of women all with one thing in common: they all wanted to actively encourage and motivate females to unlock their potential. This was their first step.

A meeting structure was then set up for what became the network’s steering group and Support Networks Co-ordinator Jo Evans endeavoured to recruit a point of contact for the network in each BCU and department. It was from these contacts that the steering group discovered where they should devote their energy.

Pregnancy, maternity, fertility treatment and associated matters were quickly highlighted as a huge issue. The steering group identified a small team to plan an event aimed at raising awareness and outlining the support available for staff when they embark on their journey to become parents.

The event, which was held only four months after the network’s launch, saw both male and female staff, pregnant staff, those on maternity leave and even a few babies come together.

“It was also the perfect place to introduce a new maternity buddy scheme,” said Jo, “anyone interested is matched up with a buddy who will keep in touch with them through their experience.”

With maternity issues brought to the fore it was soon decided that the force needed to re-write its maternity guidance and produce new guidance on adoption, fertility treatment, maternity and paternity leave.

Career progression and satisfaction was the second issue to be highlighted by staff as needing the network’s attention. Jo says they ran an event around three workshops. “The first gave practical help on PDRs, interview techniques and even completing application forms.”

She said. Another workshop helped delegates discuss barriers to career progression – both personal and organisational. The latter was then taken on board by the network. In a third role models took part in a panel question and answer session.

Members of Merseyside Women’s Network are now involved in a wide range of activities including attending strategic meetings, taking part in consultation on policy and procedures and providing one-to-one support for female colleagues. Jo says there are also more events to come. “We hope to arrange a social event, a joint networks event and even a women’s health event in the future.”

If you want to know more about Merseyside Women’s Network contact Jo Evans on 0151 777 1623 or joanne.e.evans/cf@merseyside.pnn.police.uk

Cumbria hosts national meeting

MEMBERS of the National Trans Police Association met staff and officers from Cumbria Constabulary when the force hosted their executive meeting.

Diversity manager Sarah Dimmock offered the use of rooms at Carlisle’s newest police station to the association – in return she asked that members take part in a question and answer session with local staff.

A networking evening followed to enable people who had been working in the day to meet the executive committee members.

“It was great to be able to host the event and to educate staff working locally of the issues faced by Trans staff. All who attended found the information given very useful,” said Sarah.
City women’s network host health sessions

OVARIAN cancer is the biggest gynaecological killer with 12 women dying each day from the disease. However if it is detected early enough it has a 90 per cent survival rate making it all the more crucial to raise awareness of its symptoms.

That was the message given to City of London Police staff and officers who went along to two lunchtime education sessions headed up by Loretta Oliver, who is currently battling the disease, and staff from Ovarian Cancer Action.

The events were organised by PC Belinda Harding from the force’s women’s network. “We wanted to be proactive towards staff welfare,” she said. “One of our members had heard Loretta speak about her experience of her illness and was impressed at how impactive it was.”

The event was squeezed into a lunch hour making it accessible to as many people as possible.

“The Equality Act

The provisions establishing a single equality duty on public sector bodies are not yet in force, and the government is currently consulting on how best to implement this proposed wider duty. Information on the consultation is at www.equalities.gov.uk/news/specific_duties_consultation.aspx

Other provisions which have not yet been brought into force include:

- The socio-economic duty on public authorities;
- Protection against discrimination on more than one ground, for example being treated less favourably because of being an older woman;
- The positive action provisions on recruitment/promotion (the ‘tie break’ provisions).


The event was squeezed into a lunch hour making it accessible to as many people as possible. “I was pleasantly surprised at the number of people who came. There was a real mix of police and support staff and even some male officers,” said Belinda.

She added: “Loretta was able to get over some important facts in such a way that you left feeling better informed, but not paranoid that you had the illness. We will definitely be organising more of these sessions in the future.”

“City women’s network host health sessions

OVARIAN cancer is the biggest gynaecological killer with 12 women dying each day from the disease. However if it is detected early enough it has a 90 per cent survival rate making it all the more crucial to raise awareness of its symptoms.

That was the message given to City of London Police staff and officers who went along to two lunchtime education sessions headed up by Loretta Oliver, who is currently battling the disease, and staff from Ovarian Cancer Action.

The events were organised by PC Belinda Harding from the force’s women’s network. “We wanted to be proactive towards staff welfare,” she said. “One of our members had heard Loretta speak about her experience of her illness and was impressed at how impactive it was.”

