BAWP Award Winners 2009
Welcome to the summer edition of Grapevine. First I want to thank Gill Donnell for guest editing the last edition while I recovered from the birth of my son Gabriel. I am still enjoying my maternity leave, but really wanted to stay in touch with BAWP. Hopefully you will be making the most of the beautiful weather, as I am, and reading your copy of Grapevine in the garden. This issue is packed full of articles which aim to inspire you; from our BAWP award winners and the Professional Development Day to coaching opportunities and how one woman’s dream became a reality by using flexible working options in Greater Manchester Police.

Public confidence continues to be a huge moot point for forces and our own president Chief Constable Julie Spence gives us her view on how officers can strive to meet the new targets set by the Government on page three.

On page 11 we turn our attention to the importance of wearing the correct bra for exercise and potentially even for police work to prevent irreversible damage to the breast tissue.

As always many thanks to those who have contributed to this issue and please get in touch if you have stories that you would like to share with colleagues nationally and internationally.

Finally, I also want to congratulate Superintendent Gill Donnell, on her MBE. Gill’s accolade came in the Queen’s Birthday Honours where Dr Kath Mashiter from Lancashire Constabulary, who is a former BAWP Award winner, was also given an MBE. Long standing BAWP member Superintendent Carolyn Kinrade, from the Isle of Man Constabulary, was awarded a QPM.
Some may feel the goalposts of policing are constantly moving. A focus on performance, then customer service, sanction detections then satisfaction. But they are not mutually exclusive.

A thorough investigation leads to a satisfied customer. But whether you detect a crime or not, the former being preferable, keeping the victim informed through an honest dialogue is likely to make a huge difference to how that person views the police. Research has shown for every good experience confidence is increased five fold and while a bad experience only reduces confidence two fold people tend to talk about these bad experiences freely with others.

The Policing Pledge, which was covered in the Spring issue of Grapevine is our tool to meet all the Government’s agendas. It is absolutely relevant to all roles in the service and by understanding how you can assist officers to provide a swift and bespoke service when called upon by the public, you will be making a significant contribution to delivering the Pledge.

A database administrator, for example, needs to ensure that the information and access to data allows officers to give good quality information in a timely way (usually within 24 hours) to the public.

Finally I want to share with you comments we have had from those colleagues who were nominated for BAWP awards, but who didn’t win. They said it made them realise that someone does value them and their work enough to go to the trouble of nominating them. It was always obvious to me that all of the 127 nominees were winners in their own right, and I am glad now they realise it too.

From the President’s Desk

Some may feel the goalposts of policing are constantly moving. A focus on performance, then customer service, sanction detections then satisfaction. But they are not mutually exclusive.

A thorough investigation leads to a satisfied customer. But whether you detect a crime or not, the former being preferable, keeping the victim informed through an honest dialogue is likely to make a huge difference to how that person views the police. Research has shown for every good experience confidence is increased five fold and while a bad experience only reduces confidence two fold people tend to talk about these bad experiences freely with others.

The Policing Pledge, which was covered in the Spring issue of Grapevine is our tool to meet all the Government’s agendas. It is absolutely relevant to all roles in the service and by understanding how you can assist officers to provide a swift and bespoke service when called upon by the public, you will be making a significant contribution to delivering the Pledge.

A database administrator, for example, needs to ensure that the information and access to data allows officers to give good quality information in a timely way (usually within 24 hours) to the public.

Finally I want to share with you comments we have had from those colleagues who were nominated for BAWP awards, but who didn’t win. They said it made them realise that someone does value them and their work enough to go to the trouble of nominating them. It was always obvious to me that all of the 127 nominees were winners in their own right, and I am glad now they realise it too.

One size bill fits all

Details of the Single Equality Bill, which the Government promises will make Britain ‘stronger, fairer and more equal’ have been released.

The bill simplifies the law and combines the existing nine major equality acts and more than one hundred related regulations into one act.

The Government promises the new act will “make it easier for individuals and employers to understand their legal rights and obligations.”

It introduces new measures to address longstanding problems including equal pay for women, discrimination against disabled people and age discrimination, introduces a new single equality duty on public authorities, and requires them to address socio-economic disadvantage. It also extends the use of positive action in the workplace meaning employers can choose to make their workforce more diverse when selecting between two job candidates who are equally suitable.

Further consultation is required for several aspects of the new bill, including fleshing out the detail of the specific duties which will complement the new public sector equality duty.

The changes are due to come into force in 2010.

Improving public confidence

The Government through the Policing Green Paper has set all forces targets to improve the public's confidence in them by March 2012. Nicky Phillipson spoke to BAWP President Chief Constable Julie Spence, who has the ACPO Portfolio for Citizen Focus, to find out how she thinks officers and staff can help their forces meet these targets.

Staff ask me what they can do to improve public confidence. They say it isn’t a tangible measure, and believe the media and big events are the main drivers. But the reality is that individuals can do a lot. I accept we cannot control everything, but all staff can make a difference through the things they have control over. For example: increasing satisfaction with locally delivered services, improving timeliness of response, improving accessibility to information after an incident, providing information about local crime, explaining problem solving initiatives, and importantly, reviewing their own behaviour.

Research has shown in Cambridgeshire, where I am chief constable, that the public simply want us to answer their call, attend, detect their crime (which they know isn’t always possible, but they do value a personal visit), give feedback on what has been done, and, crucially treat them with dignity and respect. In particular young people want to be treated like adults.

Staff should always keep to the citizen focused principles. If you are friendly, approachable, helpful, take time to explain your actions and are always fair in what you do, then the public are more likely to be satisfied with your actions. They will also have more confidence in the force you represent.

Current evidence suggests that public confidence in the police service is likely to increase if citizen focused policing is successfully adopted as an overarching organisational philosophy. It should touch all officers and staff, from major crime to neighbourhood and data analysts, to control rooms.

