TRAINING TO KEEP THE UK SAFE
Professional Development Day

PREPARING FOR FUTURE OPPORTUNITIES

Leicester Marriott, Tuesday 14 June 2011

AWARDS PRESENTATION DINNER

Leicester Marriott, Monday 13 June 2011

AGM – Monday 13 June 6pm

Speakers include:

Annie Broadbent – Working in the Voluntary Sector
Zoe Byrne – The Prince’s Trust
Mary Keightley – Enterprising Women
SOCA & Stop the Traffik
Skills for Justice – Training Grants for Women
PMAS – Money Management

Bookings and more information

www.bawp.org
From the Editor

The wide ranging public sector cuts have been felt across the whole police service, including BAWP. This is why our president Cressida Dick has taken the bold step of prompting a re-think of what we do and how we do it in her comment on page 2. Please take the time to share your views on what BAWP should look like, it’s your association and we need you to help shape it.

Despite financial pressures there is still a lot going on across the country to support women in policing. You can read about a development day in Bedfordshire on page 4 and a Springboard alumni event on page 6. It is important that officers and staff are still given chances to develop, both professionally and personally, so when promotions are eventually advertised they be ready and waiting. I hope you will agree that the four-page special (pages 12-15) on some of the development opportunities available if you put in a little bit of effort, provides some food for thought.

We have also tried to show readers some different sides to policing, with details of one woman who went on a secondment to Afghanistan on page 11 and a double-page feature on the women who train staff to deal with potential chemical, biological, radioactive and nuclear (CBRN) incidents in the UK on pages 8 and 9.

Don’t forget if you have a story idea send it direct to me, or Nicky Phillipson by email.

Assistant Editor: Nicky Phillipson

Dates for your diary

2011

AGM and Awards presentation dinner
Leicester Marriott, Monday 13 June.

BAWP Professional Development Day: Preparing for future opportunities
Leicester Marriott, Tuesday 14 June.


2012


News

From the President’s Desk
Cressida talks about future proofing BAWP

Bill proposes abolition of police authorities

Bedfordshire goes upbeat on development

Record levels of women in Scottish policing

Putting Springboard skills to the test

Health: New device to tackle menopause symptoms

Features

Cover Story
Dealing with chemical, biological, radiological and nuclear incidents

Grapevine looks at the work of The Police National CBRN Centre and the efforts being made to ensure the protective kit is suitable for women.

In the Spotlight
PC Sara Ginn, a dog handler with the Metropolitan Police Service, shares her childcare challenges and the love she has for her job.

Training the Afghan National Police

Personal Development

In a four-page special Grapevine looks at the personal and professional development opportunities available to police officers and staff.

Winston Churchill Memorial Fellowships

Studying at the IPA Centre in Gimborn

Volunteering for The Prince’s Trust in the UK

A trip to India with charity ‘Original Volunteers’

Membership details

Copy deadline for Summer issue is June 3, 2011

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Grapesvine Spring 2011
Help shape the future of BAWP

As we celebrated 100 years of International Women’s Day in March it is worth reflecting on how far we have come in terms of women in policing and how much we owe to our predecessors.

Even in the last quarter of a century there have been extraordinary changes so that we now see women contributing in every aspect, every specialism and at all levels. Women make up more than 26 per cent of the officers keeping our streets safe; the service more than ever better reflects the communities we actually serve.

Some of these changes have been hard won, and whilst recognising that there is still more to do, we should be thanking the courage and commitment of the pioneers who have gone before us. Policing now faces great challenges and potential change. As we try to understand the possible effects of the Winsor and Hutton proposals, as well as the impact of reduced budgets, BAWP will be seeking wherever possible to ensure these advances are not lost.

Since the winter issue of Grapevine, we have heard that we will not receive any Government funding for BAWP this year. This is of course disappointing, but not entirely surprising. The funding has been withdrawn from all staff associations as part of the wider spending cuts.

We will now be working hard to identify other possible funding sources and will look to work differently while still maintaining all that has been most effective and important about the association.

At our most recent committee meeting we discussed how we see BAWP going forward and how it can be future proofed. We all agreed how crucial it is to ask our members what they want from BAWP. This is why we intend to contact you all in a bid to get a truly representative feel of your needs and aspirations.

As an association we want to develop with policing and not stagnate doing what we have always done. This is an opportunity to re-think what is important and to look at what the future might hold for us all.

I invite you all to take some time out to share your views with our national co-ordinator Tracey Moynihan or Grapevine assistant editor Nicky Phillipson. We will be pulling together all your comments for an article in the summer issue of Grapevine, and using them as a basis for our discussions at the May committee meeting.

Please remember there is still much to celebrate and I look forward to seeing as many of you as possible at the BAWP Annual Awards ceremony and next professional development day in June.

Share your views on BAWP by emailing: coord@bawp.org or nickyphilipson@btinternet.com

Find out more on the Winsor Report into police officer and staff pay and remunerations on the Home Office website www.homeoffice.gov.uk/police/

Details of the Hutton Report into public service pension provision can be found at www.hm-treasury.gov.uk/indreview_johnhutton_pensions.htm
Proposed policing reform gathers momentum

A BILL which proposes replacing police authorities with directly elected police and crime commissioners is passing through Parliament.

The Police Reform and Social Responsibility Bill contains a raft of proposals which promise to make the police service more accountable to local people.