The event was squeezed into a lunch hour making it accessible to as many people as possible.

“The Equality Act

The provisions establishing a single equality duty on public sector bodies are not yet in force, and the government is currently consulting on how best to implement this proposed wider duty. Information on the consultation is at www.equalities.gov.uk/news/specific_duties_consultation.aspx

Other provisions which have not yet been brought into force include:

- The socio-economic duty on public authorities;
- Protection against discrimination on more than one ground, for example being treated less favourably because of being an older woman;
- The positive action provisions on recruitment/promotion (the ‘tie break’ provisions).

DEALING WITH SUFFOLK

THE dedication and hard work of one Suffolk constable was recognised at this year’s BAWP Awards in April. PC Janet Humphrey was given the Excellence in Performance award for her work helping sex workers and dealing with their associated issues. But what does Janet really do and who is she? Her Sergeant Neil Boast decided to put his journalistic talents to the test and show Grapevine’s readers why Janet really deserved her award.

PC Janet Humphrey has a busy day ahead. She’s got to drop her two young sons off at school and get into work at Ipswich Police Station in time to catch up on any issues that might affect her day.

Janet is part of the LASER team in Suffolk Police who deal with sexual exploitation issues. She’s completed enough service to remember when this was called ‘Vice’. Once she’s checked that none of her clients are in custody and there are no immediate jobs to deal with, she’ll visit the multi-agency ‘Make a Change’ team. Janet works as part of this team with her colleagues PC Donna Whelan-Smith, Gemma Fisher and Sergeant Neil Boast as well as social workers from Suffolk County Council.

Janet came to prominence nationally in the press at the time of the so-called ‘Suffolk Strangler Murders’. Steve Wright, now serving life imprisonment, murdered five young women in Ipswich. The victims were sex workers who Janet knew as a result of her ad-hoc work in trying to deal with street prostitution in Ipswich’s red-light area which was part of her area as a community beat officer. The crimes were about to change the way Janet worked and the way in which Suffolk authorities dealt with sex workers.

Janet says: “When the body of the first victim was found I was called in by Stuart Gull, the detective chief superintendent, as he knew I had done a lot of work in trying to deal with the women. It was a dreadful time as I had grown fond of a lot of the women and we were trying hard to look at ways of getting them out of prostitution.”

At the time the community where the women operated were upset and angry about the presence of the women and the men who used them and the local Ipswich Police were under a lot of pressure to stamp out the problem.

The ‘Make a Change team’, which is part-funded by Suffolk County Council was set up after the murders to help women leave sexual exploitation and now helps more than 50 women. Janet’s involvement was a given from day one – especially as she later became a crucial first witness in the murder trial. It was Janet who was able to explain to the court the lifestyle of the victims.

The work Janet carries out does not always fit into the average member of the public’s idea of ‘police work’. She visits clients that the team have helped to exit prostitution and will check on their welfare and offer support. The boundary between client and friend is one that often ‘blurs’ with Janet and her colleague Gemma being the birthing partners of one ex-sex worker (and no she did not name the baby after either of them, despite their hopes she would). Janet explains: “Our clients are regularly visited and contacted once they have exited sex work. We don’t just stop once they get out. We keep up our contact and support so they don’t go back to it.”

Janet is very passionate about her work says Suffolk County Council’s Planning and Development Manager Helen Hepburn. “Janet cares so much about the women we deal with and although I know she likes to give off a ‘tough exterior’ at times we all know she is a very caring person,” said Helen.

Janet is in demand to talk to different groups and does a great deal of work in her own time to highlight the work of the LASER and MAC teams. Janet explains: “Make a Change is the softer side of things and LASER is the prosecution of the people who exploit sex workers. I enjoy both sides of the job and the new legislation that enables us to prosecute those who use sex workers who have been exploited.

“I’m just a gobby northerner who took an interest in dealing with prostitution”
As a NPIA Tactical Advisor Janet works with many different agencies. “We are all qualified ‘Tac Ads’ on the LASER team and we also deal with human trafficking issues. We are coming across more and more trafficked sex workers, especially in oriental brothels. This means we are routinely working with the UK Border Agency, colleagues in Health, the UK Human Trafficking Centre, SOCA and the Department of Work and Pensions for example.”

Janet and the team recently investigated a husband and wife who ran brothels across the country. Over £138,000 of assets was seized from them following the prosecution. This is the high profile side of the job but Janet prefers working with the women. “It’s all about trust. It takes time for some clients to realise we are genuinely there to help but we really are.”