In the short term, delivering the Policing Pledge, continually challenging yourselves on the standards it sets and understanding why it is important to the public, should contribute to improvements in confidence. It is not the holy grail, though.

When I spoke to Sir David Varney he shared his view that the police service was slow and impenetrable. How good are we at responding to follow up calls for information on a case? How often do we listen? If we don’t listen we will continue to deliver against what we think is important, and not what is important to the public. It cannot be right that 47 per cent of people think that we won’t get to them if they have an emergency. Why are we always doing something more important? No wonder they lack confidence in us.

Some people will only ever call the police once in their life, and when they do they want help with their crisis. Fail and you will never win these people round again.

Officers and staff, and, importantly, leaders and managers need to treat people how they say they want to be treated. They need to stand in other people’s shoes, and understand what their expectations are about the service they receive. We should then endeavour to meet or shape those expectations.

This is a new step for many staff, because most will rely on guidance about one way of delivering what a paternalistic service thinks is a good service. We have to stop using this ‘one size fits all’ approach; victim care contracts will help to create a more bespoke service. What we need to remember is that some people really want to see an officer. We have made too many excuses for too long about why we can’t attend some calls. We are misunderstanding the emotional impact crime has on some people.

Of course, going over the top is just as bad as doing nothing – a balance is needed, which requires thoughtful staff making sound judgements.

We can shape a person’s perception of the service every time we interact with them. If we interact with someone as the result of a stopcheck, then we are unlikely to improve the person’s confidence in us, but we can still come away without damaging it. There are ways to deal with these incidents in a positive way. If we fail to behave professionally in every single interaction with the public then we are never going to truly embrace citizen-focused policing.

This is the bedrock to delivering confidence. Police employees shouldn’t go far wrong if they remember what underpins the work of all our scenes of crime officers: every contact leaves a trace. Use this as your motto for every interaction with a member of the public, and you are on your way to making a difference where you work.

What makes a difference to confidence:
- Embedded neighbourhood policing in particular targeted foot patrols, identifying community priorities for action and effective problem solving.
- Increasing not just the quantity, but also the quality of community engagement and behaving in a polite and respectful manner.
- Using local-level communication/newsletters to tell people clearly what the local agencies in a neighbourhood are doing.
- Restorative Justice.
- The new single target to increase public confidence is based upon an existing Statutory Performance Indicator (SPI 2.2), measured by the British Crime Survey. This indicator also features as part of the Local Authority National Indicator set (NI 21).
A FORMER police officer who studied at Lucy Cavendish College in Cambridge is urging colleagues thinking of taking time out to study to go for it.

Ellen Joly says she had been a police officer for just over five years when she decided to return to full-time education.

And while she didn’t return to the service, becoming a primary school teacher instead, she says career breaks make studying for a degree a real option for officers.

Ellen started with a one year full-time Access to Higher Education Course at Huntingdonshire Regional College before applying to study Social and Political Sciences at Lucy Cavendish College.

She said: “I felt that the access course was a good introduction to full-time study, and prepared me well for university. I certainly would recommend this route.”

In her first year Ellen studied sociology, psychology, politics and social anthropology.

In her second and third years she majored in psychology and sociology, including completing a paper on crime and deviance.

Ellen admits that financially studying full-time can be difficult. “I did not receive any financial support from the Government towards my study, because my husband was in full-time employment. I was eligible for the student loan, which I did take advantage of to help with the course fees. Initially I did find it a little difficult because I had always worked, and had always been financially independent. However my motivation to continue was that I knew it was a fantastic opportunity that would open more doors for me in the future, as well as develop me as an individual.”

However Ellen admitted that “it does take a lot of hard work and determination,” but that Lucy Cavendish College staff support and encourage all students throughout their course.

“My advice to anyone would be, if it is what you want then go for it, anything is achievable. It is a fantastic experience and one that you will never forget. On graduation day at the Senate House you will certainly feel proud of your achievement.” Said Ellen.

Applications to Lucy Cavendish College are considered in October and November, with reference to admission for the following October.

Find out more by visiting the college website www.lucy-cav.cam.ac.uk/
Uniform issue gets ministerial attention

A Government minister has called on police forces to end what she dubs the “crazy” practice of making female officers wear uniforms designed for men.

Maria Eagle, the justice minister, joined the uniform debate following the publication of a five-year study by the Fawcett Society, which campaigns for gender equality, on the experiences of female victims, offenders and law enforcement and legal professionals. The research concluded that the justice system in England and Wales was “institutionally sexist". It said that some forces offered only uniforms and stab vests designed for men, which was just one example of how women were being discriminated against.

Ms Eagle said: “It does make a clear point, doesn’t it? How welcome would you feel as a woman in a police force like that, if you can’t even get clothes that fit you? It’s crazy.

“No employer should be driving women away because they require them to wear uniforms that aren’t made for women. I’m just amazed that that’s still the case in some organisations.”

The report also found discrimination against women pervades the criminal justice system in England and Wales at all levels. From the way frontline staff doubt the credibility of victims reporting rape and domestic violence, how victims and offenders continued to be marginalised in a system designed for men, to the gap seen between equality policy and its implementation.

It raised concerns over the number of women given short prison sentences for non-violent crime, including the non-payment of fines and television licences, and the effect it had on their children as well as its failure to address the causes of their offending. The lack of women in senior posts was also highlighted.

Fawcett’s justice policy officer, Sharon Smee, said: “Women need justice and justice needs women. A greater representation of women, particularly in high level positions is crucial to make the criminal justice system responsive to women’s reality.”

The report outlines a vision for a future criminal justice system which reflects the skills, needs and experiences of women and sets out key targets to be achieved by 2020.

Justice minister Maria Eagle added that she believed the new Equality Bill contained many positive action measures.

Sally is hired not fired

West Midlands Police Superintendent Sally Bourner has won a Women on the Way (WOW) Award after being nominated by her force’s women’s network.

