Grapevine Spring 2013

INSPIRATION AND MOTIVATION

In the Spotlight
KENT POLICE AND CRIME COMMISSIONER ANN BARNES

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FLEXIBLE CHILDCARE 24/7

- Do you work shifts, nights or weekends?
- Do you constantly hit barriers accessing childcare options that can work round your requirements?
- Do you want an affordable childcare solution that will work for your family and around your work commitment?

BAPAA the recognised trade association for the Au Pair industry in Britain is fully aware of the difficulties faced by parents who work typical hours - through either shift work or working regular unsociable hours. A number of serving officers and police staff already use Au Pairs to support their family and work pattern.

BAPAA are able to put you in contact with registered Au Pair Agencies throughout the UK who will be able to offer you advice and support to find you a childcare solution that will work for you and your family.

Setting Standards for the British Au Pair Industry

Visit our website to contact the BAPAA registered Au Pair Agencies throughout the UK

www.bapaa.org.uk
WELCOME to the first themed issue of Grapevine. We set out to 'inspire and motivate' you through our articles and I think we have done just that. But it wasn’t all down to the editorial team; thanks must go to those members who contributed personal and professional stories and pictures.

From providing specialist role models (page 3), developing innovative training for victims of domestic violence (page 6) to the presentation of the BAWP awards (pages 10–11), to stories of personal development (page 13) and being inspired through adversity (page 14) we have a real cross section of stories.

Despite these times of austerity it was also encouraging to receive so many stories showcasing development and recognition events, both nationally and internationally. Read about Bedfordshire’s ‘The art of being resilient’ in times of change (page 4) and BAWP committee member Julia Jaeger’s trip to assist the Kosovan Police set up their own policewomen’s association (page 15).

Lastly I want to congratulate three new female chief constables who were appointed within as many weeks: Suzette Davenport, Gloucestershire; Justine Curran, Humberside and Debbie Simpson; Dorset. Very well done to you all from everyone at BAWP!

- The theme of the Summer Issue will be ‘Flexible Working’ – if you have an experience you want to share, or an unusual solution to finding reliable elder, child or even pet care please get in touch.

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BAWP is to host 2015 IAWP Conference

DATES FOR YOUR DIARY

2013
BAWP Awards Presentation Luncheon and AGM with an evening seminar and networking event. Mercure Holland House Hotel, Cardiff. Tuesday June 11.


2014
IAWP Training Conference. Winnipeg, Manitoba, Canada. September 28 – October 2.

Don’t forget in 2015 the BAWP are hosting the IAWP conference in Cardiff. Find out more on page 15 and add August 23-27, 2015 to your diary.

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GRAPEVINE Spring 2013
BAWP has been celebrating the milestone of its 25th year and its many significant achievements during this time, as well as the extraordinary progress of policing and the role of women since 1987. However, it is probably even more important to look forward and ensure we continue to grow as an association and to develop our support for women in policing and our communities.

The 2012 BAWP award winners are testimony to the great work that continues across British policing and I would like to take this opportunity to congratulate each and every one of you for your outstanding achievements. I look forward, as always, to reading the many stories in this edition that highlight the incredible work of our members who provide inspiration to us all. It is important that we continue to share such stories, be role models and, when able, take the time to mentor others. Doing so will provide motivation and guidance to colleagues and ultimately benefits us all.

Finally, I was extremely saddened by the terrible news that Paul McKeever had passed away. Paul was an inspiration to so many of us – a thoughtful, kind, supportive, dedicated professional. He will be sorely missed.

From workshops to conferences, working groups to seminars Parwinder has represented the BAWP at a wide range of different events in the past few months. Here she shares some of the highlights.

**Gender Agenda 3**

With the literature review completed Wendy Laverick has kicked off a round of focus groups with women working in policing. The first took place at Sussex Police’s Professional Development Day last month (January). It was an insightful session where officers and staff shared both good practice and the barriers they had experienced. A further two focus groups are being held in February at the Unison Conference in Liverpool and at a professional development day organised by Northamptonshire Police.

**Flexible Working**

An updated version of national flexible working guidance with examples of flexible working patterns, will be launched in early spring. I represented BAWP on the Flexible Working Group chaired by Bedfordshire Police Chief Constable Alf Hitchcock. Look out for a feature in the next issue of Grapevine.

**Where are the all the women?**

I watched our President Cressida Dick take part in a panel debate looking at whether women’s equality is a thing of the past.

You can watch a recording of it by visiting: [http://www.britac.ac.uk/events/2012/Where_are_all_the_women.cfm](http://www.britac.ac.uk/events/2012/Where_are_all_the_women.cfm)

**Mentor Scheme**

With 15 mentors fully trained and briefed, thanks to the Met’s Leadership Academy, I am now matching mentors with mentees. If you are a BAWP member and think a mentor could help you visit the BAWP website for more information. The site also has a dedicated forum for mentors to enable them to share best practice.

