Spotlight on

DETECTIVE CHIEF
SUPERINTENDENT SUE HILL

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FROM THE EDITOR

Welcome to the Spring Edition of Grapevine. I hope you enjoy reading the news and articles we have pulled together for you. I was particularly interested in the article supported by The Lucy Faithfull Foundation giving advice regarding identification of female sex offenders following the recent high profile case in the media.

Also, thank you to our two committee members, Jackie Alexander and Carol Thomas, who have given us a really interesting account of their visit to Kyrgyzstan in support of a conference to increase the number of women in public life. Don’t miss the article on page 11 about teamwork, whether you are a team member or manager/supervisor, there is some real food for thought.

We are reluctantly going to be saying goodbye to our President, Julie Spence, later this year as she retires. She has been responsible for supporting and championing so many issues over the past 10 years in relation to female progression and will be a really hard act to follow. See her comment on page 2 which gives us a flavour of how much has changed since 2000 – in particular the actual number of women working in the service. I have no doubt that Julie’s hard work and commitment has led to many of the changes and inspired others to follow her lead.

Finally we were all so saddened to hear that BAWP committee member and friend, Bernard Divine passed away in February following a battle against cancer. Our thoughts are with his family and a tribute to Bernard, his life and career, can be found on page 9.

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DATES FOR YOUR DIARY

2010

Please note new venue for Professional Development Days

Spring Professional Development Day – Leicester Marriott Hotel. Monday April 19 (Awards dinner) and Tuesday April 20.


Autumn Professional Development Day – Leicester Marriott Hotel. Monday October 4 (evening AGM) and Tuesday October 5.

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Copy deadline for Summer issue is June 7, 2010.

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From the President’s Desk

For those of you who haven’t yet heard I will be stepping down as president of the BAWP in September this year. After 32 years in policing I have decided to take my hard-earned retirement and am looking forward to some time out with my husband John.

I have been at the helm of BAWP for the past ten years during which I have seen so many things change for the better. Women now make up a quarter of all officers in England and Wales – that equates to 15,407 more female officers than in 2000 when they accounted for 16 per cent of officers. ACPO women total 35 compared to 11 in 1999; there are now 180 female superintendents instead of the 57. The numbers of female inspectors and chief inspectors has more than trebled and there are two and a half times more sergeants now than ten years ago.

Ten years ago there were pockets of women across the country striving to get their voices heard. Now the majority of forces have their own women’s associations.

We have seen the launch, in 2001, and re-launch in 2007 of Gender Agenda which has played a crucial part in championing the recruitment, retention and progression of women in the service.

Ten years ago there were pockets of women across the country striving to get their voices heard. Now the majority of forces have their own women’s associations, there is a raft of national groups, and mentoring, coaching and flexible working are common place.

The BAWP, on your behalf, has tackled – and continues to do so – fitness testing, the thorny issue of uniform and equipment and has strived to add work/life balance to the police service vocabulary.

But of course the battle to create a diverse, representative workforce is not yet won. In fact research has shown that only when women make up 35 per cent of all officers will they experience the least discrimination and greatest acceptance by men in the workplace. So the BAWP committee still has much work to do and I will of course be campaigning on your behalf until my very last day.

Strategy to tackle violence gathers momentum

REVIEWS on the NHS response to violence against women and girls and the treatment of rape victims by the police and other agencies, are set to be published in March.

Their recommendations are expected to be a key part of a wider strategy, announced in November 2009, to bring an end to violence against women and girls.

Work is already ongoing to address the issue of violence with young people. In February a four-week ‘Tackling Teenage Relationship Abuse’ campaign worked to challenge the perceptions of teenage boys and girls that abuse, or violence in a relationship is acceptable. It aimed to try and break this pattern before girls become repeat victims and boys repeat offenders.

A new advisory group, led by Gill Francis, is expected to take this work further looking at how schools can prevent violence against women.

In the same month a fact-finding review, led by psychologist Dr Linda Papadopoulos into the sexualisation of young people, reported how sexualised images and messages may be affecting the development of children and young people and influencing cultural norms.

The Government responded with a pledge to set up an online ‘one-stop-shop’ where the public can voice their concerns regarding irresponsible marketing which sexualises children, with an onus on regulatory authorities to take action.

Help for officers’ families

Families of police officers killed in the line of duty are to get financial support through a new government-funded scheme.

The Police Survivor Support Scheme will see up to £20,000 given to families left struggling financially after officers have been killed on duty.

The cash is aimed at partners of dead officers who have formed a new relationship, which means they are no longer eligible for the survivor pension. Now the one-off payment of up to £20,000 will be handed out to give added financial support after the end of the pension entitlement.

The Home Office-funded initiative will be run by the Police Dependents’ Trust. Their chief executive, David French, said: “It should also be noted that all those eligible for this scheme should have been registered with us already. I hope that many more will be able to access the assistance that the Trust may be able to offer.”
Ministers demand gender equality action

New report makes six recommendations to recruit, retain and progress women in the service

MORE research is needed on why proportionally less women than men are promoted to sergeant, or join specialist departments, and more leave forces for domestic reasons.