The WOW Awards are the brainchild of ‘The Apprentice’ star Jo Cameron and Lisa Libboston and showcase the best leaders and female talent from across the Midlands.

Sally scooped the ‘Women in Public Office’ award, which recognises women who have made a substantial impact at senior management level and who are highly regarded by colleagues, with a reputation for leading the way and encouraging other women to succeed.

• Jo Cameron was also a speaker at the force’s professional development day last December.

Sally Bourner, West Midlands Police

Maternity assignment

NORTH Yorkshire Police and A-Level textile students have joined forces to design a new maternity uniform.

Although the force does not allow female officers to perform frontline duties while pregnant, a growing number of officers are opting to remain in uniform.

Students were given samples of the current maternity uniform and the normal police uniform to use as guidance and followed the advice of pregnant PCSO Rebecca Moorhouse about requirements for comfort and support.

PCS0 Moorhouse, who modelled the final design, was delighted with the results. She said: “It is more fitted around the collar and arms and more roomy around the stomach where it needs to be. I felt a lot smarter and more professional. The current uniform consists of very baggy trousers and a tent-sized shirt, which is baggy and feels a bit scruffy.”

A tale or two

Do you have any funny stories about women in policing? If so then NPIA Detective Sergeant Sue Bulton would love to hear them for a book she is compiling on the history of women in policing.

• Contact her by email: susan.bulton@npiapnn.police.uk
Dream becomes a reality thanks to flexible working

Flexible working is usually linked to the need to care for someone – from children to parents, pets to partners. However one woman has taken advantage of Greater Manchester Police’s flexible working policy to work as an acupuncturist. IT Project Manager Ali Eastham works three days a week for the force and the rest she devotes to alleviating people’s pain through the ancient art of acupuncture as she explains...

I was in a serious car crash a few years ago and was left with a painful neck injury. A friend recommended I try acupuncture instead of taking painkillers, which mask the pain rather than treat the affected muscles. Acupuncture worked just as well and got to the root cause of the problem. I thought I’d like to learn more, so enrolled on a diploma course in 2005, as a hobby. The course then turned into a degree course and I kept going.

I’ve trained as an integrated acupuncturist – that means I offer a combination of two different styles of acupuncture: Traditional Chinese Medicine (TCM) Acupuncture which treats the physical body, and Five Element Acupuncture which treats our more subtle emotional, mental and spiritual bodies.

I also offer acupressure for the needle phobic, tui-na massage (a gentle massage), cupping (a deep massage using glass cups) and moxibustion (to warm chilly mortals). Basically I’ll do a head to toe consultation, listen to various symptoms that patients have, look at the person’s tongue, take their pulse and then use acupuncture to restore balance and harmony.

I work two days a week at three different places: a gym, a holistic therapy centre and a nutrition centre, depending on what patients book in. I’ve also registered to do charity work for Headway and BASIC (Brain and Spinal Injury Centre), and have given talks and free treatments in aid of charity.

However if I had my time again I wouldn’t work full-time and study acupuncture at nights and weekends as it was totally exhausting. I didn’t go part-time until the last eight months of the course. It was a very expensive and demanding course and I made a lot of personal sacrifices in order to realise my dream.

It started as a bit of a hobby, and now it’s a real passion. I want to be able to reduce someone’s pain by restoring balance and harmony, rather than them using drugs and having to cope with the side effects that many drugs have.

I have offered my services to GMP’s occupational health unit, as it would be a less expensive way of getting people back to work. Acupuncture not only treats physical injuries, such as joint and muscle sprains, but can help with mental-emotional issues such as Post Traumatic Stress Disorder. It has been used in Iraq in what they call Battlefield Acupuncture. While my offer has yet to be taken up yet due to funding, I am hopeful for the future.

My force job – which I have been in for more than seven years – surprisingly uses many of the same skills as acupuncture, such as problem solving. I work on projects for different departments or divisions and simply I get given a pot of money, have a meeting with the customer to find out what they want, build a small team and then basically decide what we’re going to do and when, in order to deliver on time, to budget and within agreed quality constraints.

My manager, IT Director Chris Edge, actively supports my part-time working and I hope she sees the changes the acupuncture training has made to me as a person. I know I am much more patient and compassionate. It never ceases to amaze me how much some people deal with, and how they just cope with life until their health starts to deteriorate. For me the real thrill is seeing the transformation in people because of the treatment I have given them. Pain, hot flushes and sciatica for example can just disappear and people obviously then feel better in themselves. It might sound a bit trite, but I get a huge amount of personal satisfaction knowing that I’ve made a real difference to someone’s quality of life.

Find out more about Ali’s work by visiting www.meridian-acupuncture.co.uk
The NPIA has delivered its first development course for senior women in Ghana.

Trainers Superintendent Alison Queen (NPIA International Policing Advisor, Africa) and Diane Lowe (retired chief superintendent, associate tutor NPIA) made the six hour journey to West Africa in March. The week-long course was modelled on the senior women’s development programme run by the NPIA in the UK.

It was run at the force’s police headquarters in Accra.

Alison and Diane focused on giving the 20 female officers the skills to compete successfully with men for the highest positions in policing. The women were taught about emotional intelligence, influence, brand, interpersonal skills, transformational leadership and Stephen Covey’s circle of influence. Critical incident command training, decision logs and conflict resolution were also covered during the course.

“Homework, one to ones with tutors and action plans to take back to the workplace all ensured the students got as much out of the week as possible”, says Diane Lowe.

The course is just one element of moves to make Ghana’s 22,000 strong force a more inclusive and representative organisation. Another is the appointment of the country’s first female commissioner of police, Elizabeth Mills-Robertson. Diane says this is part of a positive drive to increase the number of women at all levels of the service. She said: “The feedback from the Ghana course was exceptionally positive and it is hoped that this course will be repeated, not only in Ghana but in other African countries. By working together, women not only get the benefit of the subject matter but also they gain support, empathy, understanding and learning from others.”

