NEW RECRUITS STILL FEEL ‘PRIVILEGED’ TO JOIN POLICE SERVICE

INSIDE this issue

Gender Agenda 3 considers women in the community page 4

Women key to preventing terrorism page 5

Consider PSD for your next career move pages 12-13
WHEN I read through the final version of Grapevine before sending it to the printers I am always amazed at the work going on across the country to help support and develop women in policing. This issue is no exception with a double page spread on pages 8 and 9 showcasing the energy and commitment of those organising a wide range of events.

It is also encouraging that new officers, such as Louise Mann on page 10, are still coming into the service with a desire to help people; while long-standing officers, such as Jackie Alexander on pages 12 and 13, are experiencing a renewed enthusiasm as they take on new challenges.

But we cannot ignore that policing is going through a period of immense change. A single police service for Scotland and a whole raft of recommendations from Part 2 of the Winsor Review (see page 3) will impact upon each and every officer and member of police staff. However, change can bring with it opportunities and on page 11 there are tips to deal with change and proof from one woman that it can be all right in the end.

This issue has also reaffirmed my long-held belief that the British Police Service is amongst the best in the world. In the past few months the work of the BAWP has inspired a Lebanese policewoman tasked with recruiting 1,200 female officers (see page 15) and our vice president Ellie Bird spoke at the first police women’s conference in Abu Dhabi (see page 4 and 15).
AS I write this the recommendations from Part 2 of the Winsor Review have just been released. We in BAWP will of course be studying them in detail to consider what effect they will have on women in policing; we spent a great deal of time on our submission during the consultation period and I hope the points we made were taken into consideration.

Policing is certainly a challenging environment to be working in with so many people facing uncertain futures. This is why the refresh of Gender Agenda couldn’t have come at a better time. The researchers have been asked not only to look at the impact of change on officers and staff, but also upon women in the community. It is this work which we can use to ensure women in the community are considered when national policy decisions are made. The Government has promised that the introduction of police and crime commissioners will give the power back to the people, I hope we see lots of women standing for election.

With the Olympics only a matter of months away the world’s eyes will soon be upon us. This is an ideal opportunity for the UK to prove that despite the massive changes we are undergoing it still has some of the very best officers and staff in the world who wear their uniform with pride.

Spring brings new projects for Parwinder

A NEW mentoring scheme, plans to refresh the website, the annual awards and membership survey have all been top of the agenda for BAWP’s national co-ordinator Parwinder Dale.

Adverts for mentors and mentees will be going out in April as part of BAWP’s new scheme to offer personal and professional support to female officers and staff. If you are interested email Parwinder on coord@bawp.org

Other highlights in Parwinder’s diary include attending:

- The Women’s Reserve meeting at Federation House, Leatherhead to hear about the federation’s position on the Winsor Review. Current equality issues, the impact the Olympics Games will have on female officers, riots and the public sector strike were also topics for discussion.
- The Equality Liaison Officer and HR seminar organised by the Police Federation for England and Wales. Its aim was to develop and improve understanding of ill health pensions and Equality Impact Assessments in respect of police flexible and part time working issues, including police regulations.
- Bedfordshire Women’s Network development day, held in Luton. See more on pages 8 and 9.
- A meeting with the chair of the Metropolitan Women Police Association. “This was a preliminary meeting looking at different ways to celebrate 100 years of women within the service,” said Parwinder. Look out for more details in Grapevine later in the year.

International Women’s Day – March 8, 2012

EVENTS were held across the country to celebrate International Women’s Day. In Derby a multi-agency Olympics inspired event offered guest speakers, health information stalls, volunteering opportunities and entertainment with bouncy castles and face painting for the children.

Sussex Police staged a more formal affair with speakers Sir Hugh Orde and Chief Constable Lynne Owens. The 400 people attending the City of London Police arranged event were urged to dig deep and raise money for Refuge. In return they were given top tips for success by the key note speakers, who included the actor David Morrissey.

Officers and staff within the Metropolitan Police Service were given a chance to get creative with a competition to pen a poem about gender issues and the future of the service. The Metropolitan’s Black Police Association decided their event, aimed to inspire, would be a chance to reiterate that networking is not a dirty word.

BAWP’s own Parwinder Dale took to the stage at the International Academy, Bramshill to speak about women in policing to 44 female diplomats and wives of diplomats from the Chinese Embassy in the UK.
NEW POLICE SERVICE OF SCOTLAND

A SINGLE Scottish police force is set to launch in April 2013.

Officers and staff from the Central Scotland Police, Dumfries and Galloway Constabulary, Fife Constabulary, Grampian Police, Lothian and Borders Police, Northern Constabulary, Strathclyde Police and Tayside Police as well as colleagues from the Scottish Police Services Authority and the Scottish Crime and Drug Enforcement Agency, will be formed into a single body.

The new chief constable and their immediate command team are expected to be based initially at the Scottish Police College in Tulliallan, Fife.

A national fire service is also being created in a programme of reform which the Scottish Government says will save an estimated £1.7 billion over 15 years.

Jackie Muller, who acts as the equality lead for Scottish Police Federation, says the new force is a “blank canvas” to build a diverse and non-discriminatory service.

“Every role and policy will be Equality Impact Assessed and the Scottish Police Federation look forward to taking an active part in ensuring that work is carried out effectively,” she said. However Jackie says she is concerned that women could be disproportionately affected by the change and has already highlighted this issue with the project’s equality lead DCC Steve Allen.