The new commissioners, who could hold office for four years, would be responsible for holding police forces to account with support from Police and Crime Panels.

The elections for the commissioners are planned for May 2012.

Plans to overhaul the Licensing Act, giving more power to local authorities and police to tackle premises causing problems, are also included. It also strengthens the penalty for persistently selling alcohol to under 18s by doubling the maximum fine and increasing the period of suspensions which can be imposed on such properties.

The Bill also proposes to allow local authorities to charge more for late-night licences to contribute to the cost of policing the late-night economy.

The Bill had its first reading in December 2010 and was sent to a Public Bill Committee for scrutiny. The Bill has been reprinted to incorporate the changes made during the committee consideration and is waiting for its Report stage on the floor of the House.

Lecturing stint leads to new partnership

BAWP national co-ordinator Tracey Moynihan turned lecturer for a day when she was invited to speak to students at Manchester Metropolitan University.

Tracey spoke to second year criminology students as part of a module called ‘The development of policing in England and Wales’.

The students heard about the work of the BAWP, the current diversity agenda and Tracey’s own journey into policing.

Dr Wendy Laverick, a senior lecturer in criminology at the university, who organised the visit, said students benefit enormously from contact with practitioners. “It adds insight and an element of realism into a given topic,” she said.

Tracey’s lecture not only prompted some of the students to consider a career in policing, but also inspired Dr Laverick into thinking about how the BAWP and university could work together. “Tracey’s contribution highlighted the valuable role played by the BAWP in taking forward the diversity agenda,” she said.

“Tracey’s contribution highlighted the valuable role played by the BAWP in taking forward the diversity agenda, particularly in relation to the efforts made to actively value women within the service. We are now looking at a possible collaborative endeavour to update the Gender Agenda,” she said. “In particular we would like to identify the issues affecting women within this period of intense change and restructuring and to examine the impact of spending cuts upon the Gender Agenda.”

A bid for funding to carry out the work needed to update Gender Agenda is now being put together to be considered by the Faculty Research Council.

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IN BRIEF

Leading change in women’s policing

HOME Secretary Theresa May has highlighted police accountability and the under-representation of women in senior policing as priorities during a conference in Norfolk.

As the keynote speaker at this year’s Senior Women In Policing (SWIP) conference, she reinforced the message that elected crime commissioners would enhance the police service. She said: “We want to encourage a wide variety of candidates, including women and those from ethnic minorities, and hope that it gets the public to become more involved in their neighbourhoods and take some responsibility.”

Stressing the need to help women reach the higher ranks of the police service, she added: “We need to change the culture and the attitude that prevents women from being appointed to senior positions. Both the Government and ACPO need to make a concerted effort to come up with proposals to increase representation. To assist, we will be increasing paid maternity leave for police officers to 18 weeks.”

Senior officers and police staff from across the UK gathered in Norwich on Monday 14 March for the annual conference which was hosted on behalf of the Association of Chief Police Officers and the Association of Chief Police Officers in Scotland Women’s Forum. The event centred on the themes of inspiration and leadership facing women in policing.

BAWP president Metropolitan Police Assistant Commissioner Cressida Dick also spoke at the conference and urged people to “get involved in women’s support networks if you want to make change and difference”.

Suffolk Deputy Chief Constable Jacqui Cheer and Aamna Mohamad from Abu Dhabi Police, who is a 1st Lt. Officer – Manager of their Accounting Branch

Grapevine Spring 2011
**INBRIEF**

**MBE for Lily**

BAWP award winner Lily Laing was recognised with an MBE in the Queen’s New Year Honours list for services to policing and the community.

Lily, who is a special constable with Lothian and Borders Police, has been involved in numerous initiatives to deliver community safety and good citizenship messages. From schemes to educate school children to early intervention projects with local youths, to helping youngsters completing Duke of Edinburgh Awards. She also set up an initiative to bring young people on The Prince’s Trust programme together with elderly people to breakdown pre-conceived perceptions on both parts.

Lily scooped the Community Service accolade at the BAWP annual award ceremony in 2009. She then went on to win global recognition for the 20 years she has devoted to helping in the community at the IAWP awards.

**Starting the new year with a new you**

UPBEAT and positive was the aim of a Bedfordshire Constabulary ‘New Year, New You’ event organised by the force’s women’s network.

The 65 attendees, who were there to improve their confidence, develop networking skills and understand their own strengths and values, were urged to ‘seize the day’. Speaker Superintendent Linda Kelly, chair of the Networking Organisation for Women (NOW), said: “If you have self-belief, self worth and a ‘can do’ attitude you can achieve whatever you want to do. Don’t put what you want to do in life in the too difficult pile. If you say you can’t do, you won’t do. But if you say you can do, you will do. Don’t leave here today with fire in your belly and do nothing about it. Seize the day.”

She described the day, which had both facilitated workshops and speakers, as an “excellent opportunity for attendees to focus on themselves”.

Fellow speaker Detective Chief Superintendent Clare Simon told delegates to give themselves permission to be themselves and not something they are not, and to make the most out of life. She shared with delegates that she develops her confidence by doing something which scares her, such as bungee jumping or road racing on her bike. She recommended two books: The Power of Now by Ekhart Tolle, which is about living in the now and how thoughts and emotions get in the way of your ability to live in genuine peace and happiness; and Leading Out Loud by Terry Pearce, which inspires change through authentic communications.

