Professional Development Day

SURVIVING
THE CUTBACKS

Tuesday 5th October 2010
Leicester Marriott

Speakers include:

Pippa Taylor - A personal story
Ali Naylor - HR - The differences and the impacts
Diane Lowe - Managing Change - Yourself, your team
Matt Price - NLP/Rapport Building
Barbara Hodgson - Networking - Get the most out of your contacts
Angela Hackett - Preparation - CVs and interviews
Manley Hopkinson - Motivational

The BAWP AGM will take place late afternoon on Monday 4th October at the same venue - exact time to be confirmed.

Bookings and more information

www.bawpevents.co.uk
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Child Rescue Alert extended to Scotland

A SCHEME which brings the police, the press and the public together in event of a child going missing has been re-launched.

Child Rescue Alert, which was initially started in 2005, has not only been extended to cover Scotland, but will now be fully supported by the National Policing Improvement Agency’s Missing Person’s Bureau, which provides operational and tactical support to police forces across the UK.

It is also now compatible with other European countries so a continent-wide alert could be issued in circumstances where youngsters may be taken across national borders.

The scheme fast-tracks police appeals to broadcasters in the UK and in turn ensures the news quickly reaches the public via regional and national television and radio channels. This will increase the number of people on the streets looking for the child. A typical appeal will include the description of the child, a description of the suspected abductor and any vehicle they are driving, together with location details.

Alerts will always carry the action line number 0300 2000 333 which will be answered by a national network of police call handlers. Information will be taken, evaluated and passed to the investigation team as soon as possible, assisting the police to find the child quickly.

Chief Constable Peter Neyroud, chief executive of the NPIA, said: “The decisions taken in the first few hours after a child’s disappearance are often the most vital. Through Child Rescue Alert the community is able to form a strong alliance to help in the hunt for child abductors when an alert is activated.”

Estimates suggest that 100,000 children go missing from the UK each year; most are quickly found and reunited with their families. Around 1,000 are suspected to have been abducted by a parent or other family member.

Not all cases will result in a Child Rescue Alert being activated. The decision to launch a Child Rescue Alert is an operational one made by the local force using a set criteria.

Scottish staff offered Springboard

FEMALE police officers and staff working for Lothian and Borders Constabulary have been offered a chance to take part in a Springboard Programme.

The first course was run by an external licensed trainer, but now BAWP Committee Member and Lothian and Borders Equality Advisor Tricia Cochrane, is learning to deliver the courses herself.

She said: “This is a great initiative and something I have been trying to introduce for some time. Those attending get much more out of the course than just what happens in the four days, by committing to complete the Springboard workbooks at home they are really adding to their personal development.”

She added: “The week-long Springboard licensing course in Devon will enable me to take on much of the training – which saves the force money and ensures the maximum number of women can benefit.”
Celebrating the success of Asian women

A WEST Midlands Police chief inspector has won a top award at the Asian Woman of Achievement ceremony.

Shindo Barquer, who is an operations manager at Bourneville Police Station, was nominated in the Public Sector Award category but went on to win the Chairman’s Award.

Within her policing career Shin has been committed to getting more women into the police service taking part in local and national recruitment campaigns. She has also been tireless in her campaigning to raise awareness about honour-related crimes, the complexities of arranged marriages, and domestic violence in Britain. Shin, who is both a BAWP and IAWP member, was invited to speak about Honour Crime to delegates at the IAWP Annual Training Conference in Darwin, Australia in 2008.

Shin described the awards ceremony as “inspirational” and said she was “immensely proud” to be there.

Award founder Pinky Lilani said: “These awards not only celebrate the success of some of Britain’s most high-profile Asian women, they also help identify the next generation of inspirational Asian talent.”

- The Asian Women of Achievement Awards champion the vibrant contributions Asian women are making to British life across the media, arts, business, science, medicine and the voluntary sector.

Guides to improve public engagement

STAFF at the National Policing Improvement Agency have produced three interactive guides to help those working in neighbourhood policing interact with the public.

The documents give tips and advice on working with the faith communities, volunteers, and the third sector, which is non-governmental organisations such as charities and housing associations.