“Compared to men, women tend to have a bigger proportion of caring responsibilities and are therefore more restricted in where they can work,” Jackie added.

BAWP vice president Ellie Bird agrees with Jackie that the reform of policing in Scotland could pose a challenge for some officers and staff in the short term. But she urges those involved to look beyond their immediate personal and professional plans. “A career in policing can span 30 years and this reform enables officers to gain experience, progress and specialise across every discipline that policing offers. With that in mind I am confident that for the majority these changes create tremendous opportunities.”

The Police and Fire (Reform) Scotland Bill will also establish local senior officers in each council area, give parliament formal opportunities to scrutinise services and create a new Scottish Police Authority (SPA) and fire board to hold chief officers to account.

Part 2 of Winsor Review delivers series of recommendations

OFFICERS could be forced to take annual fitness tests, get paid according to their ‘contribution’ and work until they are 60 if the recommendations made in Tom Winsor’s 1,000 page review are implemented.

Part 2 of the Winsor Review of police terms and conditions was presented to the Home Secretary Theresa May for consideration before being published on March 15.

It also suggests a lower starting salary for probationer constables, a shorter pay scale for constables and sergeants, a direct entry scheme to inspector and superintendent rank and more robust ways to deal with officers on restricted duties. Such officers will see a reduction in their pay after one year and could be removed from the force after the second year. The review suggests chief officers should be able to make officers redundant.

Competency-related threshold payments will be abolished and officers in roles which “do not utilise the powers of the office of constable” could see a reduction in pay.

The report also proposes a £600 allowance for those with the right skills to work in investigations, neighbourhood policing, public order or firearms.

Police staff payments should be harmonised with police officers, says the review, and those in certain roles should have to pass fitness tests and will be paid, like officers, based on their ‘contribution’.

BAWP president Cressida Dick said she would be studying the recommendations “in detail” to see what affect they could have on women in policing.

If Ms May wishes to implement the recommendations they will first have to be considered by the Police Negotiating Board (PNB). This may be one of the PNB’s final tasks as the review suggests it is abolished and replaced by an independent police pay review body.

The review team has produced a series of factsheets which can be found on their website.

http://review.police.uk/
Work continues to shape the agenda for change

SENIOR officers and staff working within police forces, staff associations, the Association of Police Authorities, HMIC and the Fawcett Society are being asked to help shape Gender Agenda 3. Letters are being sent to key staff inviting them to share their views on how the cuts to public sector spending and the impending changes to the governance of policing will affect women.

Letters are being sent to key staff inviting them to share their views on how the cuts to public sector spending and the impending changes to the governance of policing will affect women.

It is hoped the responses will give Manchester Metropolitan University lecturers Dr Wendy Laverick and Liz Cain, who have agreed to help with the review, an insight into policing in 2012.

Wendy and Liz have already carried out a comprehensive review of a range of national policing documents to see what impact they have on women in policing.

A series of focus groups with female police officers and staff are also being planned.

BAWP vice president Chief Superintendent Ellie Bird says she hopes they will get positive responses from the people approached to take part. “There is so much change happening in the world of policing and we want to know the impact it is having upon women within, through the use of A19 for example, and outside the service.”

She added: “This the first time the remit of the Gender Agenda has been widened to consider how women in the communities we serve are affected by change within the police service.”

This is the first time the Gender Agenda has widened its remit to consider how women in the communities we serve are affected by change within the police service.

The long term aims are being reviewed to ensure they consider the impact of the current policing environment.

Gender Agenda 2 was launched in 2006 at an event attended by senior officers and staff from across the UK. In his opening address the then Police Minister Tony McNulty, said: “The adoption of Gender Agenda 2 in its entirety is not optional; it is a must if we are to achieve the vision of generating a thriving police service which supports women in achieving their full potential.”

For the Police Service to demonstrate that it values women policing

BAWP offers support for country’s first conference

BAWP vice president Ellie Bird and committee members Jane Townsley (president of IAWP), Carol Thomas and Julia Jaeger attended the first conference for women in policing across the United Arab Emirates in February. Ellie, pictured third from left, and Jane, pictured fourth from left, also got to meet His Highness Lieutenant General Sheikh Saif Bin Zayed Al Nahyan while in Abu Dhabi.

If you or your force wants to get involved with developing Gender Agenda 3 contact Parwinder Dale by email on coord@bawp.org.

See the full story on page 15 and find out more about policing in the United Arab Emirates on page 14.
WOMEN ARE KEY TO PREVENTING TERRORISM

WOMEN in diverse communities across the UK are being recruited to help prevent terrorism and shape delivery of the Government’s national Counter Terrorism Strategy.

It has been recognised that women, who are usually at the heart of homes and communities, are best placed to notice behavioural changes in their children or in others. This places them in a better position to safeguard those who are potentially vulnerable to recruitment into terrorism.

And now fifty female community leaders and representatives have been brought together by staff from the ACPO Prevent Delivery Unit to look at ways to encourage women within communities to play their part in tackling all forms of extremism.

Project Shanaz is led by Inspector Khiza Dhindsa who says it is extremely important to have female advocates. “These women can access communities in a way that the Government and Prevent partnerships cannot. They are credible voices within their communities. They are mothers. They are educators. They are community leaders. They are leaders of thought and conscience,” she said.

