BAWP award winners

Dealing with depression – one woman’s story

Two marine officers share a day in their life
From the Editor

I can't believe the summer edition of Grapevine is here already. I hope you enjoy reading it as much as we have enjoyed putting it together.

As ever it was exciting to see so many of our colleagues honoured at the BAWP awards ceremony. I am sure you will be inspired by reading the accolades that led to their recognition. This edition sees the return of the specialist roles series, with thanks to Jo Tearall and Lyn Parsons from Dorset Police for sharing their experiences. If you are a female officer or member of police staff in a specialist role then please get in touch if you would like to be featured in a future Grapevine.

I am sure you will appreciate the variety of stories in this issue from advice on mentoring and how to activate an ‘Action Learning Set’ to one reader’s experiences of dealing with anxiety and depression. As always please get in touch if you have interesting tales to tell.

Dates for your diary

2008

46th Annual IA WP Training Conference - Darwin, Australia, September 6-12.

Autumn Professional Development Day - “Minority in a minority” - Stratford Holiday Inn, Monday October 13.

2009

Senior Women in Policing Conference - Exeter University. Monday March 30 - Wednesday April 1.


Free place at Autumn PDD

One free day delegate place is once again available for an individual member of BAWP at the Autumn PDD. All you have to do is explain, in no more than 150 words, how you think you would benefit from attending the event and email it to nickyphillipson@btinternet.com by August 31.

Features

In the spotlight

Jennifer Hayden, who has been blind since birth, shares her experiences as a diversity officer for West Midlands Police.

Is having a mentor crucial to career success?

Lindsay Beresford says yes, and offers her top tips to finding a perfect partner.

Working with water, would you sink or swim?

The job of a marine officer can be cold and wet, but two women tell Grapevine why they love it.

Health - Focus on depression

One woman tells of her personal battle with this invisible illness.

Membership details

Cover: Chief Constable Julie Spence (right) and BAWP Officer of the Year Award Winner Sgt Zoe Kelsall.

Copy deadline for Summer issue is September 5, 2008.

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I was extremely pleased to discover four of the BAWP’s award winners are set to get international recognition after winning their categories in the International Association of Women in Police (IAWP) awards. They highlight the best across the globe - so it’s an accolade worth coveting. I truly believe all of our BAWP winners have one thing in common: a sense of personal responsibility. Not one of them has sat back and waited for someone else to help them, do it for them, help others or change things for the better; they have made things happen for themselves. It is crucial we all take ownership of our own development - it is your responsibility to knock on doors and get support to be the best you can be, tough as that may seem. Mentoring, coaching, further education, attachments to different departments, action plans or training plans - it is up to you to drive them. For those who say they haven’t got the time, the energy or the inclination – I say be happy where you are and with what you are doing, as you are ultimately the product of your own efforts. But, don’t you ever wonder what might have been…?

Finally I must mention the departure from the committee of Kate Walker-Northwood. For the past ten years Kate has been our treasurer and ensured all our figures add up, training plans – it is up to you to drive them. For those who say they haven’t got the time, the energy or the inclination – I say be happy where you are and with what you are doing, as you are ultimately the product of your own efforts. But, don’t you ever wonder what might have been…?

From the President’s Desk

Cynthia Hatcher has devoted an average of 760 hours a year to the Specials on top of a full-time job and charity work helping poor people living in rural Romania. As Borough Divisional Officer Cynthia was in charge of all the special constables on the Hammersmith and Fulham borough. However she is best known for her work on match days at Queens Park Rangers, an acknowledged expert on methods employed in crowd, vehicular movement and control she regularly briefed both special and regular officers. Commander Simon Bray, who often took responsibility for the match policing, said: “You could always count on her to be there, week in and week out.” The match grounds hold fond memories for Cynthia as it was where she met her husband David, who was a supervisor on the turnstiles. David followed Cynthia into the Special Constabulary and when she retired took on her role. During her time as a volunteer officer she has dealt with possibly more varied tasks than many of her regular colleagues. As well as the numerous football matches at QPR, Fulham and Chelsea, she has helped police Trooping the Colour, The annual University Boat Race and was on duty at both Princess Diana’s wedding and funeral. “I have learnt and experienced so many different things which I would never have had the opportunity to do if I had not been a special constable,” says Cynthia of her policing credits. She says she has “loved every minute” of the 34 years and would still recommend joining the Specials. “It gives people confidence and interpersonal skills. I have seen many new recruits gain a confidence which they may never have attained elsewhere.” She said.

Bristol Uniforms works with two forces

Northamptonshire Police has signed up Bristol Uniforms Ltd to ensure their public order personal protective equipment and CBRN kit is always fit for use.

Under the managed care scheme - which is a first for a UK force - soiled or damaged kit will be collected by Bristol Uniforms. It will then be cleaned, repaired and returned a week later.

The scheme is expected to save the force money by extending the life of the kit and will ensure officers always have clothing which is fit for purpose.

Bristol Uniforms, who also supply personal protective equipment, have provided Hertfordshire Constabulary with specialist urban search and rescue (USAR) personal protective equipment. The kit will be used by staff in multi-agency teams in the event of suspected terrorist incidents or suspicious explosions. The dark blue two-piece suits can be readily decontaminated.

Cynthia is a very special woman

A woman who has notched up 34 years in the Metropolitan Police Service’s Special Constabulary, retired then returned as their volunteer co-ordinator.

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Meetings to enhance learning

A group of 14 senior women, who met on an NPIA leadership course, have created their own Action Learning Set (ALS) to support each other's development.

An ALS enables members to become mentors to each other—learning with, and through each other. Each person has to agree to attend regular meetings where they can raise problems or ask questions and draw upon the combined experience of the group to find a solution.