There are also similar opportunities for UK officers/police staff of chief inspector rank equivalent or above. Contact Sally Mullins on 01256 602221 for more information.

Ghana senior women get NPIA inspiration

Health Matters

Your periods - painful periods

Sixty per cent of women will see their GP with period problems at some time during their life. Early on it is usually pain that causes the problem, later on it is heaviness. In this column I will address the pain that many women suffer from and in a subsequent column we will look at heavy periods.

There are two sorts of pain associated with periods. The first, and more common, is seen mainly in teenagers and young women. It starts with the bleeding, is crampy in nature and usually finishes before the end of the period. It is called primary or spasmodic dysmenorrhoea. Simple pain relievers such as paracetamol or nonsteroidal anti-inflammatory drugs such as mefenamic acid are usually effective. The combined oral contraceptive pill often helps and, in severe cases, four packets can be taken, one after another without a break, giving only four periods a year. This is quite safe. Interestingly, recent research has shown that Vitamin E taken twice a day can also help.

The other sort of pain, called secondary or congestive dysmenorrhoea, starts before the onset of the period, and doesn’t usually stop until the period ends. It is usually caused by some form of pelvic problem, a common one being irritable bowel syndrome. However chronic infection in the pelvis and endometriosis (where the lining of the womb grows outside the womb) can lead to this sort of pain and needs to be sorted out by your doctor. It tends to affect a slightly older group of women and is often associated with painful sex.

It is important to see your GP if you suffer from very painful periods and it is helpful to keep a symptoms diary to help the discussions with your doctor.

Peter Bowen-Simpkins is Medical Director at the London Women’s Clinic and spokesperson for Wellbeing of Women (WoW).
Annual awards presented

The country’s most accomplished female police officers and staff were recognised at the BAWP Annual Awards Ceremony 2009. Women from across the United Kingdom collected awards for mentoring, leadership, community service, bravery, excellence in performance, police staff achievement, achievement in staff wellbeing and for being the officer of the year. The special recognition award was given to a man who has paved the way to help women progress, while a surprise President’s Award was given to BAWP national co-ordinator Liz Owsley. With a record 127 nominations across the categories Nicky Phillipson gives you a flavour of what made each winner stand out to the judges.

Officer of the Year

Detective Constable Tracy O’Hara, Merseyside Police

Tracy O’Hara is a detective in the hate crime investigation unit where she champions initiatives to engage with communities and encourage the reporting of hate crimes. Tracy is a visible leader and is not scared to raise and address issues at all levels of the organisation; from encouraging the Crown Prosecution Service to overturn a decision not to prosecute a case, to gaining chief officer support to allow staff to march at the Manchester Gay Pride event.

She works tirelessly to promote Merseyside Police and improve the community’s confidence in them. She is joint chair of the Gay and Lesbian Support Network and supports and mentors both staff, including those who are not yet ‘out’ in the workplace, managers needing advice and guidance, members of the community and colleagues in partner agencies. Much of this she does in her own time.

Her boss DS Cheryl Rhodes said: “She often undertakes this work in a confidential manner, which therefore can go unrewarded and unnoticed. Tracy’s work in addressing diversity issues within Merseyside Police is undisputed and not matched by anyone else in the force.”

Highly Commended: DCI Susan Ford, Merseyside Police

Police Staff Achievement

Theresa Peltier, Derbyshire Constabulary

Derbyshire Constabulary diversity advisor Theresa Peltier has been described by her colleagues as a good listener, hard worker, great leader, mentor, role model and friend. She has helped the force to achieve the Disability Equality Scheme Two Ticks Award, ensured the continuous running of the Springboard programme and implemented Navigator, Fresh Steps and the Positive Action Leadership Programme. She has also successfully co-ordinated the launch of Derbyshire’s Gender Agenda 2.

In various roles within the Derbyshire Black Police Association she has helped create and deliver developmental courses for both staff and members of the community. In particular Theresa was involved in courses for BME youths which focused on breaking down barriers with the police service and helping the youngsters develop communication, conflict resolution and leadership skills. Internally she has raised awareness of Black history and culture through African Caribbean Experience (ACE) courses.

In her own time Theresa is an executive member of The Derbyshire Association for the Blind, volunteers for Victim Support and sits on adoption panels.
Constable Johanne Earwaker - Mersersyde Police

Johanne Earwaker put her own life in danger in her very first week of operational duties to save a young girl from plunging to her death from the edge of a road bridge.

Johanne saw the girl on the wrong side of the protection barriers squatting down as if preparing to jump. She acted immediately, despite herself being in a position of potential danger, by lunging forward to grab the girl by the forearm as she jumped preventing her from falling onto the road below.

Johanne’s colleague then pulled both Johanne and the girl back onto the right side of the barrier. The girl was struggling with them both and made clear efforts to release their grip, making the rescue all the more precarious.

It was Johanne’s quick-thinking and selfless actions which enabled this 17-year-old girl, who had a history of mental health problems, to get the treatment she needed for her illness.

Constables Hayley Humphries and Linda Tooth, West Midlands Police

Hayley Humphries, a student officer, and Linda Tooth, an officer of four years were called to a house to see a woman at the upstairs front window screaming at them for help. Her ex-partner was behind her and shouted to them: “I’m gonna count to ten and then I’m gonna stab her.”

The officers went up to the bedroom where the man came at them with a large kitchen knife. Their batons and CS incapacitant spray had little effect and the man pushed his ex-partner onto a bed and repeatedly plunged the knife into her chest. The officers had to use potentially fatal force to curtail the onslaught, striking him on the back of his head until he fell to his knees. They then restrained him until colleagues arrived.

It was later revealed the man had broken into his ex-partner’s house and threatened her two children, aged 10 and 11, with a knife. He had tied their hands behind their backs and covered their heads with pillowcases to get information about their mother and her new partner. The children had managed to untie themselves and escape out of a bedroom window before calling the police.