That’s the conclusion of a Home Office report looking at the recruitment, retention and progression of women in the police service.

The report ‘Assessment of Women in the Police Service’ was launched in February by Minister David Hanson. It aimed to capture key data, pinpoint any knowledge gaps, highlight good practice and draw up an action plan for further work.

It places greater accountability on individual forces to play their part, recommending each police authority publish an annual plan identifying priorities for action on female recruitment, retention and progression and the measures used to deliver improvements.

Nationally it supported the move towards single national police and PCSO uniforms appropriate for men and women.

It also recommended the Police Staff Council look at any equal pay audits forces have undertaken.

BAWP national co-ordinator, Tracey Moynihan, who sits on the Women in Policing Steering Group, was heavily involved with the report’s production. She said: “While the report contains a wealth of statistical data it also reflects the views of officers and staff who attended a series of workshops. In particular the issues of uniform and equal pay were brought up by front-line officers. At its launch the new vice president of the Superintendents’ Association, Irene Curtis, also highlighted the specific health issues women face. She said forces need to recognise them and manage them appropriately.”

Tracey added: “It is encouraging that the Home Office is taking the issue of women in policing seriously – we just hope that the six recommendations for action, especially that around embedding flexible working, are taken forward and this becomes much more than a paper exercise.”

• Find the report at: http://police.homeoffice.gov.uk/publications/human-resources/index.html

Solving complaints via mediation

WEST Yorkshire Police Authority’s Chief Executive Fraser Sampson is set to visit the USA to learn more about how mediation could be used to resolve local police complaints.

Fraser, a solicitor who has represented many police officers in civil and employment disputes, hopes to speak to complainants, officers, judges and mediators to learn how they have used mediation schemes.

The trip is one aspect of a project being funded by the Weinstein Foundation as part of an international fellowship.

Fraser, whose authority is a BAWP corporate member, says he found out about the fellowship from a BAWP circular.

The association also agreed to support Fraser’s application.

Recruitment campaign only takes a morning

WITHIN hours of Lincolnshire Police starting its recruitment campaign every single application form had been pledged.

The unprecedented demand came from phone calls and emails, and some people even went to police headquarters to get hold of an application form.

Senior Recruitment Officer, David Freeman, says: “We expected a good response for applications but nothing like this. We only had a limited number of applications available to meet our recruitment needs for the next 12 - 18 months. It was not envisaged that the demand would exhaust our stock on the first morning.”

Officers aim high with HPDS

MORE than fifty officers, just under half of them women, have joined the new High Potential Development Scheme which fast tracks officers through the ranks.

The successful 54 constables and sergeants took part in a five-part assessment process which included a written exercise, an interactive exercise, a group exercise, an oral briefing and a competency-based interview.

The hard work doesn’t stop there as the officers will study for two years for a postgraduate diploma in police leadership and management with Warwick Business School.

This will be followed by a two-year period of professional consolidation.

The highest performers can then go on to take a Masters qualification in Police Leadership.

HPDS officers are subject to a specific provision in the police promotion regulations which means that they are to be promoted as soon as they satisfy their chief officer that they are competent in the new rank.

• Find out more about HPDS visit the www.npia.police.uk

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WOMEN OFFICERS BETTER AT EXAMS

Female officers fared better in the latest round of Sergeants’ OSPRE Part II exams with 87 per cent passing compared to 77 per cent of their male counterparts.

The news was welcomed by BAWP Vice President Ellie Bird who said it was important women climbed the ranks alongside men. She said: “Even though women now make up 25 per cent of all officers the majority are constables. We would like to see many more women challenging men for the senior ranks.”

In OSPRE Part II officers undergo a number of role play assessments involving fictional scenarios they are likely to encounter in the rank of sergeant.

A total of 3,099 candidates took the exam of which 2,411 passed. Women made up 34 per cent of those who passed with 709 women and 1,702 men passing respectively.

A breakdown of the results also showed candidates with higher education qualifications also generally did better, with graduates attaining an 83 per cent success rate compared to 72 per cent among officers without a degree.

Professor Jennifer Brown, director of crime and justice at the University of Surrey, says her research has shown that as well as doing better in terms of pass rates, women are also more likely to pass first time.

This could be because they prepare more carefully or because generally women have higher levels of educational attainment compared to male officers, she said.

Professor Brown added: “There is considerable research evidence to show that generally outcomes are attributed to hard work or luck. If women succeed they are more likely to attribute their success to luck and their failure to insufficient preparation. Men on the other hand attribute success to hard work and failure to bad luck. The consequence of this is that women tend to prepare more thoroughly and men are more likely to take a risk.”

The issue of risk is one Professor Brown says divides the genders with men being generally higher risk takers, even enjoying the risk itself, and women less likely to take a risk. She added: “These factors together suggest that women may well prefer to enter for OSPRE when they are clearer about their career path and have prepared thoroughly rather than taking a chance, because for women the consequences of failure are more severe. This is not to say that men are not disappointed if they fail, but they are less likely to take failure to heart attributing this to external circumstances over which they have no control. Women are more likely to attribute not passing to a personal failure of performance or want of effort on their part.”