Ask the lady herself about her work and she is self-deprecating: “I’m just a gobby northerner who took an interest in dealing with prostitution.” When pushed to explain further she is more serious and candid. “I was really trying to build relationships with the women and the murders were a turning point. It really focused all the agencies to work together and the legacy is that there is no street prostitution in Suffolk.”

How does she answer critics who say that the women have simply gone into off-street work? She says: “The women who did street work were different and would not have worked in an off-street environment. We have made sure that we have supported all the clients that have exited street work.”

What does the future hold for Janet and the team? She is keen to build on the team’s success and explained they are now concentrating on dealing with off-street sexual exploitation. “We have a ‘Victim Based Approach’. We get a lot of intelligence about sex work and look at targeting the exploiters and not the workers. We have been successful in prosecuting off-street brothels and particularly the oriental ones where the victims have often been trafficked. This, and the protection of young people is our priority. We also visit lone workers who are not committing offences to make sure they are operating safely but also to see if we can help them exit the work. I don’t think any woman wants to sell her body by choice and if we can help her get out of that lifestyle we will.”

I ask Janet how has the ‘fame’ aspect of being portrayed in the ‘Five Daughters’ Television dramatization of the murders affected her? “It was weird watching someone be me on TV. But I thought they did a sensitive job in portraying the women as people you could care about.”

Janet and her team welcome enquiries from anyone interested in their work. Contact them on 01473 383145 or janet.humphrey@suffolk.pnn.police.uk.

OLK’S SEX WORKERS
In the SPOTLIGHT

Q What did you want to be when you were growing up?
A From the age of 16 I wanted to be the first female chief constable in Wales.

Q Who has been your greatest inspiration or role model and why?
A My dad because he used to tell me: “You are as good as anyone, no better, no worse, but equal to all”. That has stayed with me all my life and enabled me to deal confidently with royalty and vagrants and treat all with respect.

Q What is the most memorable moment of your career to date?
A Given that I have had three careers each with their own high points, but as a police officer it was being personally interviewed by Lord Edmund Davies as part of his review into police pay and working conditions. A year after that we got an unprecedented 45 per cent pay rise and began to work on a more equal footing with male colleagues. I don’t think for one minute I had a great influence on that culture change, but it was exciting to think I may have said something that helped.

Q How have you achieved a satisfactory work/life balance?
A If I’m honest I haven’t all the time. Sacrifices have had to be made – I took time out of my career to enable my husband to follow his, then I left my young children at home while I travelled the country with work often missing important events in their lives. You have to do what is right for you and your family at the time. The important thing is not to regret any action you take.

Q What advice would you give to an ambitious new officer or member of police staff?
A Follow your dreams and never give up, don’t promise what you are not prepared to follow through and don’t always look for the obvious path in life. Every experience you have is a transferable skill if you just look wider.

Q What three words describe your personality?
A Family, friends and colleagues all describe me differently, but basically warm, driven and open-minded sum me up.

Q What are your vices?
A Good food, nice wines and fast cars (not all at the same time!)

Q What barriers to success have you come across and how did you deal with them?
A I don’t agree with the word ‘barriers’ – they are all challenges that can be overcome by keeping an open mind and approaching things differently and not giving up. My greatest challenge was joining the police service to begin with. In the 70’s there were still height and weight restrictions, eyesight limits, no such thing as equality and it wasn’t viewed as a job ‘suitable’ for women. South Wales Police turned me down three times so I went and got contact lenses and applied to every force in Wales, Scotland and England until at last Dyfed-Powys took me on.

Q Where is your favourite holiday destination and why?
A I have two: Rome for the romance and atmosphere and Boston for the shopping.

Q Where do you see yourself in five years time?
A Healthy, wealthy and wise and in these times of uncertainty still employed.
Ex-officer Sue turns pirate-catcher

A RETIRED Metropolitan Police Detective Superintendent has proved the skills you gain as a serving officer can set you up perfectly for business life outside the service.

Suzanne Williams, QPM, took her extensive skills as a hostage negotiator and after leaving the service in 2008 set up her own successful business providing expert help and advice to those dealing with hostage and crisis situations across the world.

In particular Suzanne has worked with the International Maritime Bureau to secure the safe release of sailors taken hostage by pirates.

This has often meant negotiating directly with the pirate groups themselves in countries such as Somalia where the government does not have a real cabinet to call upon to co-ordinate such activities.