The Citizen Focus and Neighbourhood Policing Programme Team pulled the guides together after extensive consultation with partners, both in the public and private sector.

Case studies are featured throughout and where appropriate links to video footage (hosted on YouTube) are given.

Find the guides at www.npiadocuments.co.uk/thirdsectorguidance.pdf (or add faithguidance.pdf, or volunteeringguidance.pdf)

Helpline for stalking victims

A NEW phone service has been launched to support and advise people who have become the victims of stalkers.

Funded by the Home Office and private donations, the service is being run by charity, Protection Against Stalking in collaboration with the Suzy Lamplugh Trust and Network for Surviving Stalking.

The charity was set up in 2008 with help from the mother of Clare Bernal, who was shot dead in a London Harvey Nichols store by her ex-boyfriend in 2005 after he had stalked her.

The helpline – 0300 636 0300 – went live in April 2010 and is supported by a website.

• Find out more at www.stalkinghelpline.org

New female ACC for Greater Manchester Police

DAWN Copley, a chief superintendent in Lancashire Constabulary, has been appointed assistant chief constable of Greater Manchester Police.

Dawn has 23 years’ police service, all within Lancashire, where she has had extensive experience across a range of uniform, detective and corporate roles.

She has a Master of Science Degree in Police Leadership and Management from the University of Leicester. Chief Constable Peter Fahy, who was involved in the interview process, said: “Dawn brings fresh insights and a serious commitment to drive up standards in customer service and through her preparation, showed she was determined to get the job.”

GRAPEVINE Summer 2010
Three women in new Home Office

THE NEW Home Office team shows an equal split of the genders with Home Secretary Theresa May, who has also taken on ministerial responsibility for Women and Equality, being supported by two women and three men.

Baroness Pauline Neville-Jones will act as the minister of state for security and Lynne Featherstone has become the parliamentary under secretary of state for equality.

While Damian Green became the minister of state for immigration, Nick Herbert took on the policing and criminal justice portfolio and James Brokenshire is a parliamentary under secretary of state.

Women’s agenda is ‘everybody’s agenda’

“There will be no rollback on equality” on our watch. That was the promise from Minister for Equalities, Lynne Featherstone, as she made her first speech in her new role to the Fawcett Society.

Ms Featherstone said the coalition government was adopting a “bold and ambitious” approach to tackling gender inequality. She said: “We understand that gender equality is not only right, it is necessary. It is not simply a woman’s agenda. It is everybody’s agenda.”

Promising to be, alongside Theresa May, a strong voice for women in the government, Ms Featherstone spoke of the economic and social benefits of improving gender equality. She said: “To put gender equality against the needs of the economy is a false dichotomy. Gender equality is a prerequisite for the future growth of our economy and the health and stability of our society.”

“We will not let the progress women fought so hard for slide backwards in this economic climate. We are committed to building a new landscape that works with women, where women and men are afforded the same opportunities and choices to realise their full potential.”

Terry’s day to remember

BAWP National Co-ordinator Tracey Moynihan’s 12-year-old cousin became a police officer for a day when he visited Hendon Police Training Centre.

Terry Rowlett, who was born with a rare condition Partial Trisomy 12q (there only 20 known cases worldwide) has always wanted to be an officer.

From the moment he donned his special made-to-measure uniform Terry, whose condition affects his mental and physical development, was kept busy. He visited the driving school, saw a demonstration from the method of entry team and even inspected a parade of new officers.

Tracey said it was an emotional day. “Terry’s condition has a short life expectancy; however he has already achieved much more than his parents Barbara and John expected. Terry had a great day; special thanks must go to Uniform Services fitter Lorene Cameron and tailor Ramesh Mandalia, Ramesh worked in his own time to hand craft Terry’s uniform.”

Diabetic officer advocates insulin pump

A SMALL pump which provides a continuous supply of insulin to the body has revolutionised the life of an Essex police community support officer with Type One diabetes.

Dan Seymour has become the first officer in the force to wear an insulin pump to help manage his body chemistry day and night whatever his shift patterns.

He has been able to wave goodbye to the four insulin injections a day and after a four-day course at Broomfield Hospital in Chelmsford, where he learnt better how to take control of his diabetes, he started with the pump.