At the project’s first meeting and launch, which was supported by Home Secretary Theresa May, the group shared their ideas on how local police forces could engage with women. Their thoughts, along with the identification of wide ranging good practice, has helped to create a toolkit for police forces, which will be published in spring 2012.

The launch also gave the Prevent team a chance to show the impact terrorism can have on people and communities through a number of speakers.

Sajda Mughal, a community and women’s rights activist, shared her experiences of the July 7 London terror attacks from which she is the only known Muslim survivor. Sajda now leads the JAN Trust a non-governmental organisation that educates, engages and empowers, at a grass roots level, disadvantaged women and girls.

Kalsoom Bashir was part of the team who launched Jihad against violence at a conference on women’s rights in Islam in 2011. She spoke about the need to rescue religion where it was being used as a criminal ideology and restore it to its proper place in empowering women and building resilient communities.

Inspector Dhindsa added: “It is hoped that the first meeting marks the start of a regular forum and a platform for this group to influence future decision-making and the development of the policy and strategy to stop people becoming terrorists or supporting terrorism.”

Female community leaders and representatives gathered to look at ways to help tackle terrorism

IN BRIEF

Pilot scheme to test ‘Clare’s law’

A SCHEME under which people will be able to ask the police if their partners have a history of domestic violence is being piloted by four police forces from this summer.

Police in Greater Manchester, Gwent, Nottinghamshire and Wiltshire will trial the domestic violence disclosure scheme for 12 months.

Under the scheme victims, or potential victims, can be given information about previous violent offending by their partner. The pilot will also look at when the police can make proactive decisions to release information. Both processes can be implemented within existing legal powers.

The initiative has been dubbed Clare’s law after 36-year-old Clare Wood who was murdered by her former partner. He had three previous convictions under the Protection from Harassment Act 1997.

ACPO lead on domestic abuse Chief Constable Carmel Napier said ACPO was “fully supportive” of the pilot. “A right to know and a right to ask will empower women to make informed decisions to protect themselves and their children when getting involved with a new partner,” she said.

Woman to head IPCC

THE former chief inspector of prisons Dame Anne Owers has been appointed to lead the Independent Police Complaints Commission (IPCC).

Dame Owers was appointed by the Queen following recommendations from the Home Secretary and Prime Minister. She takes over the part-time role from the current interim chairman Len Jackson.

Her strong human rights background includes roles as director of the Joint Council for the Welfare of Immigrants, and co-director of Justice, the UK based human rights and law reform organisation.

See also page 12-13 for a feature on Policing the police
NEW LEGISLATION TO TACKLE STALKING

The Government has pledged to introduce two specific offences of stalking in England and Wales.

The new offences of stalking, and stalking where there is a fear of violence, will be created to sit alongside existing offences of harassment in the Protection of Harassment Act 1997. In Scotland stalking was made an offence in 2010.

Currently the law is designed to capture the variety of tactics employed by stalkers which, when taken separately, may not constitute an offence in themselves. Home Secretary Theresa May said police would also be given new powers of entry to investigate stalking offences. At present police officers or staff cannot enter a property while investigating a complaint of harassment. Better training and guidance on dealing with the victims of stalking has also been promised for the police and Crown Prosecution Service. “We will do all we can to protect victims of stalking more effectively and to end this appalling crime,” said Ms May.

The introduction of the new offences is part of a package of work undertaken by the Government to tackle violence against women and girls. An updated version of the Government’s ‘End violence against women and girls’ action plan has been published on the Home Office website.

The Government has pledged to introduce two specific offences of stalking in England and Wales.

Network provides decade of support to Nottinghamshire women

MEMBERS of Nottinghamshire Police’s Women’s Integrated Network celebrated its ten-year birthday by deciding what the future holds.

Officers and staff took the chance to review the aims and objectives of the network and look at how it can work alongside other staff associations and support networks, at a development session in November.

The event was hosted by the network’s new chair Chief Superintendent Helen Jebb and deputy chair Detective Chief Inspector Kate Meynell who said they wanted to take the network to “new levels”.

The force’s two female ACPO, Chief Constable Julia Hodson QPM and Assistant Chief Officer (Resources) Margaret Monckton and members of the police authority attended the event at which the aims of the network were discussed.

“We all recognised that the current operating environment is extremely challenging,” said Helen Jebb, “which is why we need to recognise the benefits of working in partnership with the organisation and other associations.”

A number of attendees agreed to join a steering group to develop clear terms of reference, aims and priorities. This group has already been contributing to policy development, rewards and recognition and tackling issues of inequality.

The aims of the network were discussed.

"The current operating environment is extremely challenging...which is why we need to recognise the benefits of working in partnership with the organisation and other associations."

Chief Constable Julia Hodson

Network aims

• To build a professional support network which will encourage and enable women to maximise their potential, therefore improving the delivery of a policing service.

• To create opportunities for women by improving access to role models and mentors, improving individual performance.

• To act as a critical friend to Nottinghamshire Police in relation to the equality issues which affect officers and staff.

• To influence the development of policy and practice to ensure the perspective of women is considered and effective consultation carried out.

• To provide a local, regional, national and international perspective on the issues which affect women in policing, supporting the organisation to deliver optimum performance.
November elections for Police and Crime Commissioners

LOCALLY elected police and crime commissioners are set to replace police authorities in November and take on the role of holding chief constables to account.

This change in governance comes from the Police and Social Responsibility Act 2011 which received Royal Assent last September and follows the Coalition Government’s pledge to ‘give power back to the people’.