Local winners

STAFFORDSHIRE Police’s women’s association has recognised the qualities of six women and two men at their annual awards ceremony.

The winners automatically become the force’s nominations for the BAWP awards which will be presented in April.

Staffordshire Police’s SAWP chair Amanda Davies said: “Particularly notable are the awards to PCs Andrew Pope and Andrew Wolstancroft for encouraging women officers to apply for firearms roles within the force. As a result, female representation within firearms has increased more than 50 per cent over the last 12 months to five.”

PCSO Margaret Griffiths receives her Community Service award from Chief Constable Mike Cunningham
Scottish staff offered mentoring opportunity

Staff in three Scottish forces are being offered the chance to take part in a pilot mentoring scheme.

Posters have gone up across Fife Constabulary, Grampian Police and Tayside Police sites in a bid to recruit mentors and mentees.

The scheme is open to men and women, police officers and police staff, at any rank or grade, as either a mentor or mentee.

Briefing sessions have been held in all three forces and detailed briefing packs made available to staff expressing an interest in being considered for the scheme.

Potential mentors and mentees have been asked to complete application forms detailing their skills, experience and knowledge and what they are looking for from mentoring.

The scheme is being driven by the Women’s Development Forum on the back of feedback from staff in all three forces that mentoring would be helpful. It is being sponsored by ACPOS.

Tayside Police’s Equality and Diversity Adviser, Wilma Canning, is chairing the mentoring working group. She says that

“Those interested in becoming a mentee can also express a preference for a mentor from their own, or one of the other two forces

those interested in becoming a mentee can also express a preference for a mentor from their own, or one of the other two forces.

She added: “We will hold a ‘matching session’ to try and pair mentees with an appropriate mentor. Then all mentors and mentees will attend half-day awareness sessions to give them guidance on how the relationships should work.”

The six-month pilot will be evaluated in October and if successful could be rolled out across all eight Scottish forces.

The Women’s Development Forum are happy to share their experiences with other forces.

Regional policing co-operation

THE POLICE authorities for Hampshire, Surrey, Sussex and Thames Valley have signed a legal agreement to create three new regional units to cover witness protection, covert operations and technical support.

The move will save the forces money while also giving them greater resilience on a regional level.

This is the first legal agreement of its kind to be signed in the South East and if successful further joint working will follow.

The agreement was signed by the Chairs and Chief Executives of the four authorities, and by the four Chief Constables, at a meeting held in Sussex in January.

Julia is elected as new IAWP rep

BAWP committee member Julia Jaeger is the new International Association of Women Police (IAWP) regional representative.

Julia, who is an inspector for Hammersmith’s safer transport team within the Metropolitan Police Service, was elected at the end of last year.

She is now responsible for more than 80 members across the UK, Europe and Russia.

With trips to Seattle for the IAWP national conference, and Bulgaria, to continue Jane Townsley’s work helping to develop a policewomen’s network for South Eastern Europe, under her belt she is quickly getting to grips with her new role.

“My aim is to build stronger links with the European members and to share UK best practice with them,” said Julia.

Detective mums in childcare row with Ofsted

Two Thames Valley Officers who babysat for each other’s children were at the centre of a row with Ofsted at the end of November 2009.

DCs Leanne Shepherd and Lucy Jarrett, who job-shared a post at Aylesbury police station in Buckinghamshire, were told by the body that their reciprocal childcare arrangements were illegal, as they did not have childcare accreditation.

Ofsted said it acted after a tip-off from a neighbour and argued that the officers’ arrangements constituted a “reward” under the provisions of the Childcare Act of 2006 because it lasted more than two hours.

The pair, supported by Thames Valley Police Federation, lodged a petition on the Number 10 website to scrap the Ofsted rules. To date it has attracted more than 20,000 signatures.

However Children’s Secretary Ed Balls stepped in and in a letter to Ofsted Chief Executive Christine Gilbert said the watchdog should not seek to regulate reciprocal childcare arrangements.

He told MPs at the time: “I have agreed today with Ofsted that, with immediate effect, this will be beyond the scope of their childcare inspections and will make this crystal clear by changing the regulations in the coming period.”
Top job for Irene

A former BAWP committee member has been elected the new vice president of the Superintendents’ Association.

Chief Superintendent Irene Curtis from Lancashire Constabulary was chosen by colleagues on the association’s national executive committee. She will work alongside Chief Superintendent Derek Barnett, a Cheshire officer, who was confirmed as the new president.

Irene says she is “delighted” to take on a full-time role helping to “shape the police service for the future”.

She added: “I feel strongly that the roles of both staff associations and the staff support associations are key in influencing those who make major decisions that affect policing.”

Irene says the BAWP has played a huge part in helping her get where she is now.