The members are a mix of police officers and police staff who as BAWP Committee member Superintendent Berni Cartwright, explains “just police staff who as BAWP Committee member combined experience of the group to find a problem or ask questions and draw upon the combined experience of the group to find a solution.

“Of one of our group had been involved in an ALS before so explained the benefits, but also the importance of agreeing a joint terms of reference. Our first meeting was supported by the NPIA and attended by HMIC’s Kate Flannery,” added Berni, who works for Norfolk Constabulary.

The organisation and facilitation of ALS meetings is usually a shared responsibility. Each person takes on a different role for each meeting – this in itself is a development opportunity. The meeting provides opportunities to learn from others, work on real problems and implement solutions; it is management development which is learning by doing.

Karen Walker says being part of the group gives her the impetus to keep in contact with colleagues from across the country. “I get to share my experiences with others and get the encouragement and support I need to tackle some of the challenges I have to face.”

Norfolk Constabulary’s Chief Constable, Ian McPherson, has championed the ALS on the group’s behalf, writing to each member’s chief constable to ask them to support their staff in attending meetings.

- For more information on Action Learning Sets contact Patricia Foy Patricia.Foy@gloucestershire.police.uk or Berni Cartwright cartwrightb@norfolk.pnn.police.uk

Software changes needed to cater for women’s welfare

BAWP President Julie Spence has called for changes to the next version of NSPIS Custody software to ensure officers consider the welfare of women in custody.

Recommendations from The Fawcett Society, which campaigns for gender equality, have proved difficult to implement. A national change to the system is needed to ensure officers use the good practice highlighted by the charity. The suggested changes include:

- mandatory questions about whether assistance is needed to care for dependants while the person is in custody;
- reminders for custody officers to offer female detainees access to an independent female member of staff (where available) to discuss their requirements whilst in custody (i.e. sanitary protection);
- mandatory risk assessments prior to releasing all detainees from custody – for example considering how someone may get home if released in the middle of the night.

The custody environment can be intimidating, and often male dominated, environment for women, says Superintendent Flannery, added Berni, who works for Norfolk Constabulary.

First female chief for Scotland

NORMA Graham has become the first female chief constable for a Scottish force.

File Constabulary promoted Mrs Graham from deputy to chief in June, a move which she says has left her “delighted”.

There has also been good news for Julia Hodson. She has left her post as deputy at West Yorkshire Police to take over the top job at Nottinghamshire Police.

Congratulations to you both.

Kate says goodbye to BAWP

A NEW set of eyes will be ensuring the figures add up in the BAWP account after Kate Walker-Northwood decided to hand over the cheque books.

Kate says goodbye to BAWP

A NEW set of eyes will be ensuring the figures add up in the BAWP account after Kate Walker-Northwood decided to hand over the cheque books.

Kate has managed the BAWP money pot for the past ten years and says things have definitely changed in that time. “Going through the accounts the other day I was amused to see that we started off with a building society paying-in-book with about £200 in it and the first annual finance report was for £900. Times have changed a little, I think our income was about £250 000 last year, sadly our expenditure was about £230 000 so no magnificent profits to report!” She said.

West Midlands Police Accountancy Assistant Pippa Taylor has taken over from Kate.

- See also President’s Comment.
City celebrates day in style

BBC News Presenter Fiona Bruce helped women and men from the City of London Police celebrate this year’s International Women’s Day.

The event, which brought together members of the community and the force, was designed to recognise the contribution of women within the square mile, and raise funds for Refuge, the national women and children’s charity fighting against domestic violence.

Ms Bruce, who is patron of the charity, chaired the event at which three speakers each shared in ten minutes how they had reached their full potential; and gave their five top tips for success.

A champagne toast to International Women’s Day topped off the event.

Organiser Superintendent Lorraine Cussen, said the event was designed to “celebrate” and “inspire”. She said: “The real tell tale sign of any event is how quickly people leave at the end. Most of the audience were reluctant to leave, taking the opportunities to network with each other.”

Cumbria and Lancashire forces have joined together to put a little spring into the steps of some of their female leaders.

Officers from the rank of superintendent to sergeants, and a mix of police staff took part in the three-month Spring Forward Programme and the feedback was great.

“I thoroughly enjoyed it”, said one sergeant after the first two-day workshop. Others with her said: “the support and encouragement of others was invaluable”, and agreed they had “really benefitted from looking at new concepts in a creative way.”

Cumbria Constabulary has been running Springboard for ‘non-management’ women for more than two years. Over one hundred women have experienced the programme, and the waiting list continues to grow says Personnel Officer and licensed Springboard trainer Helen Ivory. “Although 30 per cent of Cumbria’s officers are women we still need to achieve a greater gender balance at all ranks. Currently, 16 per cent of sergeants are women and only five per cent of inspectors. Spring Forward brings with it opportunities to network, develop leadership skills and gives women support to achieve their personal goals.”

Helen says future courses will be opened up to other regional forces and partner agencies. Interested? Contact her on 01768 217137.
Students share new uniform ideas

Newlook women's trousers and a reflective cape are what London fashion students think their local officers should be wearing.

The pieces of uniform were designed by students from the London College of Fashion who were taking part in a competition run by the Metropolitan Police Service.

More than 50 students submitted designs for new look items of uniform, but Jude Cunningham's trousers and Alice Burkitt's cape design came out tops, landing them £500 each to help with their studies.

The trousers which won Jude the womenswear category have an adjustable waistband. This means officers can choose whether to wear them low or high waisted for the best comfort. In addition the trousers feature moveable pockets with storage for items such as handcuffs, so a separate utility belt would not be needed.