Clare ended the input with her version of the Hunter S Thompson quote: “Life should not be a journey to the grave with the intention of arriving safely in an attractive and well preserved body, but rather to skid in broadside – glass of wine in one hand, chocolate in the other, body thoroughly used up, totally worn out and screaming “Woo-hoo, what a ride!”

**BAWP national co-ordinator Tracey Moynihan (left) joined the Bedfordshire and Hertfordshire staff and officers at the event**

Facilitators helped run the day, which had been paid for at an extremely reduced rate, from money donated to NOW when former members retired.

**Me BAWP**

**The BAWP deal – it’s l-inclusive**

**BAWP national co-ordinator Tracey Moynihan (left) joined the Bedfordshire and Hertfordshire staff and officers at the event**

**ACG Helen King**

The New Year Honours list also included recognition for PC Christina Wilson-Law from Sussex Police and ACC Helen King from Merseyside Police who were awarded QPMs. Thames Valley Police Chief Constable Sara Thornton was given a CBE.
More women in Scottish Policing

THE number of women serving in Scotland’s eight forces has reached record levels.

Women now make up one in four (26.8 per cent) of the Scottish workforce bringing it in line with the rest of the UK.

It is a trend set to continue according to information from the Scottish Police College at Tulliallan, Fife, which showed nearly a third of all new recruits are women.

In 1998 only 15.3 per cent of officers in Scotland were women.

Justice Secretary Kenny MacAskill, said: “We are already fortunate to have two female chief constables in Scotland and the increasing ranks of female officers is helping to bring a different perspective to policing. I know that forces have worked extremely hard to make their working practices more family friendly for all officers, male or female.”

The Police Service of Northern Ireland reported in February 2011 that 26.3 per cent of their officers were women. The picture in England and Wales will be revealed at the end of March when the new Police Service Strength data is released. In March 2010 women made up 26 per cent of all police officers in the English and Welsh forces.

...and working as detectives in North Wales Police

NORTH Wales Police has doubled the number of female detectives in its ranks.

In the past four years a drive to encourage more women to consider specialisms, including CID, has been hugely successful.

Women made up three quarters of the latest CID intake bringing the number of female detective constables in the force to 71.

At the start of the campaign in 2007 there were only 38 female detective constables, four detective sergeants and one detective inspector.

Work by the force’s women’s association, which has included two ACPO supported professional development days, addressed many myths about CID and its work culture.

Four years later the number of female detective sergeants had also doubled and four female detective inspectors and two detective chief inspectors are in post.

Chair of the women’s association, Superintendent Sacha Hatchett, said: “We worked hard with the then head of CID, Detective Superintendent Chris Corcoran, to dispel myths around the long work hour culture, the inability to accommodate flexible working, and the inability to join CID once you leave the constable rank.

Since then we have seen a lot of talented women move into detective roles, many of whom are now role models.”

The force has also seen an increase in the number of women applying for the roads policing unit, dog section and firearms unit.

Government plan to tackle violence published

THE Government has published its plan of action to tackle violence against women and girls.

The cross-government vision for addressing such crime was released in November 2010 with a promise of £28 million in funding for specialist services. ‘Call to end Violence against Women and Girls’ set out the Government’s long-term priorities and included supporting multi-agency risk assessment.

The VAWG strategy focuses on four key areas - the prevention of violence including reducing repeat victimisation, the provision of support, the bringing together of groups to work in partnership and action to reduce risk by ensuring perpetrators are brought to justice.

Find out more at www.homeoffice.gov.uk/crime/violence-against-women-girls
SPRINGBOARD ALUMNI EVENT EXPERIENCE

SHARING her experience of Springboard at an alumni event was a challenge Thames Valley Project and Performance Officer Sara Camici rose to. But with an audience of 120 female colleagues and ACPO President Sir Hugh Orde as a fellow speaker it was something she really had to prepare for, as she explains.

"I was quick not to put my name forward and speak at the Springboard alumni event. The idea of public speaking scared me. The usual low confidence feelings; 'Why would people listen to me?' came to mind. But I turned that fear and negative thought on its head, put my name forward and set myself another goal. That naturally led to the topic of my speech: Personal goals.

Having never written a speech, I searched for help in the delivery and how to practise. I chuckled at the recommendations of practicing in front of a mirror and a dummy audience. But on the eve of the big day I soon found myself practising in front of as many colleagues that would listen to me, in front of all the mirrors at home and my husband. I practiced it out loud over 10 times, this helped me refine the speech, feel comfortable with my voice, learn the rhythm, add minute indicators and underline points which I wanted to emphasise.

On the morning I focussed on all the preparation I had done and surrounded myself with positive people. Once I stepped up on to the stage and started my first paragraph I realised I was really enjoying the experience. I could feel the support from the crowd and even managed to get a few laughs.

I was glad I spent so much time preparing and used the advice on how to practice. I would definitely use the same tactics for any future speeches, and would put myself forward again.

The alumni event was a great day. All the speeches were amazing. When I look back at the day I remember a point which one of the other Springboard alumni speakers made which has stayed with me. It was: wherever you end up in life and whatever you do, be nice."  