“I have been a BAWP member for well over 10 years during which time I have met lots of like-minded people who have the same passion as me for policing, and who want to make a difference. “The network the BAWP opened up for me has enabled me not only to share my problems with others, but to help find solutions too. I always found the development days both informative and inspirational, and they are excellent at forcing you to take time out to think about yourself and your career for a change. The work I undertook as a committee member helped open my eyes to some of the bigger issues in policing that I had previously not been alive to. I have no doubt that this experience, together with the mentoring and support provided by other BAWP members has helped me to get to where I am today.”

President Derek Barnett said Irene had an “impressive track record as an operational police officer” and that it was clear she was “someone who is prepared to invest her own time and energy in promoting the interests of equality across the service”. He said he hoped the Police Federation and BAWP would continue to work closely together.

Irene takes up her new post in March.

Honours all round

Chief Superintendent Gill Donnell, who sits on the BAWP national committee, took a trip to Windsor in December to receive her MBE.

Gill’s accolade, for services to the police, came in the Queen’s Birthday Honours last June.

- Daughters Holly and Emily, both aged 12, and partner Graham joined Gill at the palace.
- The New Year’s Honours saw Assistant Commissioner Cressida Dick and BAWP President Julie Spence awarded with Queen’s Police Medals.

Scottish jurors given animated evidence

Scottish police officers will soon be able to transport jurors back to the scene of the crime through forensic animation and 3D reconstructions.

Such technology, which is usually found in computer games and special effects movies, can be used to aid a jury in visualising hard to explain situations.

It paints a picture based on the forensic evidence collected and can then be used to illustrate how a murder was committed, the movements of a suspect, where a body was dumped, or how vehicles might have collided.

The service will be provided by a new dedicated national Forensic Multimedia Unit which has been funded by the Scottish Police Services Authority (SPSA).

It is the first of its kind in Scotland and is expected to revolutionise the way data and evidence relating to a crime can then be used to support a police investigation or improve its presentation in court.

Tom Nelson, Director SPSA Forensic Services, said: “They say a picture is worth a 1,000 words and with this technology it really is. We can instantly transport detectives, lawyers, jurors and judges back to a crime scene, taking them on an interactive tour of the criminal investigation without a single person leaving their seat.”
Two-way dialogue needed to improve public confidence

By Nicky Phillipson

FORCES anxious to improve the public’s confidence in them need to devote more resources to community engagement.

Textbook neighbourhood policing and restorative justice have been revealed as key to raising the public’s faith in their local police service.

The news comes in a report released by the Home Office at the end of 2009.

‘Improving public confidence in the police service’, reviewed recent academic studies into public confidence as well as individual force schemes, such as using restorative justice, to improve it.

It found speaking to the community ‘essential’ if confidence figures in the service are to rise. However the report pointed out that it should not be assumed that the same methodology works across the board. It said: “The best practice for any community is one that fits their needs and conditions and is compatible with available resources.”

The report said that there was no quick fix way to raise confidence and that it should be seen as a “long-term continuous process” with officers and staff taking time to “understand and address the expectations of different communities.”

Embedding neighbourhood policing was top of the report’s list to improve confidence. It explained the importance of localised foot patrols, focusing on what the community deem a priority and joint problem solving. Number two in the four point list was the importance of officers and staff being polite and respectful when they speak to the public. In fact one of the four listed pitfalls to reaching the confidence target was that police officers and staff may actually lower the public’s perception of the police by talking “negatively about their job in public”. The report revealed that the police have a lower perception of their service than any other public sector workers.

Other pitfalls included forces frequently abstracting those responsible for community engagement, poor quality consultation which fails to touch much of the community and too much dialogue on crime and anti-social behaviour. This focus, the report says, may create feelings of threat or fear amongst those listening and in turn lower opinions of the police.

Local-level communication, such as newsletters which tell the community what the agencies are doing in response to their concerns, was also in the top four actions which help promote confidence. Restorative justice, where victims get a chance to help decide what recompense an offender should make for his or her actions, was also in a top slot.

The report also revealed a further six suggestions which looked “promising” at helping to improve public confidence. This included varying consultation methods to working with local authorities to remove the visual signs of crime and disorder such as graffiti and fly-tipping.

Continued on page 8

Public confidence route map launched

Forces, authorities and local agencies are being signposted to what research shows drives confidence. A newly launched ‘route map’ summarises the evidence underpinning public confidence and seeks to capture in one place, the existing guidance and learning that is available to support improvements. It has been jointly developed by Home Office, NPIA, ACPO and APA and is available.

- Find it at www.cfnp.npia.police.uk

TAYSIDE Police has appointed its first female chief constable

Justine Curran, 42, joined the force as deputy in 2009, but has been acting chief since Kevin Mathieson retired in August.

Justine’s career started in 1989 when she joined Greater Manchester Police. She remained with the force, apart from a brief spell with Merseyside Police where she was promoted to superintendent, until her move to Tayside last year.

Gay staff say forces best place to work

SEVENTEEN police forces made it onto the 2010 Stonewall Top 100 Employers list, the annual list announcing Britain’s best employers for gay staff.