During high-risk extortion incidents Suzanne is an integral part of the crisis management team and assists the international business community, working in partnership, balancing safety and ensuring reputational management. She works with many companies in preparing their crisis response plan through training and simulation.

This, along with her voluntary work helping kidnapped aid workers overseas and acting as a trustee for Hostage UK, an organisation set up by Terry Waite, has earned her praise from the shipping community.

WISTA-UK, which is part of the Women’s International Shipping and Trading Association, hailed her ‘Personality of the Year’ only last month (September).

One of the WISTA judges mentioned Suzanne’s experience in Somalia and commented: “Such negotiations can be very frustrating, and only a small group of people possess the ability to carry them out. Pirates have widened their field of attack, and this puts an enormous pressure on the shipping industry. People with the ability to face these challenges are few, and Suzanne is one of them. Her work in this field is not only of benefit to the shipping companies and operators but also to the seafarers, their families and relatives.”

Suzanne, who headed up the Hostage Crisis Negotiation Unit based at New Scotland Yard and previously formed part of the Royalty Protection Group senior management team working from Buckingham Palace, says she had been “nervous” about venturing into the unknown outside business world.

“I had been a qualified hostage negotiator since 1991, having trained initially at Hendon and later with the FBI at Quantico, Virginia; I wanted to put my good experience and skills to use and continue to make a difference and ultimately save people’s lives – but I was unsure how I could do that in a commercial world,” said Suzanne.

“However I had underestimated how well my police training and skills would transfer into civilian life,” she added, “right from the very beginning an officer is taught not to panic, to assess the situation and to prioritise. Those three elements stay with you for the rest of your life – and you take them for granted. However not everyone acts that way which makes those skills and reactions highly valued in the civilian workplace.”

BAWP national co-ordinator Tracey Moynihan echoes Suzanne’s comments saying how important it is that police staff and officers realise how well the service sets them up for outside life. “There aren’t many workplaces – other than the emergency services and armed forces – where people face the situations officers and even some staff do every day or their working life – I would urge people not to underestimate the amazing skill bases they have,” she said.
BAWP secretary Carolyn Williamson shares her memories of Julie’s ten-year journey in helping police women and staff achieve their full potential.

Julie first came onto BAWP’s radar at the European Network of Policewomen’s historic conference “Quality through Equality” held in 1992 at Bramshill. At that time she was a Temporary Chief Inspector seconded to the ACPO Secretariat in London, from her home force of Avon and Somerset Constabulary. She was one of a number of senior women officers who came together to run this conference, at a time when they were few and far between. Two of the others were Chief Inspector Anne Summers of Avon and Somerset Constabulary, who eventually retired as Deputy Chief Constable of West Midlands Police and Superintendent Della Cannings, who eventually retired as Chief Constable of North Yorkshire Police.

BAWP, through its founder, Tina Martin, managed to get itself involved as ‘gofers’ at this event, and a few of us mere constables and sergeants had a golden opportunity to enter the hallowed portals of Bramshill – almost unheard of at that time. Bramshill didn’t really know what had hit it, with about 150 women on site all at once.

After her time at ACPO, Julie returned to Avon and Somerset, and joined BAWP in 1993. She gained further promotions, and in 1999 was appointed an Assistant Chief Constable for Thames Valley Police, where she initially held the Corporate Development portfolio and took over the Territorial Policing portfolio in January 2003.

In 2000 Julie was elected as the second President of BAWP, taking over from Commander Judy Davison of City of London Police.

In a response to a plea from Tony Burden, then President of ACPO, who wanted to know what women in policing wanted, she chaired a very wide-ranging group which worked hard to produce the first ‘Gender Agenda’ document. This document was eventually published in 2001, was reviewed in 2003 and was "refocused and reinvigorated" by BAWP in 2006 as Gender Agenda 2. This became a component of government policy and was included in the Police Reform Programme, the National Policing Plan and HMIs Inspection Regime, and is a fine example of the type of work with which Julie has been involved throughout her career.

She was appointed to Deputy Chief Constable for Cambridgeshire, and joined BAWP in 2010. She gained further promotions, and in 2019 was appointed as the President of BAWP.

A donation was also made in Julie’s name to the Ol Lentille Trust, a charity which supports conservation, education, healthcare and enterprise development.
Constable for Cambridgeshire Constabulary in April 2004 and became Chief Constable in December 2005.