Taking development to new heights

ABSEILING was just one of the workshops available to women from across the emergency services who attended a joint BAWP and NWFS (Networking Women in the Fire Service) development day. The event, which was hosted by the West Midlands Fire Service, also had more traditional sessions on topics such as forced marriage, incident and management command and faith and cultural awareness.

BAWP National Co-ordinator Tracey Moynihan was one of the delegates. She said: "While I didn’t try the abseiling myself I know many women enjoyed the chance to test themselves and give it a go."

Preparing for promotion

SCOTTISH officers are being offered the chance to prepare for promotion opportunities on a course being run by the Women’s Development Forum (WDF).

‘Preparing for selection’, which is open to both male and female officers and staff, costs only £30 a person.

It is being held at the Scottish Police College in May and will be run by officers and staff with experience in training and career development selection processes.

Sarah Wood, WDF (Scotland) Administrator, said: “It is specifically aimed at police constable and police sergeant level, or equivalent police staff, who are considering applying for either a promotion or different role in the near future.”

Interview techniques and presentation skills are set to be key parts of the day-long course.

• The WDF 2011 conference, incorporating the annual awards for women in policing, is being held in June. Please contact Sarah Wood for more information by email: sarah.wood@tayside.pnn.police.uk
Natural alternative to HRT trialled by Dorset officers and staff

A MAGNETIC device which tackles menopausal symptoms helped two thirds of the Dorset Police female officers and staff who trialled it.

The product, LadyCare, which discreetly attaches to underwear, is sold as a natural drug-free alternative treatment for symptoms such as hot flushes, anxiety, bloating and sleep problems.

Of the 35 women in the force who tested LadyCare 70 per cent said their menopausal symptoms had been alleviated after one month.

The results of the survey, which involved more than 250 women from workplaces in the Dorset area, were released to the press in February.

Chief Superintendent Gill Donnell, who took part in the trial, was invited to the launch. "I wore the device for three months and was amazed at the significant difference this product made to my symptoms," she said.

At the press launch Dr Nyjon Eccles revealed that he believed the symptoms women experience are caused by an imbalance of the automatic nervous system (ANS).

Part of the trial, which was run by Reading University, involved testing each woman’s Heart Rate Variability as this is recognised as a non-invasive way of measuring ANS activity. The study showed that all women at the start of the trial measured an imbalance in their ANS activity.

“Research represents a very important discovery in the field of menopause management,” says Dr Eccles.

“It not only demonstrates a new mechanism of action pertinent to menopause, but gives us the option of a safe, non-hormonal solution to troublesome menopause symptoms.”

Men urged to ‘speak out’

A FIFTH of all victims of domestic violence in Cheshire during a nine-month period in 2010 (April to December) were men.

The figures were released by Cheshire Police in February as part of a campaign to raise awareness of domestic violence, and highlight that men can be victims too.

Assistant Chief Constable Phil Thompson, who leads on domestic abuse for Cheshire, said: “Domestic abuse knows no boundaries and it can happen to anyone at any time regardless of gender, age and sexuality. Men in particular find it hard to speak out if they are being abused.”

As part of the campaign, victims were urged to ‘Speak Out’ about domestic abuse and break their silence. Key places in the local community, including many sporting venues which have a high proportion of male visitors, were targeted with information about how victims can get help.

More support for fearful victims

VICTIMS who retract truthful allegations of rape or domestic violence because they are frightened are less likely to face charges of perverting the course of justice in the future.

The proposed new guidance for prosecutors aims to protect those who withdraw complaints because they are scared of repercussions.

The Director of Public Prosecutions, Keir Starmer QC, acknowledged the sensitivity of such cases, but warned that people who make malicious false allegations will risk prosecution.

The consultation is part of a series of improvements to instill greater quality and consistency in the way the Crown Prosecution Service handles rape cases.

Find details on the interim guidance at www.cps.gov.uk Consultation closes on May 6, 2011.

Discount for BAWP members

LadyCare can be purchased in branches of Lloydspharmacy, Boots and Waitrose. It is also available in Harrods.

However LadyCare Lifetime Ltd have agreed to offer a 20 per cent discount for BAWP members only if they buy via a link on the BAWP website.

Find out more about LadyCare products at www.ladycare-uk.com/bawp
POLICE officers have been trained in how to respond to chemical, biological, radiological or nuclear (CBRN) terrorist attacks since the mid 1990s. The threats of first Gulf War and then the Tokyo Sarin attacks prompted the initial training of specialists from the Metropolitan Police Service. But now officers, including an increasing number of women, from across the country take part in annual training and re-training. Chief Inspector Patricia Foy, who is head of operations and communications at the Police National CBRN Centre, says it’s important people know what expertise they can offer.

The Police National CBRN Centre was established in 2001 with a mandate from the Home Office and the Association of Chief Police Officers Terrorism and Allied Matters Committee (ACPO TAM) to become a ‘centre of excellence’ in maintaining and enhancing capacity, capability, availability and co-ordination of the UK Police CBRN response.

It was originally sited on a military establishment, but is now with the NPIA at Ryton-on-Dunsmore. Whilst there is a strong relationship with ACPO (TAM) it is a business unit of the Home Office, Office for Security and Counter Terrorism CBRNE unit. In 2006 a three-year programme to improve the co-ordination of the UK Police CBRN response was introduced. The Police Operational Response Programme (PORP), as it was known, has seen the development of CBRN doctrine and tactics, the training and equipping of officers/responders, the procurement of equipment such as barriers and public communications systems and training of Gold, Silver and Bronze commanders. Command training at Gold and Silver level is

CBRN response – a female perspective

A CBRN responder has to undergo a mentally and physically challenging training programme, but what does it involve?