Follow Parwinder on Twitter @CoordBAWP (hashtag #BAWP) or find her on Facebook page: British Association for Women in Policing

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**GRAPEVINE Spring 2013**
PROVIDING SPECIALIST ROLE MODELS

CHIEF Inspector Patricia Foy is no longer the lone female at the Police National CBRN Centre.

The centre now has women down the ranks from chief inspector to police constable equivalent across policing and health.

Inspector Janine Foxhall joined the team in January proving the centre is committed to addressing the under representation of women within specialist roles.

Head of Centre, Superintendent Paul Granger, said: “In order to inspire and motivate staff both from within and potential applicants to the centre, it is important that we are representative of all parts of society. A diverse workforce not only assists to inspire a broader client base and our own staff, but also is an essential element in any modern organisation.”

- The Police National CBRN Centre leads the UK’s multi-agency preparations for responding to Chemical, Biological, Radiological and Nuclear attacks.

Assessment to support and champion disabled staff

THE Disabled Police Association has pledged to act like a ‘critical friend’ to the police service.

It aims to support officers and staff with disabilities by representing them, and local staff disability groups, and promoting equal opportunities.

The association re-launched in November 2012 with an event hosted at the House of Lords.

It receives no funding to carry out its work, something the Chair Rob Gurney says is a ‘great shame’. “We have a huge number of challenges to overcome relating to disability in the workplace. However we are reliant on the goodwill of our members and the support of those that can spare time to help,” he added.

Find out more about the DPA by visiting its website (which is provided at no cost by a former disabled police officer) www.disabledpolice.info

INBRIEF

Tragic death of Police Federation chairman

BAWP member and supporter Paul McKeever, chair of the Police Federation of England and Wales, died suddenly last month (January).

Paul died two weeks before he was due to retire, aged 57.

He had been a member of the BAWP annual awards judging panel for the past two years and had secured recognition for colleagues working to support and inspire others.

BAWP secretary Carolyn Williamson knew Paul and said: “Paul’s sudden death was a great shock to me, as it was to many others. I shall remember him as a great supporter of diversity and a terrific orator. This year’s Federation Conference will seem a little empty without him.”

- See also President’s Comment on page 1

Together we can

FIVE sets of speakers took to the stage to inspire and amuse Staffordshire Police officers and staff at an event organised by four of their staff support associations.

Pictured from left: Stephanie Yorath from the Victoria Climbe Foundation, local charity worker Diana Scott MBE, trainer, coach and mentor Diane Lowe, Tarka L’Herpiniere, who with wife Katie-Jane (pictured far right) conquered and survived the Gobi desert, Justine Hardy who works with Kashmir men and women ravaged by the sights and sounds of conflict and Mor Dioum also from the Victoria Climbe Foundation.
A DEVELOPMENT day organised by the Bedfordshire Networking Organisation for Women (NOW), along with support groups from Cambridgeshire and Hertfordshire, showed staff how to deal with change.

‘The Art of Being Resilient’ attracted more than 140 people from across the three forces. Colleagues from Northamptonshire also attended. The event was facilitated by Diane Lowe, a retired senior police officer and a NPIA trainer. It included workshops and a keynote speech from Andy Whittaker, co-author of The Art of Being Brilliant, as well as talks from Cambridgeshire Chief Constable Simon Parr, Hertfordshire ACC Alison Roome-Gifford and Detective Chief Superintendent Clare Simon from Bedfordshire Police.

Chair of NOW, Abbey Cobbett, said: “The day was an excellent opportunity to focus on how to manage change and deal with pressure, which is more relevant now than ever. The feedback we have received so far from participants has been excellent, with everyone getting something out of it.”

Bedfordshire Armed Policing Unit Sergeant James Gaita went along and would encourage other men to follow his lead. “Every workshop was brilliantly delivered and valuable to anyone with an interest in their own development, whatever the personal circumstances. I would encourage more men to consider attending further opportunities like these, and to quote another man in a minority, not to wait for some other person or some other time.”

“I particularly enjoyed Andy Whittaker’s talk which was refreshing and very funny”

James said he “particularly enjoyed” Andy Whittaker’s talk which he described as “refreshing and very funny”. He said: “Having read the book it was great to hear Andy expand on some of his concepts. On the notion of ‘you never really learn to swear, until you learn to drive’, I was interested to know that making small animal noises can prevent rapidly rising blood pressure!”

Delegates were also able to visit information stands and speak to advisors on hand from the Occupational Health Units, as well as other associated charities and health service providers.

Pictures from the event
Banishing the pension blues

MEMBERS of Thames Valley Women’s Network have prompted a change in the force’s maternity policy after an officer had her retirement date put back by five months following maternity leave.