Alice said she had to think about how to keep officers safe when coming up with her cape concept. “Due to the health and safety requirements of a high visibility garment, a circle design is the most effective way of achieving this over the widest surface area. The cape then folds up into a small pouch for storage in a pocket or on the utility belt.” She said.

Jude and Alice's course leader, Judy Fitzgerald, said the project had been both “exciting” and “challenging” for the students. “Not only did they have to consider the look and feel of the garments but also their function. They had to think carefully about the type of fabric, choosing materials that were breathable and lightweight but also durable and that provide protection to the officer.” She added.

Deputy Assistant Commissioner (DAC) Steve Roberts, who is chairing the Met's Uniform Review, said he was impressed with the ideas and really hoped some of them could be incorporated into the new uniform designs.

DAC Roberts with winners Jude Cunningham and Alice Burkitt modeling their respective designs

West Mercia consider on-site massage service

Staff at West Mercia Constabulary will be able to get massages in the workplace if feedback from its first women's health event on ageing is taken on board.

Delegates at the event were treated to free massages designed to help alleviate stress, headaches, eyestrain, tension and ease muscular aches and pains of the neck, back, shoulders and arms.

The massages were given by therapists from AMBA Therapies. It works with companies and organisations to help develop staff welfare programmes in order to reduce sickness within the workplace; this includes organising on-site massages.

If introduced the massages would have to be paid for by staff and taken in their own time, such as lunch breaks.

This was just one part of the event at which the largely female 200 plus audience heard presentations from experts about the health issues women face as they grow older and what they can do to prepare for and alleviate these issues.

Superintendent Jane Horwood who chairs West Mercia Constabulary's Women's Network which organised the event, said it was designed to offer staff practical advice and support which they can use to improve their own wellbeing. “We decided to focus on effects of ageing as it's something that comes to us all and yet many people don't know what to expect.” She said.

News in brief

CD-ROM to support city's commuters

A CD-ROM to educate human resource professionals in how to support staff who may be the victims of domestic violence has been launched in London.

It was produced by members of a City of London Safer City Partnership Team.

The CD-ROM also looks at how domestic violence impacts on the workplace and is designed to help the city's 350,000 commuters.

With only 9,000 residents the business community is the force's largest 'community' and encouraging members to report domestic violence has been "challenging" says Superintendent Lorraine Cussen.

The CD-ROM called 'Don't ignore it' was launched at an event celebrating International Women's Day, which was attended by women and men from across the city.

- See page 4 for more details.
- For more information on the CD-ROM contact andrea.berkoff@cityoflondon.gov.uk

Lancs 50/50 recruitment

LANCASHIRE Constabulary is the first force to even out the balance of the sexes at recruitment level.

In the past year they have recruited an equal number of male and female officers.

The force is delighted with the results and attributes them not to a single initiative, but to a culmination of effort. "A supportive culture for women has been developed through the successful Women's Network and the force's approach to flexible working, fitness testing, equipment and clothing," said Chief Superintendent Irene Curtis (pictured above). "This shows women that being a police officer in Lancashire is a positive career choice." She added.

A third of their female recruits in the last year came from existing police staff. This suggests, says Ch Supt Curtis, "that this culture is also proving attractive to those already working for the force."
Policing’s best recognised at 20th IA WP Awards

THE WINNERS

Officer of the Year - sponsored by Police Mutual Assurance Society
Sergeant Zoe Kelsall, Staffordshire Police
Zoe approaches her day from the angle of “there is always something that we can do”; providing a quality of service that is second to none for the local communities is at the heart of her working ethos. Her willingness to ‘go the extra mile’ is demonstrated repeatedly, with appearances on her days off to attend meetings and deal with issues and an admirable flexibility - she never refuses a task no matter how onerous. This positive outlook and commitment has rubbed off on her team – as a result she gets the most out of everyone and in turn makes the best possible impact upon the policing of the neighbourhoods in her area.
Zoe has earned the respect of a wide range of colleagues of all ranks and positions through her hard work and infectious personal, yet professional style.

Police Staff Achievement
Shahina Ahmed, Cambridgeshire Constabulary
Shahina started as Specials Co-ordinator in 2004, but from the outset has been involved in supporting a range of policing activities.
Her work has spanned from identifying hard to reach non-English speaking groups in which to raise awareness of domestic violence through workshops and translated leaflets, to mentoring and coaching Asian women.
Shahina has used her language skills and cultural knowledge to help both the police, by giving officers guidance on how to behave, and to support victims by explaining police processes.
She was instrumental in highlighting the importance of all staff observing Ramadan;

Community Service - sponsored by British Transport Police Women’s Support Forum
Sergeant Karen Hall, Lancashire Constabulary
As a divisional equality and diversity officer Karen has been instrumental in improving the service provided to all minority groups in the division.
She set up the first transgender and transsexual group in Lancashire (Trans Lancs) and started two divisional lesbian, gay and bisexual community groups which have historically been hard to reach communities.
Part of Karen’s portfolio has been to develop the divisional Independent Advisory Group (IAG). She recruited members from the disabled community, including people with hearing and visual impairments.

Highly commended
Laura Bainbridge, Staffordshire Police
Michelle Carpenter, Dorset Constabulary

Jackie Lagana, Avon and Somerset Constabulary
It was Jackie’s involvement in the amalgamation in 2004 of three former busy, city districts in Bristol to create the second largest BCU in the country, which singled her out for the award. The merger brought with it departmental structural changes and many staff were reluctant to change. Jackie worked with each person in her team to motivate them and ensure they knew how their contribution would make a difference.
Jackie’s style of management has earned her the confidence and trust of her staff enabling her to deliver results even in the face of adversity.
Jackie is highly motivated rising to challenges which often face her.
She managed, with limited support, a budget in excess of £39 million until a qualified accountant was appointed.
Jackie has developed and mentored staff new to supervisory roles and her style of management has earned praise from her colleagues. At the annual departmental meeting staff said having Jackie as their line manager was the best thing for them.