IBM, the technology company, won the overall title of gay-friendly employer of the year. Hampshire Constabulary came in at number two on the list and was top public sector employer. It was followed by Kent (9), Merseyside (13), West Midlands (19), Metropolitan Police Service (21), Cheshire (23), Greater Manchester (23), Staffordshire (34), Sussex (34), British Transport Police (39), Lancashire (47), North Wales (50), Suffolk (50), Thames Valley Police (50), Hertfordshire (60), West Mercia (73) and West Yorkshire (79).

The index is compiled each year by Stonewall, the campaign group, which rigorously measures the performance of employers, including site visits and anonymous questionnaires to more than 7,000 gay staff about what it is like to work there.
Forces given tips to improve confidence

Continued from page 7

The Home Office move to only measure English and Welsh police forces on a new single target to increase public confidence came last June. It will be based on an existing Statutory Performance Indicator measured by the British Crime Survey. Forces have been given their own targets, with an expectation that confidence as a whole will hit 60 per cent by 2012.

BAWP President and ACPO lead for Citizen Focus, Julie Spence, said: “Public confidence in a critical public service seems an obvious objective, but saying it and achieving it are too different things. Improving public confidence requires us to engage and truly understand those things which make both a positive and negative difference. Assuming we know best is an attitude that has to be confined to the past.

“At the heart of confidence is a real dialogue with the public, victims and witnesses. This must be two-way and explain to them what has happened, what will happen and is transparent and open about the outcome. The report did not mean don’t talk about crime and anti-social behaviour – that’s plainly crazy and looks like we are denying the reality. What it did mean was talk about what’s happening, but also discuss what we are doing about it and the results of our action.

“I never cease to be amazed by the positive impact that information, feedback and empathy can have on people. I am not surprised that in the past people believed we didn’t care when we just got on with the next job and relied on telepathy to keep them updated.”

You can read the report ‘Improving public confidence in the police – a review of the evidence’ at: www.homeoffice.gov.uk/rds/pdfs09/horr28c.pdf

Community links prove invaluable

ESSEX police constable Tess Wisbey won the bronze medal for ‘Diversity in Action’ at the Jane’s Police Review Gala Awards in November 2009. It was her work building links with diverse communities which earned her the recognition as Nicky Phillipson reports.

Tess Wisbey, 34, says in the three years she was the vulnerable adults and minorities officer in Thurrock, Essex she definitely learned to be tenacious. It was a rapidly changing environment where 50 per cent of children entering primary school were from black and ethnic communities. Tess’s brief was to open up lines of communication and show the community they could trust the police; but it was not as simple as it seemed. “I think the thing I learned is that there is not one way to do anything, you just need to be prepared to try lots of things until one works. Believe me what works for one community, is not the same for another,” said Tess.

Working closely with vulnerable groups including partner agencies, influential community leaders and members of the community, Tess strived tirelessly to gain their trust and respect.

It was Tess’s then superintendent, Ivor Harvey, who noticed her dedication and commitment and nominated her for the award. He said: “She has found her true vocation and it is clear her engagement and actions within the diverse community ensure it is a better place for everybody to live and work.”

Tess says she was “completely stunned but thrilled” to have won the award. She added: “I always want to do my best in everything in life, my husband will back me on that. I feel that I have been rewarded by the force for the time I spent in Thurrock and that my hard work was appreciated. It is vital that everyone recognises good work regardless of rank. We all like to know that we are valued; it makes it easier to take some knocks too. I always try to say thank you to colleagues; it is the simple things like that which build positive relationships.”

For Tess the links she made with the community have been invaluable in her new detective role as a community engagement officer for the PREVENT agenda. She says: “Part of my responsibilities are for the same area I was working in when I won the award. This has enabled me to maintain the good working relationships I had built up with both agencies and the communities in Thurrock. This will be key in delivering PREVENT initiatives.

“I also feel more confident in the role I am in now, knowing that I understand community engagement, even if there is always something else to learn.”

• The Diversity in Action Award was introduced in 2004. It covers the widest definition of diversity and includes gender, race, sexual orientation and disability.
The man behind the women

A much-loved ex BAWP committee member and the ‘man behind the BAWP women’, Bernard Divine lost his battle against cancer in February, aged 72.

Bernard, a former assistant chief constable, died peacefully at Pendleside Hospice near Burnley. He even left his mark on the nurses who cared for him in his final weeks; they commented on his smile and dry sense of humour.

Bernard lived his life with great energy leaving his mark on all who came into contact with him.

Bernard had lived in Rossendale, Lancashire, with his wife, Irene, who was the BAWP’s first national co-ordinator, for the past 22 years.

Those who knew Bernard said he lived his life with great energy leaving his mark on all who came into contact with him. Not content with just serving 30 years as a police officer with Greater Manchester Police, Bernard embarked on a second career with the RSPCA managing all the local branches and operations for the North West region until 2000.

Bernard first got involved in gender issues by supporting Irene to make the waves many women in the 80s and 90s wanted to make – to have a voice in the service.

His encouragement and support extended to offering to retire from the RSPCA to act as unpaid admin manager, secretary to the committee, and exhibition organiser for the 2000 Senior Women’s Conference; which was for the first time moved away from Bramshill to a hotel in Blackpool with more than 200 delegates.