The force had increased her length of service to cover the time she was on entitled maternity leave, despite the fact she was on statutory maternity pay and had continued to pay her pension.

The move also meant the officer didn’t get the pay increment she was entitled to. Inspector Penny Mackenzie from the network was soon on the case. “After several months of conversations with HR, payroll and the finance department, we received a positive answer. The Home Office has confirmed TVP should apply a change to allow the first 52 weeks of maternity leave to count towards an officer’s service. What’s more, they have agreed to backdate it to October 5, 2008.”

The payroll department has already started to work out who is affected and hopes to correct the dates over the coming months.

The force has set up a Maternity Buddy Scheme to support women before, during and after maternity leave. There are already 40 buddies on the books ready to be matched to officers and staff.

NAILA GOES TO BIG APPLE TO COLLECT AWARD

A WEST Midlands Police Equality and Diversity officer has been recognised internationally for her outstanding contribution to furthering diversity and equality.

Naila Suleman who works in the corporate human resources team, picked up the 2012 Peter Robertson Award at a glittering ceremony in New York City.

The award recognises ‘unsung heroes’ across the globe who have demonstrated a commitment and dedication to furthering diversity in organisations, championing the rights of all employees.

To win the award, the candidate had to be judged to have fully understood the value that diversity and equality bring to their organisations, whilst demonstrating a personal and professional interest to the subject.

Naila was selected as joint winner along with Louise Sheppard, Vice President of Equal Opportunity at Prudential.

Several of the projects Naila has worked on over 13 years caught the attention of the awards panel. This included ‘Organising Mosaic’s World of Work’ which helps young Muslims living in deprived areas become familiar with the working environment and a role-model based development programme for BME staff.

Naila said: “Since hearing about Peter Robertson I am greatly inspired to continue on this journey. Meeting senior leaders at the Global diversity forum in New York made me realise that diversity and inclusion is increasing in importance for all organisations across the globe.”

INBRIEF

Gloucestershire recruits Suzette as chief

SUZETTE Davenport has become the first female chief constable of Gloucestershire Police.

“The ex-vice president of BAWP takes up her post in February after being chosen over three other candidates for the role by the new Police and Crime Commissioner Martin Surl.

Suzette, who helped lead BAWP for eight years, said she was “absolutely thrilled to have been selected”. She added: “Gloucestershire is a really good force with a good reputation and I am looking forward to getting started and working with the Commissioner, Martin Surl. As ever I will be sad to leave another good force in Northants where I have thoroughly enjoyed working with some really talented people and learned a lot.”

Tackling violence against women

TWO new laws which give victims extra protection against stalking have been introduced.

The specific criminal offences of stalking, and stalking involving fear of violence or distress came into force at the end of last year (2012) alongside additional police search powers.

The Government has also pledged extra support to tackle violence against women including a £150,000 fund for Domestic Homicide Reviews, £50,000 funding to support frontline agencies tackling Female Genital Mutilation and the re-launch of the Teenage Rape Prevention campaign.
SOCA staff based at four different sites were able to watch an inspirational lunchtime seminar being held miles away in London, thanks to the use of video conferencing technology.

Women working at Calder, Birmingham and Bristol heard Siobhan Benita speak to their colleagues at the Spring Gardens office in London.

Siobhan, an ex-senior civil servant, ran for London Mayor last summer as an independent candidate against Boris Johnson and Ken Livingstone. In her seminar she shared with SOCA staff the challenges she faced through the campaign – not least getting the exposure she needed in the media.

Chair of SOCA’s Gender Group, Hilary Clarkson, was in the audience and says what she remembers most about Siobhan’s seminar was her comment about achieving what earlier in her career had seemed the unachievable. “She recalled to us that standing against Ken Livingstone and Boris Johnson seemed an impossible, ridiculous, suggestion by friends. However, Siobhan had stood back, thought it through and broke it down into realistic chunks. She gathered reliable, truly supportive friends around her who were prepared to assist her campaign. However it was her passion for the population of London and desire to fairly represent residents that drove her,” said Hilary.

“Siobhan told us that she believes she has come away a stronger person. She urged us all to ‘think the unthinkable’ and be prepared to consider all opportunities that come along, however wacky they may appear.”

Lest we forget...

EVERY UK female police officer who has died while on duty since 1944 has been recorded on The Police Roll of Honour Trust website.

The website gives details, and where possible photographs, of all 54 women. It is maintained by members of the Board of Trustees for the Police Memorial Trust and also features a list of the male officers who have lost their lives.

Four of the eight Board representatives have family members listed on one of the Rolls of Honour: Trust Chairman Sydney MacKay, father of Nina MacKay who was murdered in 1997, says the website has been put together to act as a central permanent record of all officers who have fallen in the line of duty.

He added: “To them we all owe an immense debt of gratitude and a firm resolve never to forget their sacrifice.”