Leadership
Sponsored by The Garnett Foundation

Superintendent Alison Roden, Kent Police

Alison Roden is described as “an awe-inspiring individual, whose energy, impeccable ethical standards and positive outlook enthuses and motivates those around her.” Her staff call her the “best boss” and managers describe her work as “the benchmark”.

Four very different examples were given to illustrate the depth and breadth of her exceptional leadership. First was the nationally acclaimed preparation of Kent Police Tactical Firearms Unit for the NPIA inspection and accreditation process, Alison, as head of the unit, earned the respect and admiration of her team, in what is often a very male dominated working environment, and led them through the inspection. When she left the unit she was presented with a gift inscribed with: “Where you lead, we will follow.”

Her care of two officers following two fatal shootings, her drive to develop performance management and Citizen Focus in Protective Services and commitment to colleagues through the founding of the Kent Network of Women were also cited.
BAWP AWARDS

Achievement in Staff Wellbeing
sponsored by Benenden Healthcare Society
Inspector Melanie Crowther and Helen Danks – West Mercia Constabulary

Inspector Melanie Crowther and Helen Danks, a diversity adviser, have been praised for creating and running the West Mercia Maternity Support Network since 2006.

It offers help and support to women during pregnancy, maternity leave and upon their return to work. It also aims to provide inclusive advice and support to colleagues faced with maternity issues, adoption and fertility treatments through a volunteer buddy scheme. Managers can use the network as a source of information if they are unsure about managing pregnant colleagues.

Helen and Melanie work tirelessly to keep the network buzzing alongside their busy day jobs acting as key contacts for the 56 trained buddies who are supporting more than 70 staff.

Parents to be seminars, challenging the wording of the current adoption policy, consultation around maternity uniforms and a review of how female officers can wear body armour, while still in the breastfeeding stage has also been on their agenda.

Helen and Melanie have been described by colleagues as ‘true professionals’ who care about staff and care about West Mercia Constabulary.

Mentoring
sponsored by The Springboard Consultancy
Chief Inspector Vicky Skeels – Cambridgeshire Constabulary

Vicky Skeels juggles a busy family and work life but still makes time to help others both inside and outside of the police service. Vicky acts as a professional mentor to students at Anglia Ruskin University who are interested in a career in the criminal justice system. She facilitates placements, gives them opportunities to learn and opens their eyes to the wealth of job options available to them.

As an official and unofficial mentor to colleagues Vicky has been described as “supportive, warm and caring, but also down to earth and thought provoking”. She remains focused both on the individuals, offering them options and considerations, and the needs of the organisation.

Vicky is a nationally trained police negotiator, which is historically a very male dominated area of work. However Vicky has broken down barriers and women officers following her example now make up more than a third of the trained active negotiators in Cambridgeshire. Vicky has now also been appointed Regional Negotiator Co-ordinator and promotes the role to women all over the Eastern Region.

Community Service
sponsored by British Transport Police
Special Constable Lily Laing – Lothian and Borders Police

Special Constable Lily Laing is described as “dedicated and selfless”. She has devoted more than twenty years of her life to helping others of all ages in the community. She became a special constable in 1997, after serving with the Royal Parks Constabulary, and now devotes between 400 and 500 hours of her own time each year to her role. During the G8 Summit she took time off from her own job to provide extra divisional cover for 11 days.

Lily has been involved in numerous initiatives to deliver community safety and good citizen messages, from schemes to educate school children to early intervention projects with local youths, to helping young people bring young people to The Prince’s Trust programme together with elderly people to break down preconceived perceptions on both parts.

Highly Commended
Constable Kelly Hetherington, Northumbria Police
Constable Kate Brookman, Sussex Police

Inspector Melanie Crowther and Helen Danks
Inspector Paul Deathridge

Achievement in Staff Wellbeing
sponsored by Benenden Healthcare Society
Inspector Melanie Crowther and Helen Danks – West Mercia Constabulary

Inspector Melanie Crowther and Helen Danks, a diversity adviser, have been praised for creating and running the West Mercia Maternity Support Network since 2006.

It offers help and support to women during pregnancy, maternity leave and upon their return to work. It also aims to provide inclusive advice and support to colleagues faced with maternity issues, adoption and fertility treatments through a volunteer buddy scheme. Managers can use the network as a source of information if they are unsure about managing pregnant colleagues.

Helen and Melanie work tirelessly to keep the network buzzing alongside their busy day jobs acting as key contacts for the 56 trained buddies who are supporting more than 70 staff.

Parents to be seminars, challenging the wording of the current adoption policy, consultation around maternity uniforms and a review of how female officers can wear body armour, while still in the breastfeeding stage has also been on their agenda.

Helen and Melanie have been described by colleagues as ‘true professionals’ who care about staff and care about West Mercia Constabulary.

Mentoring
sponsored by The Springboard Consultancy
Chief Inspector Vicky Skeels – Cambridgeshire Constabulary

Vicky Skeels juggles a busy family and work life but still makes time to help others both inside and outside of the police service. Vicky acts as a professional mentor to students at Anglia Ruskin University who are interested in a career in the criminal justice system. She facilitates placements, gives them opportunities to learn and opens their eyes to the wealth of job options available to them.

As an official and unofficial mentor to colleagues Vicky has been described as “supportive, warm and caring, but also down to earth and thought provoking”. She remains focused both on the individuals, offering them options and considerations, and the needs of the organisation.

Vicky is a nationally trained police negotiator, which is historically a very male dominated area of work. However Vicky has broken down barriers and women officers following her example now make up more than a third of the trained active negotiators in Cambridgeshire. Vicky has now also been appointed Regional Negotiator Co-ordinator and promotes the role to women all over the Eastern Region.