CBRN trainer PC Kate Palmer explains...

Initial CBRN responder training is a four-day course during which officers are introduced to the four key emergency procedures: immediate action (donning the respirator in nine seconds); immediate decontamination (from a liquid chemical contaminant using an inert powder called Fullers Earth); canister change (this involves changing the filter on your respirator) and administration of the combo pen auto injector (this is an antidote to nerve agents which you inject yourself with).

After this the responders will learn how to operate the detection identification and monitoring equipment – these consist of the Chemical Agent Monitor (CAM) and Lightweight Chemical Detector (LCD) which detect chemical warfare agents and toxic industrial chemicals, and the radiation detection pager which will alarm when it detects the presence of ionising radiation. In addition, forces have been issued with oxygen level monitors, for work in confined spaces and areas where oxygen depletion or increased oxygen levels (explosive risk) may be relevant. CBRN responders must wear either the Civil Responder 1 (CR1) suit, or the ‘Quick Don’ QDPPE suit, so named because it takes less than five minutes to put on unlike the CR1 which can take considerably longer. Both of these forms of personal protective equipment offer officers a very high level of protection from the chemical and biological hazards they could face in high risk situations.

However the suits can become extremely hot causing hydration issues. When dehydration exceeds one per cent there are significant reductions in physical and mental performance. It is important that people maintain their hydration levels while wearing the protective clothing. The centre has carried out extensive studies on hydration to ensure...
Uniform issues

The CBRN centre regularly trials new protective clothing and equipment. Feedback from female volunteers is crucial to ensure the kit, which usually comes in a range of sizes, is as user friendly as possible. However people who need very small or very large sizes do occasionally present problems, says Chief Inspector Patricia Foy. “Generically the fit of gloves, respirators and boots give us the most problems, as female responders tend to have smaller faces, hands and feet than their male counterparts.”

There are three sizes of respirator, size three being the smallest, and staff at the centre have found that with careful fitting these will fit even very small, featured responders. “There will always be exceptions; however training for the officers responsible for the initial fitting of respirators has largely overcome the problems presented,” added Patricia.

The centre has also involved female responders in hydration trials. “These are important to create a better picture through scientific studies of the degradation issues of PPE wear and hydration in different working scenarios,” said Patricia.

If you are interested taking part in a trial or becoming a responder please contact Chief Inspector Patricia Foy by email: patricia.foy-cbrn@npia.pnn.police.uk

Multi-agency and staff attend from all three emergency services; hence all three services are represented in the centre’s training team. The centre also provides 24/7 advice and support to forces who are dealing with a suspected CBRN event through the operations centre as well as pre-event and post-event support such as planning, profiling and technical and tactical expertise. You can contact the CBRN Operations Centre on 0845 000 6382.

CBRN terrorism entails the assumption or knowledge, based on intelligence or actual evidence, of actual or threatened dispersal of chemical, biological, radiological or nuclear material (either on their own or in combination with each other or explosives), with deliberate, criminal, malicious or murderous intent targeted at a given population or economic or symbolic points.

Studies have suggested however that the response to a CBRN incident may involve less physical interaction with the public than public order — a CBRN responder is potentially encountering a group of frightened members of public who are looking to the responder for direction and information. Less hostility may be displayed to the CBRN responder than for example policing of a hostile crowd of protesters or football factions, and therefore the issues of physical size, strength or stature which may dissuade a female police officer from public order duties may not present in the CBRN world. As one Hampshire Constabulary officer pointed out: “Female CBRN responders are no different from our male colleagues. We all do the same role, pass the same fitness/health requirements and put ourselves in the same danger.”
In the SPOTLIGHT

Q What did you want to be when you were growing up?
A As corny as it sounds, I wanted to be a police officer. But of the earliest memories I have, I recall finding being an air hostess rather appealing.

Q Who has been your greatest inspiration or role model and why?
A My mother, Marilyn; she died suddenly ten years ago. She was the most generous, honest, hard working person I have ever met. She gave so much to so many and she was a fantastic mother and best friend. I miss her dearly. I like to think that she would be proud of what I have achieved.

Q What is the most memorable moment of your career to date?
A Aside from being told I had been accepted into the dog section, one incident that stands out is a fatal road traffic collision at which another colleague and me were first to arrive on the scene. I gave evidence at coroner’s court which I found particularly difficult as it was in front of the family’s relatives. The victim’s mother, at what must have been the toughest of times for her, found the time and compassion to thank me for what I did for her son that night.

Q What barriers to success have you come across and how did you deal with them?
A To term where I am now in the dog section as a ‘success’ may seem a little self indulgent, but I am proud of what I do. To see the results of what can be a year or more of hard work really is tremendously satisfying. The hardest part for me is dedicating everything you have to the success of one particular dog only to see it either not make the grade, or medically retire. I do find that to be an emotionally draining experience and it takes a good strength of character to pull yourself up and go again with another dog.