Members of the Board continue to research ‘on duty’ deaths to ensure all officers are included.

Visit the website at: www.policememorial.org.uk and select ‘Female Officers Roll of Honour’ from the ‘Roll of Honour’ drop down menu.

THAMES VALLEY POLICE HELP DV VICTIMS

VICTIMS of domestic violence have taken part in a force sponsored Springboard development programme to help them turn their lives around.

Eight women joined the first course, which was organised by Local Area Training Officer Pat Miller.

Pat, who secured the funding and approval from the Chief Constable Sara Thornton, said: “Women who attended this course had to have left the abuse and be living in safe accommodation. It was crucial that they were ready to step away from being a victim and wanted to gain the skills to get on with their lives.”

Chief Executive of the Springboard Consultancy Jenny Daisley, says this is the first ever Springboard Women’s development programme run specifically for victims of domestic violence. “When Thames Valley Police approached us about it we worked co-operatively with their expertise and our programme. We are pleased that this experimental pilot programme has gone so well,” she said.

Visit the website at: www.policememorial.org.uk and select ‘Female Officers Roll of Honour’ from the ‘Roll of Honour’ drop down menu.
KIM IS CONSUMMATE PROFESSIONAL

A METROPOLITAN Police Service chief inspector has been publicly praised for her professionalism, and dedication to her job despite suffering from a brain tumour for the past two years.

Kim Botting has balanced both her treatment and work responsibilities to ensure she has taken only the minimum amount of time off on sick leave.

Working in the Traffic Criminal Justice department Kim has thrown herself into a difficult year. She has maintained 65,000 cases per year in a new traffic court structure and also supported the Home Office in proposals to extend the principles of the London Traffic Courts to the entire country. On top of this she has successfully re-organised to a five multi-court structure.

In between work Kim has been receiving treatment for a benign brain tumour, which was only diagnosed two years ago. “I had been in excruciating pain for four years going backwards and forwards to the dentist and hospitals as they thought it was my teeth. I have had no end of people looking at me. It was a relief when I was given an MRI scan on my brain and was finally diagnosed with a large brain tumour,” said Kim.

Kim underwent a six-hour operation to have the tumour removed and says she owes her life to one of the country’s top brain surgeons Mr Neil Kitchen. “I am in awe of the man and his team at the Institute of Neurology and Neurosurgery in Queen Square, London. He saved my life as if I hadn’t had it taken out. I would have haemorrhaged and be dead by now,” added Kim.

As the Metropolitan Police Service’s longest serving female police officer with 38 years service in all, Kim says she will be ready to retire in March this year aged 56. “It has been hard work getting the balance right. Coping with the illness was nothing compared to the challenges of working while bringing up four children. I could have bought another house with the amount I have spent on childcare over the years.”

Kim’s husband Michael served in the Met for 30 years, before retiring for a job with British Transport Police. Kim and Mike have been married for 36 years and have four children. The eldest daughter Lara, 26, is now also a serving Met officer, Jade is 21, Faye is 18 and Liam is 14.

Kim has been described by colleagues as a ‘consummate professional’ and someone who ‘lives and breathes policing’. She received the ‘Commitment to Professionalism whilst Overcoming Adversity’ award last December at the Commissioner’s Total Policing Award ceremony. Her citation added: “Kim maintains a demanding workload, continuing to show energy and determination, and is a role model to colleagues.”

Debbie gets top job at Dorset

DEBBIE Simpson, acting chief constable at Dorset Police, is set to take on the role on a permanent basis. She had previously been assistant and then deputy chief constable after transferring from Devon and Cornwall Police in 2008.

Her roots are with Bedfordshire Police where she served in uniform and CID rising through the ranks to become Head of CID.

In 2004 she led the UK Police Service’s response for international aid to the Tsunami disaster abroad.

Debbie is currently the ACPO lead for Disaster Victim Identification and the Forensic lead for Pathology.
Nathan chosen as network’s inspirational interviewee

BEDFORDSHIRE’s Police’s Networking Organisation for Women has been raising awareness of men’s health as part of a regular series of inspirational interviews.

The network shares stories about female police officers and staff in a bid to inspire and motivate others and provide role models.

But in November last year, to mark International Men’s Day, they highlighted the story of PC Nathan Peters, who is currently battling cancer.

His story encouraged many colleagues to join the 115-strong Bedfordshire Police Movember team to grow a moustache to raise funds and awareness of prostate and testicular cancer.

Nathan, 27, was diagnosed with testicular cancer in early 2012 and is currently receiving treatment at Northampton General Hospital.

He said: “Finding out that you have cancer is quite possibly the scariest thing in the world. But I have been completely overwhelmed by all of the support that I have received, which has really helped me to remain positive while I undergo my treatment.