Maximising the potential of all staff, and particularly those in a minority, is an area of work that Julie has championed throughout her career. In recognition of this, BAWP successfully nominated Julie for the Opportunity Now Champion Award in 2006 for her outstanding commitment and achievement in her role as gender champion. The citation really summed up her contribution to keeping the needs of women in policing a live issue. It said:

“Greater representation of women in the police service
Greater representation of women regardless of sexual orientation and ethnicity across the rank structure and specialisms
A better understanding of the competing demands in achieving a work-life balance as well as a successful police career
Women having a voice in influential policy debates”

Colleagues who have worked closely with Julie acknowledge how her leadership style, commitment and personality have influenced the objectives and goals of many organisations within the extended family of the police service. Through empowerment, coaching and mentoring, many have recognised the value of her goals and embraced them. Often a lone voice, she has inspired individuals to take a lead in their own organisations. Where necessary she has demonstrated her ability and willingness to drive through change more forcibly, through lobbying ministers, chief constables or supporting changes in legislation and regulation.

In the Queen’s 80th birthday honours list in June 2006 she was awarded an OBE partly for her work developing the Gender Agenda and BAWP. In 2010 she received a Queen’s Police Medal.

In an area of Laikipia North and Isiolo Districts, Kenya. The money will be used to help fund a new school – a project which is close to Julie’s heart after she visited the schools on two trips to Kenya and met the children. “The school was literally one very small concrete block with a tin roof,” said Julie, “there was very little for the children at that time, just a sand pit with no toys. But the children were still very happy and enjoying the very basic education they were getting. Some walked up to six miles a day to get to school.”

Julie says she wanted to ensure the children kept up their love of learning so she sent out bags of educational toys, or even dropped them off if she was in Nairobi.

“This is a very arid and poor part of Northern Kenya. When we dropped off the toys we stayed in an Eco lodge which was a community partnership project with some of the money going to the community. We also met a women’s group trying to get a small business going making aloe soaps and creams to stop their reliance on making charcoal – the cause of tree and woodland removal.”

Julie added: “It is great that BAWP have agreed to support the project as my leaving gift. I am really proud to have been the president of BAWP for last 10 years. I have learnt so much from the many women I have met and worked with. If in that time I have given just one woman the motivation to achieve her potential then it has been worthwhile. Good luck to you all. I will remain your number one fan!”

Find out more about the charity at www.ol-lentilletrust.org/
Fighting gun crime through drama

By Nicky Phillipson

A MERSEYSIDE detective inspector has won a 'Women in Public Life' award for her innovative work tackling gun crime.

Alison Foulkes turned to drama to try and explain witness care and protection to encourage more people to testify against gun-toting criminals. The 15,000 copies of the ten-minute DVD she produced are being given to gun crime witnesses, victims and their families.

The DVD case is deliberately not marked with police logos, but merely carries the title 'Always the right thing', so that if it is found in a house by another member of the family the witness is not put in a difficult position.

It was this, and two other projects educating children about the perils of getting involved in guns and gangs, which singled her out with the judges of the 'Women in Business North West Awards'.

Alison said: "I am so passionate about this matter because I truly believe that we will never arrest our way out of this problem. There is a need for enforcement of course and we will always act on intelligence and information received to deal with people who choose to carry and use guns. However, we also need to educate the younger generation about the consequences of getting involved with the wrong people, and the impact that making the wrong decisions can have on their lives, their family’s lives and the lives of others."

After seeing the success of her first forage into drama Alison was then involved in creating a film of a prisoner serving nine years for firearms offences. His account of the consequences of his involvement in this crime on himself and his family has been shown in schools used by the Youth Offending Service and the Probation Service to prevent and rehabilitate young offenders.

However Alison says she is most proud of her current project 'Terriers' which has seen her team up with Hollyoaks scriptwriter Maurice Bessman to create a play about two feuding gangs in Liverpool. "It explores the moral dilemmas and choices that many young people face when pressedurised to join a gang," she said.

"The idea is the young people see the play and then study it in the classroom, as they would Shakespeare or any other playwright. The educational resource has been written in line with the English curriculum for Key Stage 3, and it is this that makes it so effective and unique," said Alison.

To date more than 20,000 young people across Merseyside have seen the play. Alison added: "We have secured funding from anyone and anywhere who will listen to my plea. I’m still short for the primary project and my husband is rather worried that one day soon he’ll wake up and I’ll have sold the car. The project has already been supported by Liverpool City Council DISARM group (strategic partnership for guns and gangs), the Rhys Jones Memorial Cup Trust, Liverpool Unites (Liverpool Echo charity established following the murder of Rhys Jones), and Liverpool Football Club. I am also waiting for funding from the local housing trusts – who like the football club have community cohesion targets and supporting preventative measures like this helps them meet them."