Q How have you achieved a satisfactory work/life balance?
A This is one of the toughest aspects of life for me. With financial concerns uppermost in everyone’s mind I have to work full-time as does my husband. We have a son and we split the childcare as best we can between us, but even that sometimes falls short. We are often like two ships passing in the night, but there are times when our shifts collide and when that happens I call on whoever I can. We manage as we all do, but quite honestly without the help, support and understanding of my family and colleagues it would be a lot harder.

Q What advice would you give to an ambitious new officer or member of police staff?
A Work hard; you can never knock anyone who works hard. Never be afraid to ask for help and always do what you can to assist others; it is what makes this job function. Ambition is to be applauded, but don’t forget who you are and what you stand for.

Q What three words describe your personality?
A This is a tough one – I would say energetic, honest and fun!

Q What are your vices?
A Chocolate champagne truffles.

Q Where is your favourite holiday destination and why?
A South Africa – my husband chose it as our honeymoon destination. I went there with a smile on my face thinking it would be awful, but it was wonderful.

Q Where do you see yourself in five years time?
A I will settle for happy, healthy and with my husband and son smiling and laughing. If life has taught me anything it is enjoy what you have and live for the moment.
Training police in Afghanistan

An MOD Police officer has returned from a six month mission to train Afghan National Police (ANP) recruits feeling optimistic for the future of the country.

Temporary Inspector Jane Underwood was the head of civilian policing at the Helmand Police Training Centre (HPTC) and led a 10 strong team of MOD police officers in mentoring new recruits.

She said: “Personally I am very optimistic about the future. If we continue to concentrate on the development of the ANP then we have to be. When you are training you have to put over a very positive attitude and trust the Afghans themselves to be capable of running their own security forces.

“They understand what’s right and what’s wrong and good and bad and it’s about breaking the cycle from the past. That’s where our training can help. They are beginning to understand that what they are trying to achieve is to build up trust with the local populations.”

Jane was well placed to train recruits having spent much of the past five years training MDP officers at the force headquarters, in Essex. She joined the Helmand Police Training Centre in May 2010 after it had been operating for six months.

Initially she worked alongside army trainers from the Queen’s Royal Lancers Regiment before then being joined on her mission by soldiers from 5 Scots.

“Establishing the Rule of Law in Afghanistan is obviously key to the country’s future stability and with my training and policing skills I knew that I had something to offer,” she said.

“Classes have big numbers, here in the UK we had a maximum of 18, but there they were 35 to a class. Another issue is that nearly all of the students are illiterate, so that in itself raises problems; conventional teaching practices go out the window.

You could do very little lecturing because the students wouldn’t be able to absorb it. Instead everything was procedure driven with lots of role play and hands on stuff.

We had a core of Afghan instructors working with us and eventually these instructors will be doing all the training themselves. The students also had 64 hours of literacy instruction over the eight-week course. One of my defining moments was to see an ANP trainee, an existing officer who had never had any training in the past, come up to me with his work book to show he had written his own name in his own language for the first time,” said Jane.

The environment the ANP officers have to work in means that the training is by necessity a mix of civilian policing and more military tactics and procedures as well.

Jane said: “They go on patrol as police officers but anything could happen. So if they are fired upon they have to be able to respond to that, use their skills and then deal with the aftermath.”

Among the skills taught to recruits are baton handling, handcuffs use, arrest procedures, proportional use of force, custody procedures and the Afghan constitution and law.

They also learn weapon handling, marksmanship and mines and bomb detection.

Jane said: “It’s an eight-week course but the development after that is constant. There are teams of British soldiers and Royal Military Police who go out around the patrol bases and check points and continue the training. But it all comes back to being a police officer and working with the local community and there are now areas in Helmand where they can do that job.”
SEEK out opportunities for development and you shall find, that’s the message from a Merseyside Police inspector who is spending her summer in Australia broadening her policing knowledge. BAWP member Kirsty Jennett plans to learn more about how the Victoria Police dealt with deaths of 175 people following the bush fires in the area, as she reports...

"I currently manage the police control room in Sefton, Merseyside, but also volunteer as a member of the Merseyside Disaster Victim Identification Team (DVI). In August 2010, Merseyside Police advertised an opportunity to apply for a travel fellowship through the Winston Churchill Memorial Trust. I applied to study the policy and procedures in DVI which were used by Victoria Police in Australia after the 2009 bush fires, and compare them to UK policy. My project was short listed so I made enquiries in Australia to assist with the second stage of the application. This stage involves developing contacts in the country of interest and providing a more detailed itinerary and personal references. The final stage in the application process was an interview, in Westminster, London. The panel consisted of Randolph Churchill, great grandson of Sir Winston Churchill and a trustee of the Winston Churchill Memorial Trust, Helima Khan, a senior civil servant and a council member of the trust, and John Hann, senior lecturer at Canterbury Christ Church College and a Churchill fellow. Thankfully the panel were impressed with project and my commitment to share learning from the project upon my return, so I was awarded a fellowship. My line managers and the Assistant Chief Constable, Colin Matthews, have been very supportive of my application. This opportunity entitles me to travel and study in Australia for between four and 12 weeks after which I have to submit a report to the Winston Churchill Memorial Trust. I hope to travel to Victoria in July this year for six weeks. While there I am planning to interview members of the Australian DVI teams, as well as staff from all the agencies involved in DVI: fire service, hospitals and coroners for example. I will also visit the places where the tragic events occurred to put into context the scale of the disaster and the difficulties facing the emergency services in planning their response.