Community Service
sponsored by British Transport Police
Special Constable Lily Laing – Lothian and Borders Police

Special Constable Lily Laing is described as “dedicated and selfless”. She has devoted more than twenty years of her life to helping others of all ages in the community. She became a special constable in 1997, after serving with the Royal Parks Constabulary, and now devotes between 400 and 500 hours of her own time each year to her role. During the G8 Summit she took time off from her own job to provide extra divisional cover for 11 days.

Lily has been involved in numerous initiatives to deliver community safety and good citizen messages, from schemes to educate school children to early intervention projects with local youths, to helping young people bring young people to The Prince’s Trust programme together with elderly people to break down preconceived perceptions on both parts.

Highly Commended
Constable Kelly Hetherington, Northumbria Police
Constable Kate Brookman, Sussex Police

Inspector Melanie Crowther and Helen Danks
Inspector Paul Deathridge
**Special Recognition Award sponsored by Recognition Express**

**Inspector Paul Deathridge, West Midlands Police**

Paul Deathridge has been described by his colleagues as “strategic, hard working, supportive and funny.” However it is the empathy and understanding Paul has shown towards family matters and the support he has given female colleagues which has earned him this award.

Paul is particularly conscious of the need to value and support female colleagues returning to work after maternity leave. He also appreciates the importance to some officers of being able to return to the role they left. In fact even though his neighbourhood policing team often work long hours many women have re-joined it after maternity leave, rather than take a day job, because of Paul’s support for them.

Paul’s door is ‘always open’ and he is universally considered to be a good and effective inspector to work with. In a 360 degree feedback exercise he scored top marks in his support to other colleagues, so much so that this was commented on during his feedback with a handclap.

---

**Ban the bounce**

This Spring’s professional development day featured a mix of presentations; from flexible working and corporate health initiatives to general health and well-being.

Senior Brand Manager for Shock Absorber Martina Alexander shared research about how much breasts can move during even gentle exercise. This breast bounce, she said, could cause damage to ligaments and eventually sagging. The solution was simple: wear a sports bra.

Do you wear a sports bra for exercise? If the answer is no, you’re not alone. A total of 75 per cent of women, who exercise, don’t wear a sports bra. It is a common misconception that there are muscles in the breast, but only the skin and Cooper’s ligaments support the breast tissue.

Once these ligaments have been stretched beyond their limit by breast ‘bounce’, no amount of toning exercises can restore them, leading to irreversible breast sag.

I spoke to front line policewomen in Surrey and as I suspected, a policewoman’s role is an active one. As you walk, run and negotiate barriers during a typical day, breast bounce will occur. So with sports bras designed for active women it seems relevant to consider the importance of all policewomen wearing them.

Shock Absorber has commissioned extensive research in conjunction with Portsmouth University to understand the effect of exercise on the breast. Breast movement was measured three dimensionally with A-G cup women at running speeds up to 22kph wearing normal bras and Shock Absorber sports bras. With markers attached to the nipples and collarbones, breast movement and percentage bounce were tracked.

The results showed that on average, without wearing a bra, G cup breasts move 14cm when running, D cups 8cm and even A cups move 4cm. It’s not just running that causes the breasts to bounce, even gentle activity such as walking causes a D cup breast to move 3cm.

The research proved that wearing a Shock Absorber sports bra reduces breast bounce by up to 74 per cent, whilst a normal bra only reduces bounce by 38 per cent. Shock Absorber sports bras are proven to be twice as effective as a normal bra - take a look at the ‘bounce-o-meter’ at www.shockabsorber.co.uk.

The research concluded that wearing a sports bra while exercising reduces breast movement, delaying long term sagging, breast pain and discomfort.

- Shock Absorber sports bras are available in a wide range of styles and colours, from 28”–42” backs and A-HH cup. Made with performance fabrics, they are quick drying, moisture wicking and durable giving ultimate support and comfort when it’s needed. To find out more, visit www.shockabsorber.co.uk.

---

**Friends and family supported award winners at the ceremony**

---

**Liz Owswley was recognised for the dedication she has given to BAWP in the past four years as national co-ordinator.**

---

**A raffle at the ceremony raised £609 for COPS UK. Thanks to Alison Rose and Heather Croft, founder members of the women’s network in West Yorkshire Police, who donated a piece of art as a prize.**

---

**Grapevine Summer 2009 | 11**
**In the Spotlight**

**Name:** Gill Williams  
**Age:** 47

**Current posting/role:** Sergeant in Thames Valley Police Specialist Search and Recovery Team

**Brief career history:** I joined TVP in 1980 and worked for six years at Marlow and High Wycombe on patrol and area beat before becoming a police diver and boat handler in 1986. I became the sergeant in charge in November 1996 and have been there ever since.

**Family:** Married to husband Ian

---

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

A. Either an art teacher or to work with animals, in particular horses.

**Q. Who has been your greatest inspiration or role model and why?**

A. My lovely dad George, who sadly died two years ago very suddenly. Even at the age of 76 he was out walking the hills with the dog, he was also up for anything. He had the most incredible knack of being able to talk to anyone, about any subject at any level despite not having an academic background. He was quietly spoken but with a lovely sense of humour and made everyone around him feel like he was their best friend. I was really lucky to have him not only as my dad but my best friend.

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

A. Receiving both the Thames Valley Shrievalty award and the Queen’s Police Medal at Buckingham Palace for my work as a diver, advancing body recovery, my work following the tsunami, founding my charity (Hands Across the Water), and helping to lead the way for females in specialist departments.

**Q. What barriers to success have you come across and how did you deal with them?**

A. I’ve never come across any barriers. I have always been recognised as just getting on with the job, being professional and not making an issue out of being a female in a highly specialised and what was once totally male dominated role.

**Q. What advice would you give to an ambitious new officer or member of police staff?**

A. Always treat others as you would expect to be treated and listen.

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

A. Determined, sensitive and cheerful.

**Q. What are your vices?**

A. Never stopping to take time out as I am always on the go and taking on new challenges. My motto is ‘never regret not doing something’ in other words just go for it. This means I am not in contact with friends as often as I should be, though when we do touch base, we always just carry on from the last time we chatted........and custard, I could eat gallons of the stuff.