The commissioners will be paid between £60,000 and £100,000 according to the size of the policing area.

Potential candidates include high profile ex-MPs such as John Prescott, existing police authority chairs and members and even the ex-Falklands war hero and public speaker Simon Weston. He has declared his intention to stand as an independent candidate for the post in South Wales.

If successful Mr Weston would be one of 41 commissioners in England and Wales charged with determining the local priorities for policing and setting the police budget in a police and crime plan. The commissioners will also be responsible for appointing the chief constable, consulting with the public and bringing partner agencies together to tackle crime and disorder. They will hold the policing budget along with other community safety funding streams previously held by local authorities. The budget, which is expected to be ‘unringfenced’, will be used to commission community safety work. These services do not need to be delivered by existing providers such as community safety partnerships; commissioners will be expected to provide value for money and may look elsewhere to fulfill the requirement.

Work is already ongoing across the country to establish shadow police and crime panels in readiness of the November 15 elections.

Each commissioner’s work will be scrutinised by a police and crime panel made up of local councillors and co-opted lay people. The panel is expected to act as a ‘critical friend’ to the commissioner.

It will also have a responsibility to review the draft police and crime plan, the proposed precept and the appointment of a new chief constable.

Work is already ongoing across the country to establish shadow police and crime panels in readiness of the November 15 elections.

Local authorities are charged with supporting and running the panels and will be entitled to £53,300 of Government funding per area. Panel members can also claim up to £920 a year for necessary expenses.

Staff working for police authorities, who are currently preparing for the transition, will automatically transfer to the employment of police and crime commissioners on the day that they take office.

In London the Mayor’s Office for Policing and Crime was created in January with the Mayor Boris Johnson and Deputy Mayor for Policing and Crime Kit Malthouse replacing the Metropolitan Police Authority. A committee set up by the London Assembly acts as the police and crime panel.

For more information visit www.homeoffice.gov.uk/police/police-crime-commissioners/

INBRIEF

Raising awareness of Ahmadi Muslims

Shahina Ahmed

A CAMBRIDGESHIRE member of police staff has been acting as a bridge between the police and the UK’s Ahmadi Muslim community in her own time.

Special Constabulary Co-ordinator Shahina Ahmed has been working with Metropolitan Police Officer PC Lee Sharp from the Community Together Strategic Engagement Team (CTSET), to highlight the plight of the Ahmadi people.

In Pakistan the Ahmadiyya community has been prohibited by law from self-identifying as Muslims and persecuted for their beliefs.

Shahina who is an Ahmadi Muslim, put Lee in touch with key members of her community to help him assess the level of threat for Ahmadi Muslims in the UK.

“Ahmadi people have been the subject of hate crime for many years,” said Shahina, “however the attacks on two mosques in Lahore, Pakistan in May 2010 prompted the CTSET to monitor the potential threat to UK residents.”

Such discrimination isn’t well known about which prompted Shahina and Lee to stage a briefing for staff in the CTSET and London Borough commanders.

“This type of hate crime can be very deep-rooted. In Pakistan religious teachers even prescribe reading materials which refute Ahmadiyya beliefs. It is important that officers working within Ahmadiyya communities understand this,” added Shahina.
CUTS to funding have hit the police service hard. Police staff have been made redundant, officers ‘forced to retire’ under A19 regulations, overtime budgets slashed and now pension costs are increasing. But despite it all women’s networks across the country are working hard to offer relevant personal and professional development opportunities to women in policing.

The events may not have the polish of previous years; you might have to take a packed lunch, attend on your rest days and the speakers may be home-grown. But female police officers and staff are undeterred, they know they are responsible for their own development and are investing in themselves now so they will be best-placed to take on new challenges and opportunities when they arise.

Keep Calm and Carry On
DORSET Action for Women Network (DAWN) attracted 135 women to hear Andy Whittaker speak about the ‘Art of being brilliant’ and attend workshops on eating for life, stress and resilience, positive thinking, confidence, coping mechanisms for juggling home, work and life, coaching and mentoring and sleep management.

“The event, which was supported by DCC Debbie Simpson, received hugely positive feedback, striking just the right note in the challenging times affecting the force,” said Gill Donnell, from the network.

Making a Difference
SENIOR female officers and staff from Police Service of Northern Ireland (PSNI), An Garda Siochona and the Northern Ireland Policing Board came together in February at a leadership event to support the PSNI Gender Action Plan. Organised by the PSNI Equality and Diversity Unit the ‘Making a Difference’ event aimed to encourage personal responsibility for continual professional development and leadership.

Speakers included: Deputy Chief Constable Judith Gillespie; Naomi Long MP; Penny Holloway, the mother of Thomas Devlin who was murdered in North Belfast in 2005; Madeline Perry, currently 3rd in the world squash rankings and William McKee, the former chief executive of the Belfast Health and Social Care Trust.

DCC Gillespie also presented certificates to the women put forward as the PSNI nominations for the BAWP 2012 awards.

Being the best you can be
A TWO-hour women’s leadership event, the first for Gwent officers and staff, has been declared a success by the force’s women’s association.

Three speakers, two from the force: Detective Superintendent Rhiannon Kirk and Professional Development Manager Alisa Quartermaine, and Sabrina Cohen-Hatton from South Wales Fire and Rescue Service spoke at the session which ran from 4-6pm. Each talked about their personal journey to where they are now, including the challenges they had faced, how they had overcome setbacks, built on successes, learnt from good and bad experiences and taken control of any opportunities.