I will then travel to Canberra and Sydney to look at the processes in Australia for matching missing persons to evidence gathered at the scenes. This will give me the chance to see what the Australian teams learned from the Canberra bush fire deaths in 2003 and how their processes have changed as a result. I hope to use this learning opportunity to assist with DVI training and practice in the future. During these times of budget cuts people are concerned about opportunities for promotion and development. However, opportunities do exist for those people who seek them out, prepare and most importantly apply for. This opportunity will allow me to experience policing as I have never experienced it before, and enhance my knowledge and expertise with the time and space to learn and develop. When I return I hope to use those skills for the benefit of my employer and to develop my own confidence and creativity.

It is an honour to have been chosen to represent the Winston Churchill Trust, and I would like to encourage other members of the BAWP to consider applying this year.

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Find out more from: www.wcmt.org.uk, applications will open in May 2011 for 2012 travel fellowships. You can register your email address now to receive information when the process is open.
Building trust in the community

THE Prince's Trust, with the support of the Home Office, is encouraging both serving and retired police officers and staff to use their skills and experience to benefit disadvantaged young people through volunteering. Retired Chief Superintendent Jane Horwood took up the challenge joining Team, a 12-week personal development programme for unemployed 16 to 25-year-olds.

“When I retired I knew I wanted to do voluntary work and saw The Prince’s Trust were looking for volunteers. I contacted Zoe Byrne and got involved with a Team programme starting in Leicester at the Walker Stadium, run by the Leicestershire Fire and Rescue Service.

I committed to 20 days, which included a five-day residential period in the Lake District canoeing, rock climbing, abseiling, caving and mountain walking. The week put the 15 young people in a new environment and helped them to work as a team, and build on their self-esteem and confidence. For me it was just like being in the police cadets 32 years ago.

Since then I have seen the group, who come from a variety of backgrounds, for a day or two most weeks including during their community project. They chose to redecorate a youth centre, including a large sports hall area, on one of the local housing estates and a church hall with so many high windows it was a huge challenge. They worked hard and did something really worthwhile.

There have been times when I have felt out of my comfort zone, I was used to discipline and people doing as I asked straight away. The group I am with tend to do things in their own time and at their own pace which can be incredibly frustrating. I have been on a steep learning curve about ‘yoof culture’ and what young people value. They seem to be obsessed with their mobile phones and music.

At the end of the programme the group will need to think about what to do next. I hope to use my experience in recruiting and applying for jobs to offer them some practical help. As an officer I used to get an incredible buzz when someone I’d mentored secured promotion, or a new job and I know it will be the same with these young people.

Overall it has been a fantastic experience; it has inspired me and given me the confidence to go on and seek more opportunities to volunteer.”

Jane won both the BAWP and IAWP awards for mentoring in 2008. She was awarded a QPM in 2010.
IPA helps its members to study

Bursary available for travel and course fees

THE International Police Association is offering ten of its members a bursary worth £2,000 to study a topic of their choice.

The Arthur Troop Scholarships, which are named after the association’s founder, must be used towards a course, or seminar at an educational establishment or the IPA International Conference Centre in Gimborn, Germany.

The money can be used to pay for the course and travel costs.

Applicants must have been a member of the IPA for at least one year before applying.

This year’s deadline is September 25, the course must be taken before the end of 2012.

You can find out more at www.ipa-uk.org/Study and follow the relevant links.

Studying policing missions

INSPECTOR Sunethra Senevirathne from the Sri Lanka Police used her IPA bursary to pay for travel expenses and the fees for a course at Gimborn in Germany. The five days she spent learning about the police missions carried out by the United Nations and European Union helped her tremendously. “I gained an insight and knowledge into a subject which was completely new to me. I am now confident that I could without fear attend any mission operations in any part of the world,” she said.

Sunethra, who is currently in charge of the International Police Association Sri Lanka office, also increased her network of contacts across the world. “I made contacts with over 30 participants from six countries which will definitely stand me in good stead in the future.”

An Australian experience at Gimborn

By Detective Sergeant Emma Cassar

ARRIVING at the castle in Gimborn, Germany was an experience in itself. It is a beautiful castle set in the woods amongst a tiny village where you immediately get the feeling that time stops, which is reinforced by the fact that there is limited phone coverage and internet connection. For me, I loved the thought of sleeping and living in a castle for a whole week especially as we have nothing like it at home in Australia.

I could further appreciate this when we were given the history of the castle on the first day which was built in the 1600’s – this was before Australia was even discovered.

The conference I attended was ‘Family Liaison Issues – victim support after crimes and/or disasters’. Our group consisted of police from Norway, Cyprus, Germany, United Kingdom, Sweden and Switzerland. It was great to be surrounded by such a diverse group of people, but as always when you meet with other police, despite the differences in culture there is that common police bond. The conference consisted of a Swedish kidnapping case study, a lecture about domestic violence support by German police and family liaison issues by the British police and the Danish police.

It was interesting to exchange ideas and systems in these areas. I am in the process of compiling a comprehensive paper that will assist our department in bettering and improving certain processes within New South Wales Police.

I would encourage anybody else to seize any similar opportunities as this, as the experience gained is greatly significant.
A passage to India

BOXING DAY for one policing couple meant the start of a two-week trip to the Indian village of Kanda at the foot of the Himalayan mountains.