**Q. Where is your favourite holiday destination and why?**

A. Anywhere in Scotland. I think it is one of the most beautiful places on this planet, especially in good weather. My husband and I have a house on Skye where I will be retiring to next January. A few years ago I went to Corsica and fell in love with the place and thought it was the only other place that would seriously challenge my love for Scotland.

**Q. Where do you see yourself in five years time?**

A. Retired, living on the west coast of Scotland, not having to be dictated to by a phone for call outs, either horse riding, cycling long distance paths, dingy sailing or diving and running Hands Across the Water (my charity which cares for children orphaned by the tsunami). Visit www.handsacrossthewater.org.uk for more information.
Focus on personal development

**Practice does make perfect**

**Caroline Winter**, former assistant chief constable of Devon and Cornwall Constabulary, provided 30 minute taster coaching sessions for delegates at the Spring Professional Development Day. Her specialism is mock promotion interviews in which she draws upon both her 30 years experience of police interviewing techniques and personal research about forces. She spoke to Nicky Phillipson about the role she can play in helping you get onto the next rung of the ladder.

**Q What coaching do you do?**

A I am a qualified Executive Coach with the Institute of Leadership and Management (ILM). I work with middle and senior managers to improve relationships and results and help them to reach their career goals. I have worked with staff from 14 different forces. One of the most important areas for my clients recently has been coaching for promotion interviews.

**Q How do you help people prepare for promotion interviews?**

A Depending on what rank or role the officer or police staff member – I coach both – are aiming for, I create bespoke questions and we go through a mock interview of up to 12 questions.

**Q Where do you get your information from?**

A My clients provide me with whatever their human resources department has published about the interviews. I research the force OCU, BCU or department on-line as most forces have excellent information and performance data right down to the BCU and department level available on the web.

**Q What's the mock interview like?**

A It's pretty realistic; the questions are relevant and up to date and certainly quickly show where the client needs to focus.

**Q How does it help people to undergo a mock interview with you?**

A For some it shows them they are actually not ready to go for promotion as they lack the relevant experience, for others the practice really does make perfect.

**Q What happens after the mock interview?**

A I do an immediate de-brief with the client. Afterwards, as I have recorded the interview, I write a much more detailed critique of their performance which they can digest in their own time. I also provide them with a recording of the interview. Many then ask for another mock interview to prove to themselves that they have worked on the necessary areas.

**Q What type of people do you help?**

A Most people are experienced officers or police staff who simply need to put their thoughts in order and learn how to put themselves across in the best possible way. This can be easily achieved through my guidance and practice. I have always found benefit in talking through difficult issues with trusted friends and colleagues, however there are some situations which can only be shared with a professional coach – I provide that outlet.

**Q Where do you do these mock interviews?**

A I have gone to my client's place of work, however, this adds travelling time and costs to the client. I can undertake these interviews over the telephone, which works remarkably well. The client receives my written de-brief and a CD of the recorded interview in the post.

**Q How can people afford to pay for your coaching?**

A I recommend they contact their line manager to see what learning and development funds are available. There are also funds held by human resource departments, women's groups and BME groups to help people realise their potential. Some people pay for my help privately on the basis that it is a sound investment when considered against the amount of extra salary they can look forward to earning.

Contact Caroline Winter on: 01626 776422 or 07772 310074 or email carolinemwinter@btinternet.com
This year’s Senior Women in Policing Conference will be remembered by each delegate, sponsor or organiser for a different thing. However the use of drama to illustrate the battle for women to get to the top, or into specialisms, was particularly inspiring as organiser Annie Broadbent explains...

Any event worth its salt wants to make a difference. This difference could be to an individual, an organisation or to instigate change which has a national effect. Part of the legacy of the 2009 Senior Women in Policing Conference is a play jointly commissioned by the National Policing Improvement Agency (NPIA) and the Garnett Foundation. Performed for the first time at the conference, it was called ‘The Dawning of Eve’ and explored why women are ‘missing’ from top and specialist roles within the police service. It developed the overarching theme of the conference, about how women shape and influence policing in the 21st century and argued that this can only happen if women are not just present, but have an effective voice.

The play prompted positive feedback from delegates who called it “very good” and “extremely thought provoking”. But this is only half the story. The play will now form part of a national programme destined for roll-out across the police service later in the year. It will be shown to mixed audiences to encourage debate and further challenge the thinking around how the service offers all of its employees a rewarding and aspirational working context.

Indeed research being carried out by the Exeter University School of Psychology bears this out and is part of an ongoing study of career progression for women in the police service. The presenters, Dr Kim Peters and Dr Michelle Ryan, posed a question to delegates which picked up the conference’s theme of sustainability; nurturing and growing talent. Are women opting out? If so, then why? If women are losing that impetus to make a career in policing in the first three years after joining the service, then we have to ask why this is happening and what can be done.

The keynote speakers were united in their messages which addressed the cross cutting themes of the conference – leadership, diversity, sustainability and performance. Both Angela O’Connor of the NPIA, who has been leading on creating an agreed direction for leadership in the police service, and ACPO Race and Diversity Portfolio holder Chief Constable Stephen Otter told delegates that ‘passion, humility, vision, truth telling, backbone and authenticity – are the values of great leadership’. They added how ‘valuing difference’ is a core part of the service’s diversity strategy.

BAWP President Chief Constable Julie Spence and Managing Director of Rock the Boat Consulting, Fraser Murray emphasised the need for ‘high energy, high focus action-takers, who are reflective, consistent and calm in the chaos’ who could ‘improve individually, brief their forces and share best practice nationally’.

Chief Executive of the Eden Project, Tim Smit encouraged delegates not to be afraid of chaos as it breeds inspiration and innovation. Charlie Irvine, managing director of Questions of Difference, set the audience a challenge of asking questions in a different way, to get a different response.