Highly commended
Laura Bainbridge, Staffordshire Police
Michelle Carpenter, Dorset Constabulary

Shahina has identified new and innovative ways to recruit BME staff and adapted recruitment procedures for individuals who have dyslexia.
She has raised the profile of the Special Constabulary both regionally and nationally promoting it to women, who she has guided through successful applications, diverse communities and young people.

IAWP Winner

All photographs supplied courtesy Lindsay Wilson Photography

IAWP Winner

All photographs supplied courtesy Lindsay Wilson Photography
visual impairments, LGB and Trans communities, ensured significant faiths were reflected and that black and minority ethnic communities and young people were also represented.

Karen ensures no corner of the community is left out; friction between students and local residents was tackled with weekly PACT (Police and Communities Together) drop in meetings and a community group set up to give Asian women a voice. She even developed an introduction package for newcomers to the area from EU states such as Poland and Bulgaria.

Constable Sandra Hutton, Tayside Police

For the past five years, in addition to full-time work, Sandra has been volunteering for a charity, Eighteen and Under which provides support for young people who have been abused, and develops personal safety programmes for children and vulnerable adults. Sandra, an officer with 17 years experience, mucks in and helps out with everything. She tidies, she makes tea, she goes into schools and gives talks for the charity and provides training on child protection. Now an elected manager Sandra is also involved in project development and finance - in fact she raised more than £100,000 for the charity.

Sandra has extended the charity’s abuse prevention and personal safety (V.I.P - Violence Is Preventable) project, which was aimed at children, and made it suitable for the elderly.

Sandra also set up and runs an after school samba drumming band as a diversionary activity and a drumming group for local women.

Sandra won the Big Hearted Scot of the Year Award 2007.

www.18u.org.uk

Highly commended Constable Kath Bromilow, Lancashire Constabulary Inspector Shona Stewart, Grampian Police

Mentoring – sponsored by The Springboard Consultancy Ltd

Superintendent Jane Horwood, West Mercia Constabulary

Jane has been involved in the West Mercia Women’s Network since its inception and took on the role of chair in 2004. She has continually sought opportunities to support women in the organisation and established a forcewide mentoring scheme.

Jane also gives her time freely to mentor men and women across the organisation.

Diversity Advisor Helen Danks believes Jane is a “natural mentor”. She says: “She encourages people because she can see their potential. I do not think however she realises how influential her words of advice can be.”

Jane is seen as the ‘coach of choice’ across West Mercia finding herself inundated when promotion boards are approaching. She runs mock interviews, encourages and supports colleagues - both male and female - and recently arranged an outside consultant to deliver a session for a group of prospective chief inspectors.

Another colleague, A/Superintendent Matt Mead, said she was a “shining example of a professional mentor”.

Highly commended T/Superintendent Louisa Pepper, Suffolk Constabulary

Detective Inspector Fay Howard-Saunders, Northamptonshire Police

Leadership

T/Superintendent Louisa Pepper, Suffolk Constabulary

Louisa has a rare ability to get things done and understand people’s complex emotions and motivations. She genuinely wants to help others achieve their potential by listening, encouraging them to believe in themselves and by offering mentoring opportunities.

Louisa often manages high workloads, on top of a busy home life, but is able to remain calm under pressure and can give negative feedback, even in pressured situations, without appearing aggressive or stressed. She ran southern area CID following the five murders at the end of 2006. Despite having a depleted staff she kept morale high amongst officers whilst continuing to keep on top of detections and crime figures.

Louisa ensures everyone knows what is expected of them, but makes her own contribution of at least equal, but more often greater weight.

Her leadership has been praised in a diverse range of situations: from commanding a football match, to performing ‘on-call’ duties, to implementing a major strategic change.

Highly commended

Sergeant Lucy Sewell, Warwickshire Police

Lisa Robinson, Staffordshire Police

Grapevine Summer 2008:Layout 1  16/7/08  10:35  Page 7
FEATURE

Excellence in Performance - sponsored by Lion Apparel
Sergeant Janette Bashall, Lancashire Constabulary
Janette has contributed significantly to improving the way her force deals with many gender-related issues. From getting the maternity and paternity break policies changed, reviewing the procedures relating to part-time and flexible working for police officers to ensuring a minimum standard of care for all pregnant staff, she has devoted her time and energy to help others. Notably she has achieved this as a part-time officer in addition to her busy and highly responsible ‘day job’ as a neighbourhood sergeant.

Janette was heavily involved in work to tackle the disproportionality of women in specialist roles. Her recommendations, which included developing role models and mentors, supporting staff through applications and reviewing flexible working and maternity leave procedures, led to an increase in the number of women joining specialist operations.

Janette is vice chair of the force’s women’s network and has arranged a broad range of events.

Dr Kath Mashiter, Lancashire Constabulary
Kath has transformed the Scientific Support Unit, providing new forensic services in the form of footwear intelligence, blood/body fluid screening and scene investigation (including blood pattern analysis) and joint forensic and fingerprint examinations. Members of Kath’s team are trained as technicians and provide screening for body fluids and other examinations.

Achievement in Staff Wellbeing - sponsored by Benenden Healthcare Society (New for 2008)
Constable Wendy Astle-Rowe, Cheshire Constabulary
As a Health and Safety Officer Wendy has made significant contributions to the health and wellbeing of staff, not only in the police service, but in the wider public sector through partnership working.

Wendy recognised far more time is lost to work through lifestyle related sickness and ill health, than to injury. So she set out to transform the health of all staff.

New gyms and healthy options in the canteens were just the start.