Alisa, who organised the session, said: “The feedback from the 22 women who came along has been excellent. The inputs have been described as empowering, motivational and deeply thought provoking.”

Grow
Northern Ireland

Senior female officers and staff from Police Service of Northern Ireland (PSNI), An Garda Siochona and the Northern Ireland Policing Board came together in February at a leadership event to support the PSNI Gender Action Plan. Organised by the PSNI Equality and Diversity Unit the ‘Making a Difference’ event aimed to encourage personal responsibility for continual professional development and leadership.

Speakers included: Deputy Chief Constable Judith Gillespie; Naomi Long MP; Penny Holloway, the mother of Thomas Devlin who was murdered in North Belfast in 2005; Madeline Perry, currently 3rd in the world squash rankings and William McKee, the former chief executive of the Belfast Health and Social Care Trust.

DCC Gillespie also presented certificates to the women put forward as the PSNI nominations for the BAWP 2012 awards.
in the police service

South Yorkshire

Women given chance to quiz MP on family issues

WOMEN attending South Yorkshire Police Women’s Network event in February were able to pose questions to The Right Honorable John Bercow, MP for Buckingham and speaker of the House of Commons.

Mr Bercow had attended the event as part of a drive to encourage more women into politics, but those present used the opportunity to debate the cost of childcare, the barriers faced by some women returning to work after having children, foreign policy and recent negative media around MPs.

The event, which was also open to women in partner agencies and from community groups, also had a morning session from Diane Lowe on women releasing their potential.

Pictured at the event held at the force’s sports and social club: front row (left to right): Diane Lowe, John Bercow MP, Claire Sykes (event organiser). Back row (left to right): Rachel Barber (network deputy chair) Caroline Rollitt (network chair).

Suffolk and Norfolk

Forces pool resources to host event

MAXIMISING personal development and achieving goals was the topic brief for speakers at a 130-strong conference jointly hosted by Suffolk and Norfolk Constabularies.

Male and female staff from both forces and British Telecom were told about the importance of being in control of their own destiny from Deloitte LPP employee Dawn Lowe, while Ruth Dugdall, an ex-probation officer turned author, said hard work and commitment are the only way to achieve goals.

Delegates were able to complete a self-assessment questionnaire and set a development plan as part of an input on knowing your personal strengths and weaknesses by Nicky Garcea, Consulting Director of CAPP (leaders in strengths based assessment, development, performance and change).

A lecturer in organisational behaviour and HR, Maria Watson, spoke about the importance of having a positive mindset when dealing with change.

£275 was raised for the Eve Appeal – a gynaecology cancer research fund.

Bedfordshire

NOW Be...a success

SIX workshops, facilitated by officers and staff from Bedfordshire Police, were offered to the 60 people attending the ‘Now Be...’ personal development and networking event.

Staff from Bedfordshire, Cambridgeshire and Northamptonshire forces flocked to the ‘Be...Confident’, ‘Be...Ready’ and ‘Be...Resilient’ sessions saying afterwards how inspirational they were.

The event was organised by Bedfordshire Police’s Networking Organisation for Women (NOW), Chair Abbey Cobbett said “Bedfordshire Police, like many forces, must adapt to the pressures brought on by the budget cuts. We wanted to use this event to provide our delegates with time to reassess their goals and gain new skills that might help them in both their personal lives and in their career.”

• NOW has produced a video of highlights from the day, which is available on their force intranet, in a bid to showcase their work and encourage others to get involved.
Q What did you want to be when you were growing up?
A I always wanted to be a nurse when I was a child. I was advised to get a science degree and qualify as a nurse after that. Personal circumstances meant that I never got to nursing school, but in my new role I am looking forward to achieving my original ambition of helping those in need.

Q Who has been your greatest inspiration or role model and why?
A My father. He too was a police officer and I have always been incredibly proud of him. He had an exemplary career and made a difference to many people. If I can be anywhere near as professional as him I will be satisfied. He dealt with many very difficult situations and had the respect of his fellow officers.

Q What is the most memorable moment of your career to date?
A My recent attestation ceremony. Achieving that goal of standing in front of a magistrate and promising to help people was a fantastic honour. I had my family there to support me and they were there to see me begin my new life as a police officer. All of us on the intake had waited a very long time to begin our new careers and I think we all felt very privileged to be joining the police force when many forces are not recruiting, but also at a time of great change.

Q What barriers to success have you come across and how did you deal with them?
A It’s a long time ago now but I failed my maths A-level. At the time I was devastated but I managed to get a place to do a degree with my two A-level passes. When you have a knock like that you quickly learn that time spent worrying is time wasted, you need to pick yourself up and think of ways to achieve your goal. Finally, at age 41, I really feel that I have found my true vocation. So it always turns out alright in the end even if you don’t see it at the time.

Q How have you achieved a satisfactory work/life balance?
A I have learned to switch off when I leave work. The last thing that those close to you want to hear is what a bad day you have had. My motto is have your half an hour debrief then forget work until the next day. I spend quality time with my kids – reading stories, helping with homework and talking. Children are so important and time invested in them is the only way to make them rounded adults able to know what life’s most important things are. I keep myself fit so this also helps me to increase my energy levels and enjoy time off.

Q What advice would you give to an ambitious new officer or member of police staff?
A Listen to those who have done the job, but don’t be afraid to make suggestions of your own. Policing really does feel like a family and families can talk to each other. Since I have worked for the policing family I have always felt part of it and made to feel welcome.