The leadership theme continued in the workshops with discussions about behavioural differences even taking place over dinner.

Staff from Northgate, the conference’s key sponsor said through their involvement, talking with people on the ground, they have seen the increasing importance to their clients of making better use of resources and saving money. They offered information solutions and transformation services to help them achieve this.

Finally, what of the delegates? How has the event helped individuals return to their workplace, inspired to make changes and do things differently. One person summed up the spirit of SWIP when they said: “The event was a fantastic way of meeting people across the different forces. It had a direct and
“The event was a fantastic way of meeting people across the different forces”

It goes to show that perhaps the most crucial legacy of this conference and others like it is networking. Networking offers support, encouragement, a different view and a sense of being part of a wider community. The challenge now is for delegates and forces to take up the torch, and to commit to following through on the themes raised by delegates. We are keen to see which forces provide leading edge development for their key talent; how initiatives in areas such as mentoring, work-life balance, networking and assessment preparation are further developed, and which forces are pro-active in sharing best practice across the UK.

A three-day mini conference for German policewomen has been heralded as a “catalyst for change” in the country.

More than thirty women gathered for the first time in Hannover to hear from colleagues on topics as wide-ranging as joint investigations for narcotics, insights into the Islamic sect Salafism, preventing sexual harassment and international networking. BAWP committee member Detective Superintendent Jackie Alexander spoke about BAWP and Gender Agenda 2, while 2008 award winner Shahina Ahmed spoke about minority groups.

Jane sat on a panel to discuss ‘Women in Leadership’ with colleagues from Austria and The Netherlands.

‘Women Police in the middle of Europe’ was organized by Heike Rohdenburg of the Ecclesiastical duty for Police in Lower Saxony and Jutta Baumgarten, IAWP Region 13 Co-coordinator.

Acting IAWP President Jane Townsley said: “This was a relatively small conference but with a huge impact. There were some young female officers from the police academy at the conference and their enthusiasm for the learning and perhaps more importantly the networking was a joy to see.”

She added: “More importantly there is a real possibility that Germany could end up with its first formal policewomen’s network in Lower Saxony with support coming from two of the senior women who attended this conference.

“The momentum has started and already there is talk of a further conference in 2011. The German women have always struggled to gain recognition for the benefits of networking, attending IAWP conferences with no support from their departments. This conference may well be the catalyst for change in Germany, I sincerely hope so.”

Above: Jackie Alexander (far left) spoke about Gender Agenda 2 and BAWP at the conference.
Committee members

Claire Armes, Devon & Cornwall Constabulary
claire.armes@devonandcornwall.pnn.police.uk

Jackie Alexander, Nottinghamshire
jackie.alexander@nottinghamshire.pnn.police.uk

Ellie Bird, Vice President, British Transport Police
Ellie.bird@btp.pnn.police.uk

Vera Bloor, Staffordshire
Vera.bloor@staffordshire.pnn.police.uk

Karen Burton, Leicestershire
Karen.burton@leicestershire.pnn.police.uk

Pam Bridges, Northumbria
Pam bridges@northumbria.npia.pnn.police.uk

Berni Cartwright, Norfolk
cartwrightb@norfolk.pnn.police.uk

Mandy Chapman, Metropolitan
Mandy.chapman@met.police.uk

Tricia Coclhrane, Lothian and Borders
Tricia.coclhrane@lp.pnn.police.uk

Sally Crook, HMIC
sally.crook2@homeoffice.gsi.gov.uk

Gill Donnell, Dorset
Gill.donnell@dorset.pnn.police.uk

Fiona Kerr, MOD Police
Fiona.kerr695@mdpga.mod.uk

Patricia Foy, Gloucestershire
Patricia.Foy-CBN@npia.pnn.police.uk

Tamara Herath, British Transport Police
tamara.herath@btp.pnn.police.uk

Julia Inns - Norfolk
Innsj@norfolk.pnn.police.uk

Melanie Irwin - Norfolk
Irwinm@norfolk.pnn.police.uk

Trudy Jacobs, Dorset
trudy.jacobs@polfed.org

Julia Jaeger, Metropolitan
Julia.jaeger@met.police.uk

Jackie Jones, Communications & PR
Jacqueline.xhofer@virgin.net

Becky Kidd-Stanton, Suffolk
rebecca.kidd-stanton@suffolk.pnn.police.uk

Sue Lampard, Surrey
Sue.lampard@ surrey.pnn.police.uk

Sian Lockley, Hertfordshire
Sian.lockley@herts.pnn.police.uk

Kim Madill, Grapevine Editor
krowley76@hotmail.co.uk

Liz Owsley, National Co-ordinator
coord@bawp.org

Nicky Phillipson, Grapevine Assistant Editor,
Nickyphilipson@btinternet.com

Julie Spence, President
president@bawp.org

Barbara Spooner, SOCA
barbara.spooner@soca.x.gsi.gov.uk

Tara Swann, PSNI
Tara.swann@psni.pnn.police.uk

Pippa Taylor, Treasurer
p.a.taylor@west-midlands.pnn.police.uk

Jane Townsley, British Transport Police
janetownsley.bawp@blueyonder.co.uk

Tracy Watling, Suffolk
tracywatling@hotmail.com

Annette Wightman, Metropolitan
Annette.wightman@met.police.uk

Robyn Williams, Metropolitan
robyn.williams2@met.police.uk

Carolyn Williamson, Secretary
sec@bawp.org

Angela Wilson, Tayside
Angela.wilson@tayside.pnn.police.uk

How to become a member of BAWP

For further information contact: CAROLYN WILLIAMSON, Secretary, BAWP, PO Box 999, Bordon, GU35 5AQ.
Tel: 0870 766 4056 • Fax: 0870 766 4056 • 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.

Please 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) £20 for one year/£50 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: ___________________________

GVSUM09

16 | GRAPEVINE Summer 2009