Wendy then encouraged staff to join colleagues at Cheshire County Council and Cheshire Fire and Rescue Services in a Corporate Health Initiative to lose weight. Over the next two years the simple concept of weight loss was expanded to include challenges – coordinated mostly by Wendy – in improving nutritional health and exercise.

As a result more staff have been seen walking, cycling and running at lunch times, others have taken up sport, yoga, Pilates and dancing.

Highly commended
Sergeants Kathryn McIntyre, Jillian Maltman and Karen Sledge, Lancashire Constabulary

Special Recognition - sponsored by Sioen Industries
Chief Superintendent Phil Kay, West Midlands Police
Phil has made a significant contribution towards the advancement of women in West Midlands Police by actively encouraging career moves into Operations within his command unit, and the wider force.

Phil asked himself whether Operations would be a great place for his wife or daughter to work. He saw the benefits and strengths of Operations for women, and vice versa, and was determined to develop a diverse workforce, and improve performance.

He learnt about the issues facing women from staff and formulated a plan, which included: networking and idea gathering female officer away days, a mentoring programme, open days, leaflets about the

Lifetime Achievement
Chief Inspector Jan Berry QPM, Police Federation
Jan Berry QPM, a chief inspector with Kent Police, is the first woman chairman and principal spokesman of the Police Federation of England and Wales.

Following her first conference as chairman in September 2002, the BBC News said she was “proving to be a very thoughtful chairman, a woman who proposes reform in a quiet, but persuasive way.”

Jan contributed to the first Gender Agenda in 2000 and has since worked towards its aims by ensuring working practices have been introduced that assist female officers to develop within the service.

Jan has enjoyed a high profile role as the national spokesperson, regularly giving evidence to the Home Affairs Select Committees and even appeared as a panelist on Question Time.

She has travelled aboard extensively to share good policing practices with foreign police forces, and to raise the

Department, where she is manager, earning the force two consecutive ‘Excellent’ inspection gradings from HMIC.

She has introduced ‘in-house’ forensic services, in the form of footwear intelligence, blood/body fluid screening and scene investigation (including blood pattern analysis) and joint forensic and fingerprint examinations. Members of Kath’s team are trained as technicians and provide screening for body fluids and other examinations.

Grapevine Summer 2008: Layout 1  16/7/08  10:37  Page 8
Presentation, communication and mediation skills were top of the agenda at the Spring Professional Development Day.

All the sessions were designed to help those there invest in, and develop themselves. Ian Northcott helped delegates see how they can challenge other people’s generalisations. He explained how everyone has their own perception of the world: “Human beings are meaning makers... those meanings are not always correct.” He said. “If you believe something you will look for the evidence to back it up.” For example: all street robbers are black, white heterosexual males never get prompted. He urged delegates to “attack the generalisation and make it absurd”. For example asking how does someone know the colour of the skin of all street robbers; have they met them all? “We have to empower individuals to see the real structure... and force them out of their inner made up world,” he said.

Judith Jewell from Indigo Associates looked at our personality traits. “Some of things we do become such a habit that we are not even aware we are doing them,” she said. However she explained understanding your personality has a big effect on how you respond when you think on your feet. “The very first words which come out of your mouth set the tone for the transaction,” she said. “Be positive wherever possible,” she urged delegates.

Geraldine Pearson-Green’s top ten tips for perfect presentations

1. What is it you are trying to say exactly? Be clear about your objectives.
2. Are you the right person to be doing this? Are you the expert?
3. Who is in your audience? Why are they there?
4. The rule of three: Your exciting introduction, the meaty middle, finally the round up and conclusion.
5. Keep it simple, no long sentences.
6. Check all your Audio Visual equipment beforehand.
7. Understand how your nerves affect you and put in counter-measures.
8. Watch your colours and fonts - some of the audience may be colour blind!
9. Use big bar charts and fat pie charts, no tiny figures or details.
10. Smile, breathe and enjoy yourself!

For more information one-day workshops, contact Geraldine on geraldine.pearson@pearson-green.co.uk or 077894 65424.

A total of £495 was raised during the awards evening for the Dee Reading Forget Me Not Fund. In a letter to BAWP President Julie Spence, Charles Reading, expressed his “thanks” for the donation. His late wife Dee, a fingerprint enhancement technician with West Midlands Police, lost her four-year battle with cancer last May. The money will be given to the hospice where Dee spent her final days.

Joan wins free place open to BAWP members

West Midlands Police Drug/Arrest Referral Officer, PC Joan Smith (pictured top on left) won the free place to attend the Spring PDD. She said: “The awards acceptance speeches and the next day’s presentations were both excellent; they have inspired me. This is the second PDD I have come to. Two years ago I heard DI Carol Hamilton speak on female genital mutilation. I was able to take away the points she made and share them with colleagues and even went out with domestic violence officers afterwards to learn more.”
In the Spotlight

Name: Jennifer Haydens  Age: 28
Current posting/role: Diversity Officer, West Midlands Police
Brief career history: University, Scope graduate development programme, Specials Recruitment Officer for West Midlands Police then Diversity Officer after secondment to the role
Family: Married to Terry and we have four children, two boys and two girls, aged between four-and-a-half and nine months. Terry stays at home to take care of them.

Q. What did you want to be when you were growing up?
A. When I was very little all I wanted to be was a nurse because I wanted to take care of people. Then as I grew up, I realised that actually I wouldn’t make a very good nurse and I wanted to be an author because I’d got a very creative mind and I was good at English. Then as I got into my teenage years and inhibitions started creeping in, I decided that I would do whatever I drifted into. I think that sometimes, this is the best way to be as the best decisions aren’t planned.