The pump is attached just under the surface of the skin and according to a report by National Police Diabetic Association “poses no further threat of injury to the officer than that from a mobile phone or pager worn on a belt or in a uniform pocket.”

Dan, who has been a PCSO for three-and-a-half years, was diagnosed with Type One diabetes before joining the force. He says the pump has been “really liberating” and has changed both his personal and my professional life dramatically. “I feel full of energy and I know that when I’m out and about on patrol, my body chemistry is under control. I don’t even notice the pump – it’s like it’s not there,” he said. “I’d wholeheartedly recommend it for any other officers with Type One diabetes.”
Regional action for southern women

POLICE officers and staff came from across the South of England in May for the first regional women’s network meeting.

Joined by prison officer colleagues the group looked at how they can align with the BAWP’s national objectives and provide developmental help and support to women in the region.

BAWP National Coordinator Tracey Moynihan attended and said she was impressed with the enthusiasm of the women at the meeting. “This is definitely a step in the right direction. It was great to see forces coming together and pooling ideas and resources to address the issues facing women in the service.

“The group also decided to split into two networks: South East and South West to avoid long travelling times for people which deter them from attending future meetings.”

Inspiring young girls to look to the future

A GROUP of year nine girls from a Birmingham School have changed the way they view the police thanks to a mentoring project driven by West Midlands Police’s Association for Women in Policing and the force’s diversity team.

The project involved volunteer police mentors listening to and interacting with the 12 students, who go to Harbourne Hill School, on a regular basis over an eight-week period.

The girls were then invited to a ‘Women on their way’ event at the Hyatt Regency Hotel in Birmingham to give a presentation, along with their mentors, on their experiences.

Their presentation called ‘Our journey to the future’ was made to an audience of millionaires, entrepreneurs and celebrities. They heard how the girls’ perceptions of the police had changed and also how their career and financial aspirations increased over the course of the project.

Student Allishiea Best, told the audience: “The police trips have changed my life and how I think about jobs...how I can aim higher in life. It’s made me realise that I don’t have to follow other people; I can do it my own way.”

Chair of the women’s association, Chief Inspector Jo Smallwood, said: “The honesty and eloquence many of the girls have shown throughout this project has been at times humbling – at times challenging.”

The mentors involved were Fiona Washington, Cate Webb-Jones, Naila Suleman, Aleya Choudhury, Eak Kaur, Vicki Sherry and Moana Walker.

Communities in Suffolk will be safer thanks to a unique all-women neighbourhood policing team.

The seven women, three officers and four police community support officers, all work on the Babergh West area.

The team’s sergeant Liz Ireland said the all-female safer neighbourhood team was a “complete coincidence” and happened after some of their male colleagues left and moved on to other roles.

Pictured: Five of the seven women. From left to right, PCs Steph Rowe and Enise Howe, Sgt Liz Ireland and PCSOs Siobhan Hemmett and Penny Molkenthin

Photograph reproduced courtesy: East Anglian Daily Times, Archant Publishing

The UK Border Agency has become the latest corporate member of BAWP.

The agency, which is part of the Home Office, is responsible for protecting the UK borders. It employs 27,000 staff and more than half of that number are women.

BAWP committee member Felicity Hurst, who currently works for SOCA, used to work for UKBA.

It was her idea to approach ex-colleagues to suggest a corporate membership to BAWP.

She said: “Officers from across UKBA will benefit from the networking and development opportunities that BAWP provides to its members, while I believe BAWP will benefit from the input UKBA staff can make on a range of topics. Some of their staff are uniformed, wear body armour, carry cuffs and batons and undergo fitness testing; they will have views and experience that will inform our current debate on these issues.”

She added: “UKBA staff form part of the international law enforcement community. They work alongside the police forces in the UK, and employ secondees from a number of forces to assist with their work.”

You can find out more about their role at www.ukba.homeoffice.gov.uk/
MEETING THE STANDARD
Bid to bring new volunteer officers up to a national standard

A STANDARDISED recruitment test for special constables is set to ensure the volunteer officers have equal fitness and eyesight levels and are as healthy as their paid colleagues.