Q What three words describe your personality?
A Determined, funny and caring.

Q What are your vices?
A Diet Coke and chocolate.

Q Where is your favourite holiday destination and why?
A Italy: I love the people, the climate, and the food and wine are delicious.

Q Where do you see yourself in five years time?
A Hopefully I will be studying for my sergeants’ exams! But, I really can’t say at the moment.

Name: Louise Mann
Age: 41
Current posting/role: Probationer Police Constable

Brief career history:
1993 Chemistry degree
1993-2008 Analytical Chemist analysing food for pesticide residues.

Family: Two children – I have worked part-time since the birth of my two children until I joined the police force. Now more than ever, those close to me will need to support me with childcare issues but I am very lucky to have wonderful back up.
POLICE staff across the country are facing an uncertain future and now Part 2 of the Winsor Review has recommended chief constables are given the power to make police officers redundant.

Chair of Bedfordshire’s Networking Organisation for Women (NOW) Abbey Cobbett has not only managed change processes, but has herself experienced redundancy, demotion, promotion and role changes in a number of organisations. She says ‘change’ doesn’t have to be negative and gives five tips to deal with it.

1. Don’t wait for change, be pro-active. When was the last time you reviewed and updated your CV?
2. Consider where your gaps are. What can you do to fill those gaps? Although training and development is limited, it is still available. You could also look within your own community at what local colleges, partner agencies and surrounding forces can offer.
3. Consider new opportunities. Where could you gain new skills, or brush up on rarely used talents? Could you arrange an attachment with another unit? Could you volunteer as a school governor, Samaritan or for a local charity? You will increase your network, gain new skills and have the potential of standing out from other applicants when applying for new roles.
4. Think about your network. Work on it, increase it and use it when you need to. Use coaches and mentors to support, encourage and motivate you during times of uncertainty and vulnerability.
5. Don’t be frightened. We have all gone through change in order to be where we are today. Sometimes the path we take may not be completely straight, it may not be the path we originally intended to take, and even though you might not think it possible at the time, you will come out the other side.

Change can mean opportunity

NORTHAMPTONSHIRE Police Systems Admin Manager Nikki Butt has been made redundant three times. But she believes each was an opportunity for her to try something new, as she explains:

“I stumbled across the idea of working in an emergency control room by accident, after my second redundancy at 20. I soon discovered this was my niche, and having worked hard to get there I spent my time developing laterally taking different roles for the ambulance service and two police forces. I was then made redundant for the third time, but this was due to a structural change and it was soon clear there was a role earmarked for me as force control room team leader. So when structural review came around again in 2011 I wasn’t unduly concerned. I contributed to discussions about what the department should look like, and when the decision was made to reduce the number of supervisors, but expand the scope of the role, I saw it as an opportunity to develop.

But even though my presentation went well, my interview didn’t and I wasn’t offered the post. I was devastated — it was all I’d ever wanted to do. I decided I wanted to stay with the police and told anyone who would listen that: “I’ll sweep leaves if it means I can stay.” There was just one full-time permanent role on the redeployment register. The new role paid less and I lost my shift enhancement. I thought I would miss the shifts more than the pay, but that hasn’t been the case. And it isn’t the end of my story. A short time later a manager’s role was advertised, I applied and was successful, and I took up my new post before the end of my initial redundancy notice period.”

NIKKI IS FOURTH TIME LUCKY

It is not the strongest of the species that survives, nor the most intelligent, but rather the one most adaptable to change.

Charles Darwin
**Policing the police**

DO YOU understand the work your professional standards department carries out? Have you ever thought of applying to work with them?

BAWP committee member Detective Superintendent Jackie Alexander has spent the past year running Nottinghamshire Police’s professional standards directorate which has prompted her to urge others to follow her lead and consider such a department for their next career move.

“What an interesting year it has been, in fact, probably one of the most interesting, challenging, and satisfying in my career to date. When I was first posted to the professional standards directorate I was a little surprised. I had no particular expertise and only limited knowledge of the complaints system and police regulations. However, one thing I have learned over the years, both from working in the police and attending BAWP events, is that the most unexpected and unsought after opportunities can prove the most fulfilling. In fact I believe ‘if you leap, the net will appear’. My ‘net’ has many parts: a small, but immensely committed and professional team; a knowledgeable and helpful legal services unit and strong links with those we work with from senior colleagues to external partners in the Independent Police Complaints Commission (IPCC) and the Crown Prosecution Service.

I have discovered the most important skill to have in professional standards department is the ability to consider objectively the matters the public raise with us, rather than getting defensive about the difficult job we all know policing is. Public confidence in the police is crucial in a system that rests on the principle of policing by consent. This confidence depends on officers and staff demonstrating the highest level of personal and professional standards of behaviour. Mistakes will happen, and we must respond to them in a timely, proportionate and appropriate manner. The IPCC clearly sets out how public complaints should be dealt with; and remind us that ‘with power … comes responsibility, and when that power is alleged to have been abused there must be the opportunity for redress’. This ‘redress’ can be of real concern to officers and staff who have had a complaint made against them.