Q. Who has been your greatest inspiration or role model and why?
A. Probably my twin sister, Sue. She has always been positive and successful in her career. If ever I feel fed up I think: “Now would Sue be feeling like that?” As a mum, my children have been my inspiration. They are so understanding and accepting. Even before Matthew could walk, he knew I was blind and he used to hold my hand and we used to crawl along to the toys he wanted to play with. Shaun is always fetching and carrying for me – it’s like having my own mini butler! It’s really amazing observing them growing into little people with their own personalities, for example Clara is only two, but she’s already so feminine and feisty – just like a little woman. I’ll never forget when we first brought Danni home. All we heard from the older three was: “Me old babby, me ’old babby”. They just accepted her straightaway and took her under their wing.

Q. What is the most memorable moment of your career to date?
A. I really can’t think of one – hopefully it’s still to come.

Q. What barriers to success have you come across and how did you deal with them?
A. I am one of twins. We were born nine weeks premature and we were given too much oxygen in our incubators. This caused both of us to become blind. This means that getting through university was more difficult for me as I had to get most of my course material converted into an accessible format before I could even begin to think about actually studying, and also I was very lonely and isolated because of my disability. At work, I have actually found things easier. I have been made to feel much more welcome at West Midlands Police than I ever was at university, and I can access most of the force systems I need to by using a screen-reading software package on my computer. I do still come across lots of instances of ignorant behaviour which is difficult to accept, but at least it’s not at the forefront anymore. I think for police staff in general progression prospects and reward and recognition is not good. This must make it difficult for forces to retain talented staff and I think it’s a shame.

Q. How have you achieved a satisfactory work-life balance?
A. I am lucky where work-life balance is concerned because Terry looks after the kids. This means that even though I like to spend as much time with them as possible, it’s not absolutely crucial that I am home for a certain time. I am also fortunate because my line manager is very good so if I need time off to attend hospital visits or nursery reviews for Matthew who has special needs, or when I needed to go and train with my new guide dog Opal, she was really supportive and made sure I wasn’t penalised in any way.

Q. What advice would you give to an ambitious new officer or member of police staff?
A. You need to be strong and really further your own development as no-one will do it for you. Take care to take advantage of every opportunity to experience other roles within the service as every bit of knowledge may come in handy in the future. Build up a support network who you can ask for advice and information when required.

Q. What three words describe your personality?
A. Oh gosh, this is really hard. I suppose I am determined, conscientious and caring.

Q. What are your vices?
A. Cream cakes, chocolate – anything which makes the working day go that little bit quicker. That’s why I still haven’t lost that baby-shaped bulge - there’s no hope for me.

Q. Where is your favourite holiday destination and why?
A. I haven’t actually had a holiday for the last two years because of my succession of babies. We are taking the kids to the Isle of Wight this year – I think I’ll be reaching for the gin bottle after that one. Terry and I did go to Hawaii for our honeymoon and it was lovely – really warm and no wasps. We’d both like to go back there again, perhaps when the kids are teenagers and can enjoy the water sports.

Q. Where do you see yourself in five years time?
A. I’m not really ambitious to move up the ladder particularly. I really just want to be happy in my work and feel that I’m doing a good job. By that time all the kids will be at school and it will be nice having more time to spend on perhaps doing courses which will help me improve my knowledge. I like working in personnel and would really like to do my CIPD and then maybe an MA or something.
Mentoring - the key to success

As the HR function shrinks and career paths become less straightforward, it is increasingly down to individuals to drive their own careers. This can be a rather daunting prospect. It's often unclear where to start or what questions to ask. Sometimes we just want a helping hand. This is where mentoring can play a really vital role says Lindsay Berresford...

Mentoring - the ‘old’ definition
Mentoring is traditionally seen as a senior staff member giving advice to a more junior one. People usually look for a mentor who is already in the role they hope to move to or someone who is seen to be an expert in that area. The mentor is expected to explain how they got to where they are, describe how they overcame various obstacles and instruct their mentee in what steps they should take.

Mentoring - the ‘new’ definition
We have a rather different approach to mentoring. The only ‘qualification’ we require is that the mentor is wholeheartedly committed to the success of their mentee. The focus is on the mentee, her goals and her strategy to achieve those goals. The mentor’s job is to listen, ask constructive questions and help the mentee to arrive at her own conclusions. In addition, a good mentor will challenge their mentee’s assumptions, reflect back apparent contradictions, support her, and hold her to account.

Crucially, the traditional student-teacher relationship is left behind: the mentee and mentor become a team, exploring ideas and possible strategies together. We have found this approach to be consistently effective, particularly when combined with mentor training, career planning and opportunities for peer support. In fact, a year after completing our supported mentoring programme, 60 per cent of participants had been promoted and 20 per cent had moved to a more suitable job.

Finding a mentor
What each person wants from a mentor will be different. It is worth thinking about what you would like to get from a mentor, then seeing if you know anybody who fits the bill. Here are some of the qualities a good mentor is likely to possess:

- Genuine interest in the mentee, and commitment to her achieving her goals
- Ability to listen, ask useful questions, and listen some more
- Gives honest feedback and is willing to receive it
- Prioritises mentoring and makes time for it

Women are often nervous about approaching somebody to be their mentor, particularly if more senior, fearing ‘rejection’ or feeling uncomfortable about asking somebody to give up their time. In reality, we regularly find that people are flattered, pleased to be asked and eager to support others to develop.

Feedback
One of the most important things we have learned over the years is the power of feedback. It often takes a lot of encouragement for people to give each other honest feedback – but it is frequently transformative; providing an added boost to partnerships that are already going well and turning around those that appeared to be ‘failing’.

Lindsay Berresford is a Director of Thresholds Ltd who specialise in career development in the public sector. Website: www.thresholds.co.uk. Email: lab@thresholds.co.uk.