Bernard continued to provide admin support to Irene when she became the first BAWP national co-ordinator upon her retirement from GMP. He worked tirelessly to ensure she was in the right place, at the right time, with the right paperwork – he was everything a PA should have been. He became a very familiar face to many BAWP members and a serious supporter of the diversity agenda. He helped to organise professional development days and two subsequent Senior Women in Policing conferences, attracting exhibitors and sponsors to help fund them. When Irene stepped down as national co-ordinator Bernard continued to be involved with the BAWP and represented NARPO on the committee.

Over the last 10 years Bernard has worked in a voluntary capacity as Chair of Governors of Haslingden Primary School, Chair of Lancashire School Governing Bodies and sat on several other committees representing school governors within the education system. He was also Vice Chair of the Professional Standards Committee for Rossendale Borough Council, Independent member of the Overview and Scrutiny Committee for Rossendale Borough Council and, Chair of Burnley, Pendle and Rossendale National Osteoporosis Support Group. He had also recently been appointed as a Trustee of the National Charity of the National Osteoporosis Society.

Bernard also leaves a daughter Wendy and her husband Ian, son Mark and partner June, grandchildren Adam, Rhys, Ben and Megan, cousins, nephews and nieces and many good friends.

His funeral service, which was held in February, was a real tribute to his policing career with a full guard of honour which included mounted officers. The cortège was headed by CMP motocyclists and a CMP motorway Range Rover, which had been in service when Bernard was in charge. It was driven by its current owner Geoff Taylor and colleague Mark Willacy who had been motorway traffic officers under Bernard’s command in the mid 1970’s. This was their tribute to a ‘great boss’.

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**In the SPOTLIGHT**

**Q** What did you want to be when you were growing up?

*I always wanted to be a police officer. My brother and cousin were police officers. This inspired me to follow in their footsteps.*

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

*Two spring to mind: the first is being selected to be part of a 'fly on the wall' documentary called ‘Law Women’. It focused on three leading women in the Criminal Justice Process. I was selected from the police due to work I was leading on in the investigation of rape. Following its success I spoke at the Superintendents’ Association conference on how we were making radical changes to this area. As a result of this I met Jack Straw, who was then Home Secretary, and received a Commissioner’s Commendation. Secondly, on a personal level, I still vividly remember a child I had to take into care when she was 12-years-old. I then acted as a respite foster carer during her teenage years. I later received a card from her when she was an adult thanking me for being like a mother to her. It really made me realise what a huge impact we can have on people’s lives.*

**Q** How have you achieved a satisfactory work/life balance?

*I don’t think I have achieved this in 30 years. Trying to juggle a full-time job that I was, and am totally committed too, whilst trying to do the same for my family, has been very tough. My family has always been my ‘Achilles heel’, wanting to do the very best I can for them – with no flexible working patterns, or compressed hours. Now that I am in the twilight years of my career I appreciate more than ever the importance of family and getting the right balance. I look forward to redressing this imbalance in my retirement and focusing on my children. I don’t think they are so keen to have mum on their case though.*

**Q** What do you think are the barriers to success?

*My career has always been challenging and demanding. I thrive on this and seeing my staff succeed. I guess my biggest barrier to success has been self imposed. Being an outspoken person, who says what they think, can have its problems. I have always believed in standing up for what is right and sometimes you can’t be diplomatic in delivering that message. I still tackle issues head on, but have realised that sometimes a less direct approach can achieve better results.*

**Q** What three words describe your personality?

*Optimistic, playful and devoted.*

**Q** What are your vices?

*Good food, good wine and Jimmy Choo shoes!*
The old joke about there being no ‘I’ in team seems like a clever notion, one imagines that the speaker would have everyone offer their individuality up for the greater good of the team. This would be quite a big demand for most of us. A great idea would be to say bring yourself, your authentic self, to the team and join in? Surely it is better to be yourself and retain your identity, but think how best you can benefit the team, says Angela Hackett.

Police officers are constantly in a team, whether the team is the police service generally, the local police force, the borough, the relief, the squad. I wonder if joining all these teams could make one ‘anti’ team joining? Could one find oneself railing against the group and trying to be seen and heard as an individual in order to minimise this ‘ownership’?

I think the one way you can offset a potential loss of self identity is to consider what being part of any team means. What are the benefits to you? How could you be a better team player? How could your individuality actually make a team more resilient, stronger and more successful without having to lose yourself in the team identity?

For me the greatest teams are the ones where everyone knows their role, everyone feels heard and the common objective is clear.

Again, this is an ideal that teams can find so hard to live up to. So, what gets in the way? All too often we do not speak up and say what we want, we just hope by some miracle people will read our minds and provide us with the support or behavior we are seeking. We often unintentionally offend others because we are unclear what their needs and objectives are. You must never hope that people understand your motives and direction, you must be clear enough for everyone to understand you without apology for who you are.

You cannot solve problems if you have not let others know exactly what you want. With unclear expectations you do not have the right to confront others on any breach of your unexpressed rules.