The move, being driven by the National Policing Improvement Agency, may see would-be specials having to pass a number of endurance, speed and strength tests.

The new recruitment assessment also consists of an interview, a written exercise and a judgment test, in which candidates respond to scenarios resembling situations that specials face, such as a traffic incident or a school visit. No prior knowledge of policing procedure, policy or law is need for the assessment.

The standards should be similar as we are all going out and doing the same job. We have got to be fair for everyone, and between 40 and 60 per cent of our specials go on to join the regulars. Special Constabulary Lorraine Woolley says raising the standards is clearly a good thing, but that the Met changed their recruitment methodology ten years ago. "The standards should be similar as we are all going out and doing the same job. We have got to be fair for everyone, and between 40 and 60 per cent of our specials go on to join the regulars."

Angela O'Connor, Chief People Officer at NPIA, said: "The new standards help reduce a force's recruitment costs for specials while increasing their professionalism, enabling them to protect the public more effectively. Several forces are already benefitting from reduced costs and less bureaucracy from implementing the new standards and so we all urge forces to adopt them."

Existing specials – of which there are around 14,500 – are not affected by the new standards.

The NPIA is offering free training courses for assessors and quality assurers as well as a range of other support to forces adopting the new specials recruitment process before 31 March 2011.

For further information about the new national recruitment standards for specials, visit the NPIA website at http://www.npia.police.uk/sprecruit.

Shared responsibility to support diversity
BWP has formed ‘partnerships’ with a further two national police diversity organisations. At the Spring Professional Development Day President Julie Spence signed Memorandums of Understanding with both the National Disabled Police Association (NDPA) and the National Trans Police Association (NTPA).

All have signed up to a collaborative partnership – promoting effective communication, equality of opportunity, share noteworthy practice, partnership working and create a service that respects individuals.

Targeting unemployed to become volunteer officers
WEST Mercia Special Constabulary has linked up with Jobcentre Plus in Kidderminster to host a recruitment roadshow specifically aimed at jobless people in Wyre Forest.

Specials Recruiting Officer for West Mercia, Peter Trueman, said: "We realise there are many unemployed people out there who would fit the criteria we set for joining the specials. "In return many of the skills they would learn as part of their training would enhance their CVs and be highly valued by prospective employers. It would certainly boost their chances of getting a job."
Awards organiser stranded in South Africa

THE volcanic ash cloud, which grounded planes across the world in April, also left one of the organisers of this year’s BAWP awards stranded in South Africa.

Inspector Julia Jaeger had been at the IAWP Spring Board Meeting in Paarl with four UK colleagues and 20 international delegates when the volcano erupted.

The subsequent ash clouds left the four Brits and an American colleague stuck at the South African Police Management Centre where they had been staying. Julia explains: “By the Thursday (April 15) everything had stopped and those leaving for the airport kept coming back to the centre. It seemed that people with flights scheduled for after the weekend didn’t have a problem, but we had Sunday flights.

“By Saturday it was a joke, one Canadian officer did manage to get back to Vancouver, but had to fly to Buenos Aires then to Dallas before she could get a connecting flight.”

Julia, retired Sussex officer Helen Rawlings and IAWP President Jane Townsley and her husband Simon all had their flights cancelled.

The South African Police allowed them to remain at the centre, at no cost, until the start of a boot camp for overweight officers began and all the rooms were needed.

“They were so apologetic when they told us we would have to move to a hotel in Cape Town and that they could only afford to accommodate us on a bed and breakfast basis. But you couldn’t get a better location,” said Julia.

The local policewomen’s network looked after the refugees when they could, taking them on a trip to the Drakenstein Prison. At the prison they visited the bungalow where Nelson Mandela had been last held pending final negotiations with President de Klerk for his release, and to the young offenders institute where they spoke to the youngsters about a football coaching programme. The group also visited Cape Town Football Stadium, where the World Cup will be held, and watched a demonstration of public order training.

The Brits managed to get on separate flights home on May 3, two weeks after their original booking.

Julia says it could have been much worse. “People were stranded in the airport with no money and small children to care for.