Tips:
1. Identify someone you would like to have as your mentor and ask them
2. Spend time thinking about what you want to achieve in your career
3. Be clear about what you want to get from the mentoring sessions
4. Drive the relationship: request meetings, set the agenda, take notes
5. Give feedback and ask for it in return
FEATURE

Lifting the lid on the job

In a return to a series of features looking at the roles performed by specialist officers, PCs Jo Tearall and Lyn Parsons from Dorset Police tell Grapevine what working in the marine section really entails. They also explain that skilled investigators and officers with proven proactive policing skills are more likely to land a job in this specialist unit than those with years of seafaring experience.

Jo Tearall has spent five of her 11 years service with the marine section only leaving earlier this year to gain the experience needed back as a response officer to secure her a promotion to sergeant. Her colleague Lyn Parsons still works in the unit where she regularly uses the skills gained in 19 years of policing in a range of fields from response to CID, motorcycles to firearms, surveillance to PSU.

What does the marine section do?

We have responsibility for policing the force’s 89 miles of coastline out to the territorial limit of 12 miles. This includes the busy and popular Weymouth and Christchurch Harbours, the small fishing ports of West Bay, Lyme Regis and Swanage, and the world’s second largest natural harbour at Poole, which itself has over 100 miles of coastline. The Dorset coastline represents the Maritime and Coastguard Agency’s (MCA) busiest area in terms of search and rescue incidents and the Poole lifeboat is the most tasked lifeboat in the country.

There are millions of pounds worth of vessels registered in, or moored at the miscellany of marinas and yacht clubs (50 in Poole alone) and anchorage areas along the coastline. There are also a great many tourists and other watersport enthusiasts who bring their own craft into the area. Two cross-channel ferry services operate from Dorset’s coastline across one of the world’s busiest shipping lanes to France and the Channel Islands. At the peak of the season there are 8,000 traffic movements each day in and out of Poole Harbour alone.

Our duties involve:
- Providing a 24 hour emergency response
- Investigating serious marine incidents including dive deaths
- Providing core expertise to territorial divisions
- Giving support to the Maritime Safety Agency and other statutory authorities’ investigations
- Carrying out searches
- Providing intelligence gathering
- Carrying out high visibility patrols and public reassurance
- Carrying out crime prevention initiatives
- Taking part in multi-agency initiatives
- Giving specialised training in and out of force area
- Maintaining the vessels to a set standard

Our section operates with six constables and a sergeant and we usually work in two crews of three. The unit will no doubt expand as a result of the 2012 Olympic Games as the sailing disciplines will be based in Portland. We use RIBs (Rigid Inflatable Boats), however, we do use Personal Water Crafts (PWCs) and launches when conditions and operations suit.

The unit is now more intelligence led and proactive. As a result our duties can be changed at the last minute testing our good will and flexibility. The shifts are predominantly 10 hours long, but again this is flexible.

Fancy being a marine officer?

Marine training is modular and takes up to 18 months to complete. You don’t need previous marine experience, but you do need a high standard of investigative and proactive policing skills. The Maritime and Coastguard Agency provide training in basic sea survival and fire fighting. The Royal Yachting Association provides first aid at sea and training on diesel engines, radar and marine radios; plus how to operate personal water crafts, power boats and yachts.

Officers also receive training on: search including specialist river searching, how to deal with CBRN (Chemical Biological Radiological Nuclear) weapons, and how to respond to a variety of other emergencies.

What is it like working in the marine section?

The marine section is a fast moving environment and we are often responding to incidents at short notice. As a result we have to be proactive and bring a can-do attitude to the job.

Jo and Lyn training for Emergence-SKI
A day in the life...
A typical shift starts at 8am with the daily checks on weather, tides, overnight crime, intelligence, divisional briefing and boat opening. The results of the checks give us our plan for the day. As you can imagine the winter and summer are very different and the seasons bring with them their own challenges.

A typical busy summer's day could involve a proactive water patrol. This normally results in numerous stop checks for stolen, speeding and antisocial craft. We often get involved in rescue situations and searches for missing persons.

We operate in a similar way to a standard squad on land in that our panda is our launch, our response is our rigid inflatable boat and the equivalent motorcycle is our PWC. We are tasked ordinarily, by our control room, but often Portland Coastguard will utilise our resources and we will liaise regularly and directly with them.

One of our biggest factors is the weather as this will also dictate our daily area of operation, what vessels we will use and what we can achieve in the time we have available.

We work very closely with numerous agencies such as the Environment Agency, Southern Sea Fisheries, Port Authorities, HM Revenue & Customs, RNLI and the Maritime and Coastguard Agency and often run joint proactive operations.
Depression is not a label. Personally speaking, I feel much more uncomfortable now than I did at the outset about saying I am depressed. If I had, for example, a really badly broken leg my friends and colleagues would have been round wanting to sign my plaster. They would have seen me struggle with the physiotherapy and be happy for me when I could walk without crutches and a noticeable limp. They would be encouraging and supportive.

Real depression isn’t about feeling low, a bit “blue”. Of course, being depressed does feel like that, but there’s much more.

Thoughts rush through your mind at 90 miles an hour, like some frantic camera on fast forward. You can’t hold on to anything long enough to think about it properly, so your whole life seems pieced together from the fragments you can catch. Sometimes the bits you catch are the trivia and the important stuff is missed, which is a real problem when you are at work. You can’t remember everything you have said and done, and other things pass you by altogether. If you try to write everything down, everything takes twice as long, and before you realise all this effort you are trying to put into being organised isn’t working and you know you are failing at something that is so fundamental. Now you feel guilty, too.