As a team leader you must express your vision of how things are going to be with specific, identifiable and repeat actions, clarifying do’s and don’ts. As a team member you have a duty to express what you need to perform to the very best of your ability. Again, a request for a clear vision of what is expected? What are the team priorities? What areas are less important? If you are not able to speak up you will be swept along on other people’s vision of what should be and potentially suffer because of it.

There are such huge pleasures and benefits to being part of a productive supportive team: the sense of sharing in each other’s successes, not just your own; the enjoyment of your energy being used to the productive outcome of the task at hand, not energy wasted at watching your back and being anxious others are there to undermine you.

Whether a team leader or a team member you are more powerful than perhaps you realise. We have all been in teams where one tricky person can spoil the whole attitude of the group. That being accepted, one must agree that a positive proactive attitude will similarly affect the team.

There is very little point in feeling at the mercy of a difficult team member. What can you do to change things? That person might be tricky, but there are always ways to minimize the effect rather than complaining at the injustice of the situation. You can, and must make a difference in your own life.

My desire for any team I work with is for each member to be able to express their individuality, whilst in turn respect the individuality of others. Then we create some magical ability to work well as a team, forming diverse and exciting groups able to listen to another viewpoint or idea without feeling threatened or undermined.

So now, you must speak up and demand to be heard, but always respect the rights of everyone else to also be heard. It will be a powerful tool for you.
DC Kerry Williams has worked in child protection and monitoring sex offenders since 1997 and strongly believes that nationally there is a gap in officers’ knowledge on female sex offenders.

He said: “We have to realise women do sexually abuse and so must ensure such offending is not missed. Many types of sex offenders are very skilled at manipulation and clever at hiding their offending behaviour. But the better your skills and knowledge are, the better you are at identifying it.”

It was his tenacity and forethought which led to Cambridgeshire becoming one of the first forces to stage a workshop to educate officers and staff on the different ways female sex offenders function to men.

The day, which was led by Sherry Ashfield, Principle Practitioner with The Lucy Faithfull Foundation, explored the challenges female abusers present to commonly held perceptions of female behaviour, increased the officers’ knowledge of female sex offenders and explored the implications for victims.

Sherry began by looking at the role women play in society. “Female sex offenders hit different emotional buttons than male offenders, whether we like to admit it or not,” she said. “It is easy for society to stereotype male sex offenders. Common examples include: wearing white socks, big glasses or a dirty jacket. For female sex offenders, it is harder to picture a stereotype, other than Rosemary West or Mira Hindley. Nobody wants to think that a woman they know might be like them."

Sherry said she appreciated how hard it was for officers and other child protection workers to get their head around matching what’s on the paperwork to the woman in front of them.

However, she added: “We need to get our head around our pre-conceptions and change our mindset so that abuse does not go undetected. Women shouldn’t do this – that’s our starting point."

Although it is not fully understood what motivates women to sexually abuse children, Sherry told officers it was not always about sexual pleasure. She said jealousy, revenge for their own abuse, and desire for affection are some of the known motivations. However, for a significant proportion of women, it was a fear of losing, or violence from, their partners.

Research by The Lucy Faithfull Foundation has revealed that female sex offenders do not need to put in the same effort as men to groom their victims and other adults. Society has already placed them in caring roles – whether that be as a nursery worker for example, or mother.

In cases where older women have sex with young men, it can be difficult to get an acceptance that abuse has occurred.

Sherry described a ‘Maggie May’ or ‘Mrs Robinson’ syndrome in society, she said: “The victims are perceived as ‘lucky’ and not victims.”

NSPCC calls for more action

The need to educate criminal justice professionals about female sex offending was highlighted back in 2005 by Dr Lisa Bunting, a senior researcher at the NSPCC. She studied the issue in great detail and in her report, ‘Females who sexually offend against children: responses of the child protection and criminal justice systems’, made 13 recommendations to tackle the growing issue.

The issue was once again flagged up by the NSPCC’s Chief Executive Andrew Flanagan after nursery worker Vanessa George was sentenced. Mr Flanagan said the UK government needed to issue new guidance on female child sex offenders, employ better risk assessment and treatment programmes for all convicted female sex offenders and improve the training child protection professionals receive on abuse perpetrated by women.

Read Dr Bunting’s report at www.nspcc.org.uk

In 2009 Childline reported a rise in the number of children calling to report sexual abuse by women. In the same year experts estimated that women were responsible for up to ten per cent of all child sex abuse. The issue then became headline news when a nursery worker was found guilty of abusing children in her care. But how much do police officers and staff know and understand about how these women work? One Cambridgeshire detective constable decided to plug this knowledge gap by inviting a senior practitioner from the child protection charity, The Lucy Faithfull Foundation, to speak to his colleagues, as Nicky Phillipson reports.

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This can make it incredibly difficult for young men to come forward and report what has happened. Sherry urged officers to watch out for this, as it can be just as traumatic for a male victim, as it would be for a female.

Sherry also covered the types of language officers should use when speaking to female sex offenders. She said, for example, that the word ‘masturbate’ can be associated by some women as a solely male behaviour. It may be more suitable to use a softer term when questioning females. Women may not relate to the concept of ‘fantasy’, but will often be willing to discuss the notion of daydreaming, she said.