“We were just so fortunate and 100 per cent grateful to the South African Police. We had access to email in the evenings and were looked after by the cooks at the management centre, like we were our own children. When we left we had a collection for them. They had never had a tip before and one woman said it meant her daughter could continue to go to college for the next two weeks as it would pay her bus fare.”

Julia added: “I was disappointed I missed the BAWP awards as I really wanted to meet the actual people I had read all about.”

Professional Development day snapshot

SERVICE delivery was the topic of the Spring Professional Development Day.

Just short of 90 delegates gathered to hear Mike Alderson, from Open Eye Communications, give his take on Twitter and Facebook and urge forces not to neglect their potential. He said: “At the moment we give people guns but we won’t let them use Twitter.”

Professional Jennifer Brown spoke about the challenges for women in policing while Diane Lowe shared her ten presentation commandments and tips on how to get your voice heard in meetings.

Mouthpiece productions, which is run by a group of Asian women, delivered a bespoke drama session to raise awareness of the problems some black and minority ethnic women face as victims in abusive relationships. The actresses focused on how they have no recourse to public funds and often have no-one to turn to. The presenters gave the delegates tips on how to help such women and urged them to be cautious of other family members, in particular not to use them as interpreters, and said: “This maybe your one chance to save someone’s life.”

Andy Cope ended the session with a wrap up of his ‘Art of Brilliance’ presentation which had been introduced at the Autumn 2009 PDD to rave reviews from delegates.

GRAPEVINE Summer 2010
The awards, which are in their fifth year, were presented during a glittering ceremony at the Leicester Marriott Hotel in April. The recipients, their guests, the award sponsors and delegates at the Spring Professional Development Day celebrated the successes of women in policing. Awards were given for police staff achievement, achievement in staff wellbeing, community service, mentoring, leadership, excellence in performance, bravery and to the ‘officer of the year’. The special recognition award was given to two men who supported the progression of women within the firearms specialism. Lifetime achievement awards were handed out to two retired female police officers.

**Officer of the Year** — sponsored by Police Mutual Assurance Society

**Police Constable Elizabeth Mumford, West Midlands Police**

Elizabeth Mumford joined the force when she was 48-years-old and has spent the whole of her 12 years service working 24/7 on response duties in Handsworth, Birmingham. Her supervisor describes her as “motivated, empathetic, dedicated and professional”. He says she can quickly build rapport and engender feelings of confidence and trust with people, which allows the force to thoroughly investigate crimes against some of the hardest to reach groups in the community.

Elizabeth often works with less experienced or student officers, and one of her protégés is now her supervisor – which is testament to her ability to teach and develop officers and motivate them to achieve their best. She does this through her exacting values, high investigation standards, professional presentation and a refusal to provide anything but the best possible reports and packages. Elizabeth’s dedication to duty and persistence to catch those committing crime saw her chasing after a man who had attacked her as she patrolled on her own. Despite bleeding heavily Elizabeth caught up with the man and arrested him.

**Police Staff Achievement** — sponsored by Jane’s Police Review

**Helen Ivory, Personnel Officer, Cumbria Constabulary**

Helen has made a significant contribution to the development of women in Cumbria Constabulary since she joined as a personnel officer in 2005. Partly as a result of Helen’s work, the Constabulary currently has the highest percentage of female officers in England and Wales at 33 per cent. Helen, who is an experienced Springboard trainer, has co-ordinated and co-delivered nine Springboard programmes reaching 172 women throughout the organisation. Staff who have attended say they feel a renewed enthusiasm and motivation at work which is a huge gain to the force, potentially avoiding a recruitment exercise costing many thousands of pounds.

Helen has also introduced refresher workshops, inspired others to set up a women’s network, introduced Action Learning Sets to the force – after undertaking professional training in her own time – and coaches others wanting to develop.

**Highly Commended** — Joanne Evans, Merseyside Police

**Ellie Bird, who compered the event**
Community Service – sponsored by
British Transport Police

Nicola Yates, Police Community Support Officer
West Midlands Police

Nicola has consistently launched herself into working with her community with exceptional energy, enthusiasm and self-motivation. The projects she has completed, with schools, local people and the elderly, have been developed in addition to the many expectations of her daily role.