Next on the roller coaster of despair is the worry. You know something is wrong, and you are getting a bit scared by some of it. You can’t sleep, and when you do you dream. It’s a fact that depressed people dream more, and REM sleep (dreaming sleep) leaves you less rested than normal sleep. When you wake up (early) you know you won’t be able to get back to sleep, and you are so tired that it feels like you’ve already done a days work.

Logic says that as you are an intelligent person, you should be able to resolve all this simply by trying a bit harder, so that’s what you do. You “get on with it”, then you “roll up your sleeves and really get on with it” and you really can’t understand why this isn’t working. You feel ashamed because you can’t overcome it on your own. You think this is something short-term. A touch of stress.

At this point you could ask a colleague or friend for help, but that’s hard in a busy workplace and when you are depressed you believe that would be occupational suicide. Who wants a passenger on their team? Do you want the label “can’t cope with stress” when you go to your next appraisal or promotion interview?

This leads to you feeling depressed, and guilty and ashamed and lonely and deeply frustrated and exhausted and afraid. That express train in your head is going nowhere… fast.

It’s not the same for everyone, but when I am depressed it has the effect of making me feel worthless and unsure of myself to the point that I don’t want to be with other people because of the risk of disappointing them – making me feel worse.

The human body, however, is a remarkable thing. In my case, the exhaustion kicked in and brought me to a full stop. I woke up one morning so tired I was unable to function and I had to take time off. I saw my GP and was later referred to a therapist which is one of the best things that could have happened.

The National Institute for Health and Clinical Excellence (NICE) report nearly ten per cent of the UK workforce equates to more than 21,000 potential police officer or police staff suffers across the 43 forces. But who, or member of the family? Staffordshire Police Staff member Lynne Cornes, 51, has decided to share her distressing illness.

If it was a broken leg…

*The Home Office Police Service Strength report September 2007 reported 141,731 police officers and 75,989 police staff: a total of 217,720 employees.
How can organisations help?

It is clear to me more has to be done to raise awareness and overcome the stereotypes that are prevalent about depression and related illnesses. Research shows that hard working conscientious people are far more likely to suffer stress related illness than their more laid back colleagues.

But when you believe someone is suffering, or they put their hands up and ask for help sensitivity relating to the type of illness is vital. Making a special case of someone because they are ill with depression might be seen as insensitive to the sufferer, particularly when the organisation cannot offer anything more than a chat and a cup of tea or short-term counselling.

People with depression sometimes need long term therapy with a consistent therapist, which is not usually available through police forces or the NHS.

Whilst therapy itself is best delivered by someone independent, at a time when you are fearful and unable to effectively deal with HR or occupational health, you need to liaise with someone who knows you and you feel you can trust.

Often the line manager has an important role, and it would be really beneficial if there were in place adequate guidelines or training for managers who are dealing with staff who suffer from illnesses with mental health implications.

Where more than one arm of the organisation is involved, consistency and continuity is vital. Imagine what it feels like to be on the receiving end of three or four enquiries about how you are doing. If you weren’t feeling paranoid before about how the organisation feels about your prolonged absence, you are now.

Letters written from HR or Occupational Health should be individual and not standard text, as these can impersonal, insensitive and therefore counter productive. Please talk to me not at me.

You might even be aware of someone you know who is going through a tough time. Just a word or two now might help them to have a better day, prevent that bit of conflict tomorrow, or even a bout of depression. If you are feeling like your life is on the edge I will share with you some things I wish I had known:

• Depression is an illness that can’t be cured by trying harder – so stop being hard on yourself
• Don’t let things go on too long
• Be honest with yourself, and as soon as you feel you can’t be objective about how you feel – talk to someone you can trust
• Don’t be afraid to get professional help - you will probably recover more quickly by seeking help sooner, and it will help you feel that you are in control.

What now for me? Even now I still don’t know how the future is going to shape up; what I need most of all is the time and space, which means big decisions regarding my career choice.

Since writing this article Lynn, who is a Supervisor in the Court Resulting and Warrants Units in Criminal Justice Administration, has decided to take a career break.

“Real depression isn’t about feeling low, a bit “blue”. Of course, being depressed does feel like that, but there’s much more.”

Depressed people fear telling colleagues, says new report

The Depression Alliance, a charity for people with depression, has revealed, the majority of people diagnosed with depression in the UK feel disclosing their condition to colleagues would have a detrimental impact on them.

The Inside Story report, which was published in April, said people with depression still suffer stigma in the workplace, are discouraged from taking on exciting projects, are avoided by colleagues and may even be passed over for promotion.

It also revealed that many workplaces do not have the structures in place to support their employees. Flexi-time, cover for time off and counselling were the three areas that came out of the report as being most desired by people with depression.

Emer O’Neill, Chief Executive at Depression Alliance, said: “Having a job is very important to people with depression so employers and colleagues need to have a much greater understanding of the challenges faced by people with depression in order to provide the support they need to contribute fully.”

The Inside Story Survey was supported by Servier Laboratories Ltd, in association with Depression Alliance.
Committee members

Jackie Alexander, Nottinghamshire
Louise Angel, Cambridgeshire
Ellie Bird, British Transport Police
Vera Bloom, Staffordshire
Karen Burton, Leicestershire
Pam Bridges, Northumbria
Berni Cartwright, Norfolk
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Sue Lampard, Surrey
Sian Lockley, Hertfordshire
Joy Lott
Liz Oswick, National Co-ordinator

Nicky Phillipson, Grapevine Assistant Editor,
Tara Swann, PSNI
Kim Madill, Grapevine Editor
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Annette Wightman, Metropolitan
Carolyn Williamson, Secretary
Pippa Taylor, Treasurer
Robyn Williams, Metropolitan
Angela Wilson, Tayside

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Grapevine Summer 2008:Layout 1  16/7/08  10:39  Page 16