Rob Flanagan and Hari Michaelakis had decided to spend their Christmas break volunteering for the charity Original Volunteers, as reported in the autumn issue of Grapevine.

Their journey began with an eight-hour flight to New Delhi and moved on to what Hari described as a “terrifying 20-hour journey which involved a bus ride from hell to Haldwani.”

This was the couple’s first real experience of the fear of crime being greater than the reality of it, as Hari explains: “Each time the bus stopped it was surrounded by people trying to get near us and grab hold of us. People were shouting and the whole experience was very intimidating.”

Rob added: “At first it was a novelty, posing for pictures and being the centre of attention wherever we went. But soon it became quite frustrating being stared at constantly and having people pointing at me. This experience has given me some understanding of what it feels like to be a minority, and more of an appreciation of the different cultures surrounding us.”

Once in Haldwani Hari and Rob were met by the project organiser, Mr Verma, who is building a community centre to be used as a safe haven in the event of landslides.

The couple then spent time in Kanda, Leh, Agra, Jaipur and New Delhi. Each place had areas of severe poverty and different needs.

“What would be deemed as farm or wild animals in the UK, including pigs, cows, bulls and camels lived with their owners in run down huts on the side of the road, surrounded by waste,” said Rob.

Their highlight, said Hari, was on New Year’s Eve and New Year’s Day when they played outside the village temple with the local children. “We wanted to educate them on the importance of hygiene, and tried to find out what we could give them which would make a difference to them. The vast majority of the children asked for practical items such as clothes, toiletries and food; although a few did ask for toys,” said Hari.

“This was such a heart warming and emotional time and made up for the truly frightening moments we experienced.”

Rob added: “It was amazing to be in the position to make so many children happy by granting their wishes the next day. For the grand sum of £25 we were able to buy a colouring book, pack of pencils, sharpener and sweets for each child as well as toys and clothes for many. We felt we were also contributing to the economy within the village by purchasing the items – using money raised by Hari’s corporate communication colleagues in the UK – from the local market stalls.”

Hari and Rob took more than 25kgs of supplies to Kanda. It had been donated by colleagues in Chichester neighbourhood policing team, Mandy Lloyd and Caroline Lambert. Boots and The Body Shop also made donations which ensured medical supplies, educational and recreational items were given to the school; and clothes and toiletries were donated to local families.
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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) £25 for one year/£60 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: __________________________

Grapevine Spring 2011
PEOPLE SHOULDN’T BE BOUGHT AND SOLD
MASUD WAS. HERE’S HIS STORY ...

Masud was 12. His parents were persuaded, tricked, to let him be taken from his home in Bangladesh to a new life in England. He was sold, he was trafficked.

He left with an unknown man who travelled with him to London then onto the South West where he was abandoned in an Indian restaurant. To survive he worked in the restaurants living in small store rooms, sleeping next to jars of chutney and bags of onions. Sometimes when there was no work he was forced to sleep on the streets. He was not able to go to school and his life was controlled by the restaurant owners.

When he was 26, with the help of STOP THE TRAFFIK he contacted the local police and immigration team who helped him to obtain a passport and identity documents, resulting in him being able to return the Bangladesh to obtain a UK visa and to be reunited with his family.

Masud is now living legally in the UK. He is married and is building a new life away from the restaurants.

Stories like Masud’s are happening all the time, making people trafficking the world’s fastest growing illegal trade.

TRAFFICKING IS ...

- to be deceived or taken against your will, bought, sold and transported into slavery for sexual exploitation, sweat shops, child brides, circuses, sacrificial worship, forced begging, sale of human organs, farm labour, domestic servitude. 80% of all victims are women and girls, 95% are children.

- where family members and friends deceive parents to release their CHILDREN or SELL them FOR AS LITTLE AS £20 EACH, selling them on to local gangmasters or serious organised international trafficking rings.

- growing, 2-4 MILLION men, women and children are TRAFFICKED across borders and within their own country EVERY YEAR. More than one person is TRAFFICKED across an international border EVERY MINUTE.

- where victims usually suffer repeated physical abuse, fear, torture and threats to families to break their spirits and turn them into saleable commodities. A person can be sold and trafficked many times.

STOP THE TRAFFIK believe that trafficking starts in a community and it can be stopped by a community.

ACT: A GLOBAL PROBLEM A LOCAL ISSUE
What’s happening in your neighbourhood?

ACT: Action and Awareness gives you the tools to find out what’s going on in your community, raise awareness about human trafficking, build contacts with professional agencies and explore the relationship between trafficking and missing children (resources open to all).

Act: Sex Trafficking and Community Information
With the support of leading enforcement agencies, STOP THE TRAFFIK is equipping ACT groups to research their local sex industry by collecting and recording information in line with the key indicators of trafficking.

ACT: CHOCOLATE

Over a third of the world’s chocolate comes from the Cote d’Ivoire, West Africa.

Thousands of children have been trafficked to pick and prepare the cocoa beans that make our favourite comfort food.

STOP THE TRAFFIK want chocolate companies to live up to their promise and eradicate the worst forms of child labour on cocoa plantations.

Find out how you can get involved and how to enjoy chocolate without the bitter aftertaste at www.stopthetraffik.org

STOP THE TRAFFIK
PEOPLE SHOULDN’T BE BOUGHT & SOLD

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