“Movember is a great cause and it is so important that people are educated about men’s health issues and how to identify cancer. It’s not something at my age you think about, but I was shocked to find out testicular cancer is the most common cancer affecting 16 to 34-year-old men. I was like most men in feeling embarrassed in going to the doctor and I know some people might try and pretend it’s not happening, but it’s so important to get these things checked out.

“In my case I suffered a terrible pain while on duty back in April 2012, I was lucky as not everyone suffers pain and therefore might not find a lump unless they check themselves regularly. It sounds strange to say, but I am so thankful for that pain.

“When I went to the doctor he wasn’t sure if it was just a cyst and told me to come back if it got more painful or any bigger. After a few weeks as the lump grew and got harder the doctor confirmed it was cancer. I had an operation to remove my testicle in May, but by July I had raised blood levels and in September a biopsy revealed the cancer had spread and I decided to undergo chemotherapy.

“I was really disappointed as I was feeling like I was getting back to full fitness, but I feel like I have a lot on my side being young and previously fit and healthy.

“I am undergoing chemotherapy which is really hard going. It leaves you so tired and your immune system so low, as the chemo also kills all your infection fighting white blood cells. I was recently hospitalised, but I’m fighting back and I’m pleased with how well I am now recovering.

“One of the side effects of my treatment is that I’ve lost my hair, which is quite upsetting, but my housemates have been amazing at helping me to remain positive. They have all shaved their heads in support of me losing my hair and have set up a Just Giving website to raise money for Orchid Cancer, a men’s cancer charity.

“One thing my cancer has made me realise is how lucky I am to be surrounded by such great friends, girlfriend, family and colleagues.”

Each year in the UK, around 2,100 men are diagnosed with testicular cancer and this number is increasing each year worldwide.

Find out more on the Orchard Charity website: http://www.orchid-cancer.org.uk/
Happy 25th Anniversary BAWP

MEMBERS from across the UK gathered at the Scottish Parliament buildings in Edinburgh in November to mark a quarter of a century of BAWP activity.

The evening reception was sponsored by Lothian and Borders Police and hosted by David Stewart, MSP.

The guests included award winners, several Members of the Scottish Parliament, and local police officers and staff. They listened to speeches by David Stewart, BAWP President Cressida Dick and Lothian and Borders DCC Steve Allen.

There was a small exhibition illustrating the history of BAWP.

BAWP Secretary Carolyn Williamson, one of the association’s founding members, was at the celebration. She said: “It was a truly worthy event to mark our 25 years of working for women in policing, and we have received many appreciative comments from those who attended.”

BAWP KEY MILESTONES

March 1, 1987 Tina Martin organised inaugural meeting over lunch in Chesterfield.

April 26, 1987 First formal meeting, attended by 11 women, with six apologies.

September 1988 Group of eight women and one man attended IAWP conference, New York. Tina was awarded 'International Officer of the Year' by IAWP.

1988 BAWP affiliated to IAWP

1989 European Network for Policewomen formed

1996 BAWP hosted 34th IAWP Conference in Birmingham, the first to be held outside North America.

1997 Commander Judy Davison, City of London Police, elected as first president.

2000 First grant awarded by Home Office. First part time national co-ordinator, Irene Divine, appointed

2001 Gender Agenda launched and widely accepted by HMIC, Home Office and other bodies.

2002 BAWP provided a contingent in the Queen’s Golden Jubilee Services’ Parade.

2005 BAWP hosted its second IAWP Conference in Leeds. Liz Owsley appointed as first full time national co-ordinator.

2006 Gender Agenda 2 launched and supported by Home Office.

2007 20th anniversary reception in House of Lords. BAWP organised the Senior Women in Policing Conference in Birmingham.

2008 BAWP again organised the Senior Women in Policing Conference following the previous year’s success

2010 Home Office grant withdrawn with a loss of £100,000. Assistant Commissioner Cressida Dick, Metropolitan Police Service, elected president

2012 25th anniversary and work in hand on Gender Agenda 3.
THE winners of this year’s BAWP awards gathered in Edinburgh in November to be presented with their trophies.

The event was compered by one of the two organisers, Julia Jaeger, over a celebratory lunch at the city’s George Hotel.

Many of the sponsors were represented at the ceremony showing their commitment and support for BAWP. Chief Executive of the Springboard Consultancy Jenny Daisley who sponsored the mentoring award, said: “All of these awards recognise in one way or another how women working in the British police achieve and contribute something outstanding. We know Lois Stanger, who won the mentoring award, as she is licensed to deliver our Spring Forward programme so we are pleased to see her getting well deserved recognition.”

Praise for the event came from far and wide with DCI Gill Murray saying it “inspired” her and helped her focus on her impending DCI board, which she has since been successful in.

Victoria Breakley said she found the event humbling. “I felt in awe of some of my police colleagues who have achieved great things. The atmosphere was celebratory and made me realise that we all play a big part in policing, whether we are officers or support staff,” she added.