Nicola helped set up a School Watch and a blogging scheme for children to put questions to the police. She frequently gives talks to the children on topics such as stranger danger, personal safety, anti-social behaviour, internet safety/chat rooms and bullying. One of the schools even appointed her on their board of governors.

Nicola has helped set up Neighbourhood Watch schemes against a community atmosphere of apathy; equally she has generated support within the vulnerable elderly community by successfully applying for funding from the seized assets of criminals to purchase a bingo machine. Simple though this may seem this has directly and vastly improved people’s lives and generated a closer community.

Mentoring – sponsored by
The Springboard Consultancy

Claire Sykes, South Yorkshire Police

Claire currently works directly for the chief constable advising and assisting on joint working initiatives. Despite this busy day job Claire is very much aware of the need not only to support individuals, but also to support the force to develop women across the organisation. She is a member of the Positive Action Mentoring Scheme and is by far the most active female mentor in the scheme with 29, mainly female mentoring relationships, in five years, to her credit.

Claire has also developed an impressive reputation as a coach – particularly in helping people to prepare for promotion, chaired and revamped the Women’s Network (WN) and worked hard to ensure woman’s voice is heard in all decision making forums. She was the first female police staff member on Superintendent Promotion boards and has ensured that all promotion boards have a female interviewer on the panel.

Highly Commended –
Angela Booton, West Midlands Police

Achievement in Staff Wellbeing – sponsored by Benenden Healthcare Society

Vicki Hastings, Cumbria Constabulary

Vicki has made a tremendous impact on the force since she joined as a Health Management Officer in 2005 by introducing a system to support officers and staff to deal with the traumas they face in their day-to-day work. Vicki developed and delivered training in the use of Trauma Risk Management (TRiM). She also introduced measures to ensure potentially traumatic incidents were picked up by daily tasking meetings and flagged up by communications centre staff and intelligence analysts. The system was tested during the floods in West Cumbria in which an officer died. Vicki co-ordinated the contact programme, arranging group briefings and liaising with assessors day and night.

In one six-month period Vicki undertook 277 one hour appointments with 105 employees and provided trauma therapy to 24 individuals – which in turn reduced long-term staff absence.

Vicki does all this despite being diagnosed with Multiple Sclerosis in 1984 and dealing with the personal upheaval of having to leave her home in Zimbabwe, in 2004, by the Mugabe regime.

Grapevine Summer 2010
Excellence in Performance – sponsored by Haix Shoes

Constable Janet Humphrey, Suffolk Constabulary

Janet’s name was highlighted in 2006 for her work with sex workers as a result of the ‘Suffolk Strangler’ murder trial of Steve Wright. She had given lengthy evidence at the trial and was the first witness to explain to the court the lifestyle of the women victims. She also explained how she had pioneered multi-agency work with up to 50 women in an attempt to stop them being involved in sex work and turn their lives around.

The murders affected Janet deeply and it is a credit to her that she bounced back more determined. Her skills, gained in twenty years policing experience, are many, but the main one is that she can empathise with the sex-workers and they trust her.

Janet is also appreciative of the need to tackle the crime behind the prosecution and has worked to bring in intelligence and help to tackle vice rings. She has helped to make the Suffolk county approach to dealing with prostitution, ‘victim based’ and she continues to deal with the problem of ‘off-street’ prostitution.

Leadership – sponsored by The Garnett Foundation

Sergeant Isabella McManus
Ministry of Defence Police and Guarding Agency

Isabella has 22 years policing experience and has worked in both Kosovo and Iraq. But it is her work supporting, training and mentoring the women serving in the Afghan National Police (ANP) which has earned her this award. Isabella helped raise the profile of women in a culture where they are often expected to be seen and not heard. Isabella was the first British female police officer to serve in Helmand on a six-month international policing mission in 2009. While her role was to support the training and development of the Afghan National Police (ANP), she quickly identified the need to develop the female ANP capacity and capabilities.

Isabella drew up a comprehensive developmental plan to address the women’s training needs, tackled their lack of uniform and rank structure then took every opportunity to promote the image of the ANP female officers which led to the recruitment of other women.