Sherry’s parting words were simple: “The key message is that we need to get our head around the idea that women can be abusers.”

This is something that Donald Findlater, who is head of research and development at The Lucy Faithfull Foundation, echoes. “For too long the issue of female sexual offending has gone largely unrecognised in both public and professional arenas. Yet a conservative estimate would say that women are responsible for ten per cent of all child sexual abuse. Of course, we convict very few. Society’s reluctance to accept that women can engage in abuse of children makes it particularly difficult for victims to come forward as they often fear they won’t be believed or that the abuse will be minimised as less harmful than abuse committed by a man.”

He added: “Police officers and staff by the very nature of their roles have a crucial role to play in instilling confidence in victims to come forward and report their abusers.”

The Lucy Faithful Foundation/Stop it Now!

Named after its founder, Baroness Lucy Faithfull of Wolvercote, the Foundation is a child protection charity operating UK-wide and specialising in safeguarding children from sexual abuse. The LFF also runs Stop it Now! – a free confidential helpline which allows callers to access information and advice in relation to child sexual abuse. The helpline takes calls from adults concerned about the behaviour of someone they know and those concerned about their own sexual thoughts or behaviours towards children.
Two BAWP committee members boarded a plane to Kyrgyzstan at the end of 2009 to take part in a conference being held in the country’s capital city, Bishkek, to help increase the number of women in public life.

Detective Superintendent Jackie Alexander, from Nottinghamshire Police, and Surrey Police’s Equality, Diversity and Human Rights Advisor, Carol Thomas, had been asked to speak at the event which was organised by the country’s police reform programme. The police reform programme, which has been running for six years, is a partnership between the Kyrgyz Ministry of Interior and the Organisation for Security and Co-operation in Europe (OSCE). Its aim is to help the Kyrgyz police become more democratic, efficient and service oriented.

The international conference, which was the first of its kind, was targeted at female police officers and part of the President’s government priority to increase the participation of women in public life.

Its agenda included presentations and discussion on an array of issues from sexual harassment in the workplace and psychological trauma, to democratic policing principles and effectively recruiting and retaining women in policing.

Jackie, who was also attending as part of her role on the European Police Network (ENP), spoke about the power of networks and the Gender Agenda. Carol, who is the IAWP’s diversity chair, covered positive action, maternity matters and flexible working.

Jackie said: “The real challenge was making our experiences relevant to their culture. In my networking conversations the women were most interested in things like childcare arrangements. In fact they were..."
surprised that I had used a nursery school as childcare for my children from the age of six months; they tend to still live near their families so rely on their parents for childcare, or just don’t return to work at all.

“I also noticed that they still have more traditional ‘male’ and ‘female’ roles in policing. The women police officers were primarily in roles that we have civilianised such as back-office roles, front-desk and admin. But the women I spoke to were very proud of their new all-female traffic unit – which I think did mainly traffic control.

“However just the fact that they were having this conference and even talking about issues such as sexual harassment – which they deny exists as they have ‘too much respect for their female officers’ – is a significant step. It is clearly the start of what I am sure will be a long, difficult, but hopefully worthwhile journey towards a more democratic society.”

The audience not only included more than sixty police officers, but the OSCE Ambassador, the Minister of the Interior, police administrators and supervisors from all over the Kyrgyz Republic.

Carol said there was a “real buzz of energy” in the sessions. “Jackie and I, and IAWP colleagues Alicia Moriana-Lopez from Catalunya Police and Heather Kouts from New Orleans Police, were all made to feel very welcome” said Carol.

The group were taken on a tour of the city police station and control room. Jackie says the local officers were very proud of the new control centre and forensic science department, which were modern and well equipped. “The control centre however was staffed with just a few officers and they worked 24 hour shifts – they take it in turns to get some sleep when they are not too busy!” said Jackie.

Jackie added: “When the invitation to speak at the conference came through I have to admit I had to get a map out. I had no idea where Kyrgyzstan was, or what the area would be like. In fact we landed to snow and minus eight degrees Celsius, which wasn’t what I had packed for as the week before the capital had been bathed in twenty degree sunshine.”

The guest speakers also got a chance to see some of the country. Carol says: “We had a brief opportunity to visit a national park in the mountains south of the capital. The snow covered landscapes in the glorious sunshine were stunning.”

Kyrgyzstan

Kyrgyzstan (pronounced KUR-gi-stan) officially the Kyrgyz Republic, is a landlocked country in Central Asia. It is bordered by Kazakhstan to the north, Uzbekistan to the west, Tajikistan to the southwest and China to the east. The mountainous region of the Tian Shan covers over 80 per cent of the country. It is a primarily rural country and in 2007 (when the last population census was carried out) only one third of the estimated 5.2 million population lived in a city.

The country gained independence from the Former Soviet Union in 1991.
How to become a member of BAWP

For further information contact: CAROLYN WILLIAMSON, Secretary, BAWP, PO Box 999, Bordon, GU35 5AQ.
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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.

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