The winners and their guests were invited to help celebrate BAWP’s 25th Anniversary at the Scottish Parliament buildings that evening – see page 8. The Scottish Women’s Development Forum annual conference was also on offer the next day for those staying overnight in Edinburgh.

• Photographs from the event are available to view on BAWP’s Facebook page.

AWARD WINNERS AND SPONSORS

**Officer of the Year** – Sgt Kym Jones, West Midlands Police
Sponsored by Police Mutual

**Bravery** – PCs Shona Beattie and Katie Deas, Tayside Police
Sponsored by Cooneen, Watts and Stone

**Community Service** – PC Raquel Robinson,
Police Service of Northern Ireland
Sponsored by Hanson Wealth

**Excellence in Performance** – Sgt Joanne Caffrey,
Cumbria Constabulary
Sponsored by W.L.Gore and Associates

**Leadership** – DCI Shabnam Chaudhri, Metropolitan Police Service
Sponsored by Police Healthcare Scheme

**Mentoring** – Lois Stanger, West Midlands Police
Sponsored by the Springboard Consultancy

**Police Staff Achievement** – Amy Parsons, Staffordshire Police
Sponsored by Unison

**Special Recognition** – Insps Greg Lambert and Mark Morgan,
Merseyside Police

**Contribution to Overseas Policing** – Janice McLean,
Metropolitan Police Service
Sponsored by Department for International Development.
WORKING TOGETHER

Scottish Women’s Development Forum – Annual Conference

THE future of those working in the new single Scottish police force was top of the agenda at a one-day conference many award winners and their guests attended the day after the awards.

The force’s first chief constable, Stephen House used his speaking slot as an opportunity to redress what he said were inaccurate stories in the media about police staff cuts totalling 3,000. He explained the cuts would be much less and based on an entirely voluntary basis – through voluntary redundancy and early retirements.

Kenny MacAskill MSP, Cabinet Secretary for Justice, said how important he believes it is to ensure the new service still retains a representative workforce. “A better gender balance within the Scottish Police Service will enhance service delivery. It is not just the right or moral thing to do, it is essential if we are to deliver the benefits of reform. A diverse police service will give us access to a broad range of skills, experience, education and culture,” he said.

There are now ten per cent more female officers within the service than ten years ago – with women making up 28 per cent of officers. This is something ACC Angela Wilson, chair of the SWDF, who opened the conference, said was to be celebrated.

The 150 delegates also heard from Deputy Chief Constable Steve Allen from Lothian and Borders Police, could attend workshops on assertiveness, coaching and motivation and were able to quiz a panel of senior officers and staff on issues from workplace stress to police staff structures.
Meet ANN BARNES – Kent Police and Crime Commissioner...

Q What did you want to be when you were growing up?
I’ve always had a drive to be a public servant and the need to make a difference. I’ve always been a fan of public speaking and still tread the boards now as part of my local drama group. I originally thought of a career in law, but it didn’t work out that way.

Q Who has been your greatest inspiration or role model and why?
I have to put this down to my Dad, Jack. He instilled in me a public service ethos and a ‘can do’ attitude. I also believe in giving back to society. I am who I am because of him.

Q What is the most memorable moment of your career to date?
It has to be the 15 November 2012 and that moment on the platform when my name was announced as the winner of the Kent Police and Crime Commissioner election. It was such a fantastic feeling and I am indebted to my family and a small band of friends who helped me. I can never ever repay them.

Q What barriers to success have you come across and how did you deal with them?
Standing as an independent candidate was very challenging. I was also facing stiff competition from the political machinery of the political parties in Kent. I think, for me, I just really got stuck in and put my heart and soul into my election campaign.

I’m not a politician and stood on a platform of no party politics and no privatisation of Kent Police. I will not be the bureaucrat, beavering away at my desk during my term of office. I want to understand exactly what the local problems are and to do that, I have got to get to the ‘nuts and bolts’ and that’s being out on the frontline with the people. I will be out of my office more than I am in it, talking to the people of Kent.

Q How have you achieved a satisfactory work/life balance?
Ask my husband – his work and life balance is worse than mine! My home life is very important to me as I love being with my friends, family and my two dogs so it’s important that there is a compromise. You’ll have to guess which one of us compromises.

It’s been extremely busy but I am loving every minute of it. I’m three months into the role and so far I’ve kept my promise of being out of the office more than I am in it. I’ve been taking my Ann Force 1 bus across the county to listen to public priorities and concerns. It’s difficult as you’re juggling so many things.

I’m just about to finish consulting on my Police and Crime Plan that sets out my priorities for the year and also agreeing my budget. These are big decisions that I’ve had to make very quickly.