As departmental head I am responsible for three key units: vetting and information security, complaints and misconduct and the anti-corruption unit. The vetting and information security unit is comprised wholly of police staff. The work they do is integral to the force’s reputation and security. The checks on potential new recruits, for example, include looking at open social network sites. It never ceases to amaze me that would-be special constables, officers or staff make racist and sexist comments on social network sites and then seem surprised when we decide they are not suited to policing. Vetting at higher levels might also include an assessment of a person’s finances and whether they could be at risk of indebtedness or even corruption. This can be a sensitive issue, but in the current economic climate more and more officers and staff are likely to face financial challenges and it is something we need to be more open about. If a potential debt issue is identified we ensure the person is aware of it and then offer support on how to manage it.

The complaints and misconduct and anti-corruption referrals can be very routine, or equally almost incredible. Organisational vulnerabilities are recognised nationally to include infiltration by organised crime gangs, criminal association, drug and alcohol abuse and inappropriate sexual conduct. You have to be open-minded about what a colleague could have done; the day a force doesn’t believe an officer or staff member ‘could do such a thing’ is the day the integrity of UK policing will be diminished.

Ensuring police information is only
The access for a policing purpose is an area I am focusing on with the launch of what I have called my ‘Think B4U Click!’ campaign. Many people working in the police are naturally ‘nosey’ and, for example, may be tempted to find out more about what is happening where they live. But such access, unless directly linked to their specific role, is at least inappropriate, and often unlawful. Our systems hold so much information to help us do our job properly, but we have a legal duty to access it only for that purpose.

The most notable operation I have overseen in the past year was the prosecution of an officer who we charged with five counts of sexual activity with a 13-year-old girl. He resigned during the early stages of our investigation, received a six-year prison sentence and was placed on the sex offenders’ register. Our investigation found him to be a sexual predator who groomed his young victim over a number of months. Many of his colleagues were shocked that he could have done this. But their shock quickly turned to anger as the evidence against him was uncovered. For me this was a very satisfying investigation as I was able to draw on my previous experience as head of public protection and use the skills I had learned from a post graduate certificate in forensic psychology, specialising in sex offenders. I had completed the course just weeks before the case came in and being able to put that specific learning into practice was a revelation. It was clear that he had groomed everyone around him including his own family, colleagues, friends and other professionals, in order to sexually offend against the girl. It was pleasing to see how the judge saw right through him – he certainly did not groom her.

During my first year I have also had to review the department and, like many others, submit a business plan to manage this area effectively on a reduced budget. I have had to say goodbye to good officers and staff in the process. It has made me realise how important it is that forces have processes in place to ensure the officers and staff they employ are working to the required standard and delivering a good service. Poor practice and unsatisfactory performance needs to be identified at the earliest opportunity and corrected, and those found guilty of gross misconduct do need to be dismissed.

I think the work of professional standards department is often misunderstood and misrepresented. It has a key role to play to ensure we are all proud of the forces we work for

The IPCC clearly sets out how public complaints should be dealt with; and remind us that ‘with power ... comes responsibility’

Independent Police Complaints Commission

The IPCC was created by the Police Reform Act 2002 with the primary purpose of increasing public confidence in the police complaints system. Police forces deal with the vast majority of complaints against officers and staff, however, the IPCC oversees the complaints system and sets the standards by which the police must deal with complaints. In 2010/11 33,099 compliant cases were recorded, containing 59,442 allegations. Three-quarters of complaints were against men, a quarter were against women.

Five types of complaint account for 69 per cent of all complaints recorded:

- neglect and failure in duty (27 per cent)
- incivility, impoliteness and intolerance (18 per cent)
- other assault (12 per cent)
- oppressive conduct and harassment (7 per cent)
- unlawful/unnecessary detention (5 per cent)

Around 11 per cent of allegations were upheld.
Camels, deserts and policing

RETIRED superintendent and BAWP member Rita Tucker has been working in the United Arab Emirates (UAE) for the past three years as a strategic adviser for policing. Here she gives a snapshot of what it’s like to swap her HMIC inspection job, London and its cyclists for the desert roads and free roaming camels.

“I work under the direction of the United Arab Emirates Federal Government Strategy Department who are currently implementing a strategic change programme across all departments within the Ministry of Interior. I am based in the Emirate of Sharjah, just north of Dubai with my seven male colleagues who are all former senior British police officers. We provide strategic and tactical police advice to the five lesser-known Emirates that make up the United Arab Emirates – Sharjah, Ajman, Umm Al Quwain, Fujairah and Ras Al Khamiah. I have geographic responsibility for the Emirate of Umm Al Quwain, but I also advise on inspection issues when requested to by my colleagues in the other Emirates.

Umm Al Quwain is approximately 60 kilometres north of Dubai and is probably the least developed of all the Emirates. It is unspoilt and rich in natural beauty with a fantastic coastline dotted with islands and a rich marine life that is designated of special scientific interest.

I have an office at General Headquarters (GHQ), which houses all the headquarters departments, and at Al Madina (which means city centre in Arabic) Police Station which is the main operation base for the city police. On a typical day I travel 80 kilometres from home in ultra modern Dubai to Umm Al Quwain through densely populated Sharjah to the deserts of Umm Al Quwain. Camels roam freely on the roads here, along with donkeys and goats, creating a bit of a traffic hazard especially at night.

The Emiratee police officers (both male and female) in Umm Al Quwain are among the best that I have ever worked with. Women are highly respected and treated as equals in this society. The policewomen in Umm Al Quwain can pursue Masters level degree programmes combined with their daily police roles and are supported by the organisation to achieve their full potential.