Interested in the project and want to know more? Contact Alison direct at Alison.foulkes@merseyside.police.uk

GRAPEVINE Autumn 2010
Sussex Officers set to volunteer in India

TWO SUSSEX sergeants will be leaving their UK home behind on Boxing Day to become volunteer aid workers in Northern India. Hari Michaelakis and her partner Rob Flanagan are spending two weeks living and working within a local community.

The trip – which they have funded themselves – will see them giving basic English lessons, getting involved in construction, farming and general household chores. “It is also a chance to learn more about how these people survive in such poverty,” said Hari. “We will be making a personal monetary donation to the family, but we are also hoping to take with us a stock of items we take for granted such as toothbrushes, toothpaste, soap, flannels and combs. They also need simple things like pencil sharpeners, colouring pencils and books, and children’s picture books.”

Hari and Rob will be handing out everything they take with them directly to the people who need them most in Kanda and the surrounding area.

Their adventure has been organised in conjunction with ‘Original Volunteers’ who can assist with volunteering opportunities all over the world.

Hari added: “It certainly is going to be an experience – washing outdoors with only a bucket of water, eating the local food and trying to communicate in Hindi is going to be a whole new ball game. I volunteered with this organisation a couple of years ago and worked in Thailand in a school for under-privileged children. I gained as much from the trip as the local children and their families said they got from me. As a result of the time I spent with the children in Thailand five children passed their entrance exam into the local secondary school. Places are usually only given to the more wealthy children in the vicinity so this was quite an achievement for these children and made their families very proud. It’s a humbling experience and one I’m most grateful to have the opportunity to experience this time with my partner Rob.”

Rob said: “Hari and I are in a privileged position, affording the luxury of a nice home together, good food and secure jobs. In particular during this current climate of economic instability it’s nice to remind ourselves that there are others who have it much harder than we do.”

Hari and Rob will say goodbye to Chichester Police Station for two weeks in December.

Hari and Robert are looking for donations – both money and items – to take with them on their trip. Please contact them by email if you would like to make a donation.

Hari.michaelakis@sussex.pnn.police.uk or Robert.flanagan@sussex.pnn.police.uk
How to become a member of BAWP

For further information contact: CAROLYN WILLIAMSON, Secretary, BAWP, PO Box 999, Bordon, GU35 5AQ.
Tel: 0844 414 0448 • Fax: 0844 414 0448 • E-mail: sec@bawp.org • Website: www.bawp.org

• 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, or join and pay online via www.bawp.org or complete the form below and send it with your payment to: BAWP, PO Box 999, Bordon, GU35 5AQ.

Name: ___________________________ Rank>Title: ________________________________
Address: ___________________________ Postcode: __________ Country: ________________
Tel: __________________ Mobile: __________________
E-mail: __________________ Force/Organisation: __________________
Station/Dept: __________________ Type of work (if not police): __________________

• 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: __________________
Police Mutual
Owned by you. Run by you.

Save today. Look forward to a better tomorrow.

Saving an affordable amount each month with our ten-year Regular Savings plan will guarantee you a cash lump sum to spend on whatever you want. And with payments deducted straight from salary in most forces – it really couldn’t be easier.

Call: 0800 652 9328
Visit: www.pmas.co.uk

You could win £1,000 cash – apply before 25 November 2010*

Police Mutual Assurance Society Limited is an incorporated friendly society, authorised and regulated by the Financial Services Authority. Registered Office: Alexandra House, Queen Street, Luton, Bedfordshire LU1 3EG.

Call 0800 652 9328 (Monday-Friday, 8.30am-5.30pm) www.pmas.co.uk For your security, all telephone calls are recorded and may be monitored. Calls from landline phones are free; however, mobile providers may charge.

*Full prize draw rules are available at www.pmas.co.uk, on written application forms and by contacting Police Mutual by phone. No purchase necessary. Only one entry per person.
HELPING YOU TO ACHIEVE YOUR FULL POTENTIAL

- Gender Agenda
- Professional Development Days
- Annual Awards
- Personal Development Workshop
- Media Training
- Mentor Training

Interested?

JOIN OUR CAMPAIGNS - JOIN BAWP

For membership details visit: www.bawp.org
Call: 0844 414 0448
Email: sec@bawp.org