Q What advice would you give to an ambitious new officer or member of police staff?
It’s all about the people, people, people. The people of Kent are my number one priority – no-one and nothing else and I think that officers should follow that same rule. This is about every family and community they serve.

You can’t go wrong if you listen to the public and to go with your gut instinct. Never forget it’s an honour to be an officer and the public should always be at the forefront of everything they do.

Q What three words describe your personality?
Forthright and inventive and loyal and I don’t take myself too seriously, I am very serious about my job as Kent Police and Crime Commissioner though.

Q What are your vices?
I’m impatient with bureaucracy and people who put their own needs before the needs of the people they serve.

Q Where is your favourite holiday destination and why?
Kenya. My veterinary surgeon husband was brought up there, so it’s like going home for him when we go on safari there. Nearer to home it has to be the river Nailbourne near my home in Lyminge. It’s so serene and a joy to walk along. It makes me realise just how lucky I am to live in Kent.

Q Where do you see yourself in five years time?
Who knows – five years ago I would never have thought I would have fought an election and achieved the success I have against all the odds.

I did observe to my family that it’s a shame I didn’t start all of this earlier. I could be Prime Minister by now. My husband groaned, put his head in his hands and muttered.

But whatever happens in the future I will remain a Liverpool fan – no questions asked!
Keep going, you’ll get there in the end

Equip to Achieve is the Metropolitan Police Service’s intensive one-year development programme for ethnic minority police officers from constable up to and including chief inspector rank. It is designed to identify and develop talent and an officer’s competencies, skills and experience to compete for and succeed in the national assessment process for the High Potential Development scheme (HPDS).

Participants benefit from personal and leadership development, one-to-one coaching, mentoring and career planning support. It is also part of a broader positive action strategy to improve representation and diversity in the service.

DC Bronwen Powell joined the Met Police in 2005 when she was 27 years old, here explains why she applied for the Equip to Achieve programme and what she has already done to help herself progress.

“Like many women I spent the first few years of my service feeling as though I had to prove myself twice over, worried that others thought I had been given an easier time of things because of my sex and the fact I am mixed race. I was also anxious to attain that all important level of credibility among my peers. I struggled to gain confidence, but over the years have gradually learned not to be so hard on myself.

I currently work in the Sapphire Command which is Europe’s largest sex crime investigation unit. I decided to apply for Equip to Achieve because I wanted the support and structure of a career development programme to help me to reach my potential and allow me the opportunity to work in a variety of disciplines.

I was selected to take part at the end of last year. I am about to begin my leadership and management qualification on the programme. I believe the best leaders are those who help you to identify and nurture the latent talent within. Surely building a strong team around you and leaving a lasting legacy of learning and continuous improvement is the best means of achieving success?

A member of my cohort recently confided in me that as he was the youngest in service he felt everyone had so much more experience. Having been in this position before, I pointed out to him that if he were to turn this on its head, surely he had recognised his potential earlier than any one of us? With all our service and experience we were in fact the ones that were slow on the uptake.

I once heard Lynne Owens speak about “going where you are wanted” and seizing opportunities when they arise. I did that last year by joining the International Liaison Unit on the Olympics Command. At the time many thought it wasn’t a suitable job for a detective. However, I have gained skills and experience in networking, diplomacy, and negotiation by being part of a multi-agency team. I look back on my London 2012 experience with pride. I was also seconded to the US Embassy’s Joint Operations Centre, working alongside the Secret Service, FBI and Homeland Security.

Next to my desk is a card with the words, “Keep going, you’ll get there in the end.” But you have to really want it.
TURNING A NEGATIVE INTO A POSITIVE

SURREY Police’s Head of Crime Scene Services Maria O’Brien and friends have pledged to raise as much money as they can for Macmillan Cancer Support in 2013.

Maria, who was diagnosed with Hodgkin’s Lymphoma on Christmas Eve, has pulled together a small fundraising team: WorldWarC.

The group have already had a Dryathlon January (with no alcohol or chocolate), plan to run a 10K race, skydives, walk 60k and even hold head shaving parties in a bid to raise a minimum of £5000 within the year.

For Maria it has given her something positive to focus on while she goes through treatment for her illness. “Being diagnosed with cancer can be the most terrifying prospect for many people, even though I had an idea that my symptoms could indicate I had Hodgkin’s Lymphoma I was not expecting the diagnosis,” said Maria.

“I have thrown myself into setting up team WorldWarC and fundraising for Macmillan Cancer Support as a way to keep my life as normal as possible. I am training for one event at a time and taking each day as it comes. Without doubt the phenomenal support that I have received from my partner, family, friends and work has helped me to come to terms with, and to respond to this with a positive outlook.”

She added.

Find out more about WorldWarC and read Maria’s blog about her personal journey by visiting: www.spanglefish.com/worldwarc and donate at www.justgiving.com/teams/Wordwarc

Take a chance and do something different

A DERBYSHIRE Constabulary Employee Relations Manager swapped two legs for four when she set herself a personal challenge to learn to ride a horse.