It is my job to work with these officers providing support and guidance on criminal justice management, custody, inspection, performance and policing style. I am supported by strategic advisers for community policing, traffic, CID and intelligence. We meet daily with the action teams managing each of the themed initiatives. My working life is made easier by the support I get from a team of interpreters who translate for me when the Emiratee officers are unsure of my accent, or don’t feel comfortable speaking English even though they can.

It is great being at the forefront of change in this relatively new nation – the state celebrated its 40th anniversary last December – but what makes it so enjoyable is the people. Emiratees have a keen sense of humour and fun despite being a very conservative society, and of course there is no shortage of visitors from the UK.”

Senior women’s training delivered to Albanian officers

NPIA trainers Chief Superintendent Alison Richardson and Diane Lowe have been helping Albanian policewomen develop their personal and professional leadership skills.

The pair travelled to Tirana, Albania to deliver the week-long Senior Positive Action Leadership Course to 16 female English-speaking officers last month (February).

“The country’s policewomen have historically had office-based roles, but the police service is going through a radical change programme and is trying to improve female representation in all areas,” says Diane Lowe.

Women currently make up two per cent of the country’s 10,000 officers. However a
Scholarship to UK helps shape future of Lebanese policewomen

A LEBAANESE policewoman who is helping her force recruit 1,200 female officers by March 2012 has been learning more about women in policing on a two-week scholarship to the UK.

Major Suzann el Hajj, who was Lebanon’s first female officer, was awarded a fellowship from the John Smith Memorial Trust. The charity seeks to promote social justice and good governance in countries that are in the process of developing their own models of democracy, but are interested in lessons from the British experience.

The money funded Suzann’s trip to the UK in November last year to research an action plan to ensure women are fully integrated into Lebanon’s police force, the Internal Security Force.

The ISF, as it is dubbed, was created in 1953 and is still using the original ‘rights for staff’ drafted upon its inception – something which Suzann says has proved a challenge.

“How can I ask the policemen or women to treat people within acceptable human rights standards if they themselves are not treated with the same standards. In the same vein how can I ensure a successful integration of women into the force without having a Gender Agenda or handbooks dealing with equality and diversity or harassment and bullying for example.”

During her two-week stay Suzann was keen to find out how she could ensure the newly recruited women – they received 11,000 applications for the 1,200 roles – would be able to work in the field and be treated equally by their male counterparts. She met up with colleagues from the Metropolitan and British Transport Police, NPIA and Police Federation, Hertfordshire’s DCC Heather Valentine and BAWP’s Parwinder Dale and many others who she said “helped me immensely to widen my views”.

The meetings also inspired her to come with an idea to set up a RED police bureau, as she explains: “This bureau would mainstream ‘Rights, Equality and Diversity’ standards within the police and ensure that the police viewpoints and interests are relayed to the government.”

Upon her return to Lebanon Suzann became the head of the academic institution for the female cadets.

“So I’m now implementing my ideas. I’m drafting a Gender Agenda for our female officers and I am putting what I learned in the UK into practice. Also, I am working with the planning department in ISF to implement my ‘RED Bureau’ police project within the ISF structure to improve our policing and police conditions.”

First conference for women in Gulf States

FOUR BAWP committee members flew to the United Arab Emirates in February to attend the Emirates Women Police Association’s first Women in Policing Conference.

President of IAWP Jane Townsley, BAWP vice president Ellie Bird, Carol Thomas and IAWP Region 13 co-ordinator Julia Jaeger had been invited to Abu Dhabi to share their experiences of setting up and working within staff associations. Both Jane and Ellie spoke at the 1,000 strong event which was attended by policing representatives from across the Gulf States.

Jane told delegates: “Being a police officer is a unique and challenging role and though the countries in which we work may be very different, we have all lived and worked through experiences that have shaped us into the officers we are today. It is by sharing what we have learned we can become better police officers.”

Ellie charted BAWP’s 20-year journey and explained: “Maximising the contribution that women can make in policing is not about seeking power, excluding others or alienating women from men. It is about finding more effective solutions to problems, being innovative and being inclusive; encouraging people within our communities to be a part of the solution and shaping the future.”

The conference was supported by His Highness Lieutenant General Sheikh Saif Bin Zayed Al Nahyan, UAE Deputy Prime Minister and Minister of Interior.
How to become a member of BAWP

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

- You can attend national and regional training days and social events. • We can link you to other police professionals in this country and abroad.
- We can enable you to share your expertise or specialist knowledge with others. • We have a ready-made network for work-related and social contacts. • We can keep you informed of training opportunities and conferences. • We can help your voice be heard in matters affecting women in the police service. • You will receive regular copies of this magazine.

Membership details

Full membership is open to all officers and police staff, female and male, serving in the UK, along with retired officers.
Associate membership is open to anyone with a professional interest in criminal justice.
Corporate membership is now available for £350 p.a.

Please contact BAWP Secretary Carolyn Williamson for more details, or join and pay online via www.bawp.org or complete the form below and send it with your payment to: BAWP, PO Box 999, Bordon, GU35 5AQ.

Name: _____________________________ Rank/Title: _____________________________
Address: ____________________________ Postcode: ________________ Country: ________________
Tel: ____________________________ Mobile: ____________________________
E-mail: ____________________________ Force/Organisation: ____________________________
Station/Dept: ____________________________ Type of work (if not police): ____________________________

• Membership type (circle one) FULL/ASSOCIATE • Membership term (circle one) £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: ____________________________

SPR2012