Nicola Smith made the decision to try something new when she hit the big 50 and has not looked back. “As well as being proud of myself, my kids – who are also very active and have physical lifestyles – are proud that their mum, at this age, has got to grips with something totally new,” said Nicola. She also believes the new hobby helps her with her day job too. “I have found it great to do something that is both mentally and physically demanding. By having to concentrate on the skills needed to ride I can switch off and properly relax when I am off work so return refreshed.”

Cheshire Police seek lady divas

CHESHIRE Police are seeking volunteers to compete in a ladies only triathlon in memory of the fallen GMP officers, Fiona Bone and Nicola Hughes.

Sergeant Amanda Shaw is calling for ladies to join her in the Chester Triathlon, Deva Divas, which will be held on the Chester Meadows on Sunday July 21, 2013.

“It is an opportunity to do something meaningful whilst setting a goal to get fit and compete in an event,” said Amanda.

This short distance ladies only race is now a well-known, popular event which, in 2009, won the coveted British Triathlon, “Event of the Year” award. It will feature a 750 metre swim, 25 kilometre bike ride and a five kilometre run.

Volunteers can enter either as individuals for the full event, or as a team of three with each person competing in one of the disciplines.

For full details of the event, see Chester Triathlon Website: http://events.chestertri.org.uk
BAWP to host international conference

FEMALE police officers from across the world will be descending upon Cardiff in August 2015 to celebrate a centenary of involvement in UK and international policing.

BAWP Secretary Carolyn Williamson and committee member Julia Jaeger won the bid to stage the five-day event last September at the 2012 IAWP conference in St John’s, Newfoundland.

The pair will be supported by South Wales Police, in particular Inspector Nicky Flower who won the BAWP and then IAWP award for Coaching and Mentoring in 2011.

Nicky and colleagues will be providing the local support and knowledge, building the website and providing book keeping facilities.

The conference will be held in the heart of Cardiff at the Motorpoint Arena, which is within walking distance of a wide range of hotels and shops.

With 60 delegates already registered as part of an ‘early bird’ rate offered at the 2012 IAWP Conference Carolyn says it “promises to be a fabulous event”. She added: “We hope that many British delegates will be able to take advantage of the event returning to the UK and join us for all, or some of the five days. So take note of the dates: August 23-27, 2015.”

History volunteer needed

ARE you interested in police history? Could you produce a souvenir booklet for the 2015 conference and help set up an exhibition of UK and international policewomen? Then the conference organisers need your help.

“The conference celebrates the 100th anniversary of founding the IAWP and also 100 years of policewomen in the UK. Consequently we want to record this momentous achievement. The IAWP have an historian to work with and the South Wales Police museum curator will help too, but we need a leader for this important portfolio,” said Julia Jaeger.

Interested? Contact Julia by email on: jaeger_julia@btinternet.com

HELPING KOSOVOAN POLICEWOMEN

BAWP committee member Julia Jaeger visited Kosovo in November to help set up a staff association for female police officers.

She had been invited to the country by the UN Women’s office through her role within the International Association of Women Police (IAWP), and as an ‘international expert’.

The United Nations has been working in the country since the 1990s. One of their roles has been to redevelop and modernise the police service, bringing in women for the first time. But a recent report by their Gender Equality Office didn’t bring good news said Julia.

“The number of women leaving the police was double the number of male officers leaving. It was clear something needed to be done to stem the flow, which was why the idea of setting up a staff association for policewomen was born.”

“This was a very new concept for the country as they don’t have any sort of associations at all. So I knew I had a lot of work to do in a short time. This included meeting and bringing round a whole host of senior officers and staff to the idea and often through a translator!” added Julia.

The first planning meeting for the association was attended by 25 female officers and ran until 3am. “This was the first time they had ever got together to discuss issues specific to them,” said Julia.

Before returning to the UK Julia helped them draft their constitution, aims and objectives, their priorities, a logo and motto, and a launch date.

“It was impressive how quickly they worked and with such enthusiasm,” she said, “I look forward to it all coming to fruition.”
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: ___________________________

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“Thank you for arranging to send me the new orders for my products and for giving me a complimentary 4Pain. Guess what? …I am now wearing one on each shoulder while hunched over the computer and the normal tension has disappeared! (Well done, a product that actually does what it says).”

Ms JP, Hemel Hempstead

“I have now used 4Pain for one week, and the result has been nothing short of marvellous. I have had intermittent lower back pain for two years, but for the last three months it had become almost disabling. When walking any distance I had to use a stick and it was painful laying down. Thanks for your advice and 4Pain, I have got my life back on track, not bad for a 71 year old and walking and cycling is no problem for me now.”

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