Bravery – sponsored by Lion Apparel

Police Constable Paula Rutherford
Northamptonshire Police

Paula had only 18 months service and was in a busy town centre when she was faced with a man armed with a long-barreled gun and a hand pistol. Paula was able to persuade the man to drop the firearms, which he was pointing straight at her, through verbal commands and the threat of the PAVA spray. Throughout the incident Paula was inundated with questions from the control room, but at no time did she panic. She showed exceptional bravery, putting her duty to protect the public first, irrespective of the risk to herself. Afterwards Paula remembered she recognised the man from an officer safety briefing. He had been highlighted for extremely aggressive behaviour, and his dislike of the police. He had, in fact, stated that he would ‘kill’ the next police officer that asked him for his name.

Constable Sarah Hogan
Leicestershire Constabulary

Sarah’s prompt and courageous actions saved the lives of two people in December 2009 when she was the first member of the emergency services to arrive at a flat fire in Leicester. The whole building was well alight and smoke was billowing from it, but when Sarah found out from a member of the public that the two occupants of the flat were still inside, she ran up several flights of stairs through thick smoke to find them. The woman was clearly intoxicated and losing consciousness through smoke inhalation and Sarah, herself struggling to breathe, was forced to drag her down the stairs on her own as the man ran ahead. This was no mean feat considering the woman’s large build – it took six people to lift her into the ambulance to take her to hospital.

Highly Commended – Constable Anna Bird, West Midlands Police & Detective Chief Inspector Trisha Kirk, Northamptonshire Police

Highly Commended – Constable Lucy Boddington, Thames Valley Police
Lifetime Achievement Award – sponsored by Recognition Express

Superintendent (retired) Shirley Tulloch QPM Metropolitan Police Service

With more than 33 years as a police officer Shirley has provided an outstanding contribution to the service, both internally and externally. In particular her initiatives within the field of domestic violence and her experience as a successful hostage negotiator, both here and abroad, have been widely praised.

Her record of dealing with critical incidents in a calm and professional manner has been highlighted by different communities, as well as senior colleagues and her peers.

In the early 1990s Shirley and her team were responsible for creating groundbreaking and innovative domestic violence strategies and Shirley worked with the Ugandan Police to train officers in investigation techniques for domestic violence, rape and child abuse investigations.

Shirley has been an active member of the Metropolitan Police Service Association of Women Police Officers and has taken personal responsibility to help advance women – by both supporting them on a one-to-one basis and by setting up support groups.

£645 was raised from a raffle at the ceremony for Pendleside Hospice where the late Bernard Divine had been cared for.

Special Recognition Award – sponsored by Cooneen, Watts & Stone

Constables Andrew Pope and Andrew Wolstencroft Staffordshire Police

Andrew Pope and Andrew Wolstencroft, who worked in the central firearms unit, were recognised for their efforts in increasing the female representation within the firearms specialism.

The officers worked with the Staffordshire Association for Women in Policing (SAWP) to learn about the issues facing women, why they weren’t applying for roles and the culture of the force.

The two officers then worked tirelessly to promote the firearms role, set up open days, organised leaflets and posters, and invited female trainers from other forces to help answer any questions. They dispelled the myths around the size of firearm needed for females, the fitness requirements needed and the macho image that was rolling alongside the role of a firearms officer. The pair encouraged their female colleagues to become role models, wholeheartedly supported the first female inspector appointed as the head of tactical support and changed the culture of the department into a protective, caring and supportive environment for all firearms officers.

This led to the successful recruitment of three female officers who continue to be mentored by these two men.

Lifetime Achievement

Chief Superintendent (retired) Lynn Harris Derbyshire Constabulary

After a spell in uniform Lynn Harris became one of the first policewomen in her force to join and become fully respected in the CID arena.

Lynn paved the way for other women to ‘take the plunge’ and join the very male dominated CID and also to take the next steps onto the promotion ladder.

Lynn was passionate about helping others to develop holding, year on year, preparation and training sessions for Part 2 Sergeants’ and Inspectors’ exams supporting more than one hundred supervisors to reach their goal.

Lynn championed Gender Agenda, assisted officers when things went wrong and, when being made the divisional commander of the operations division, changed the way the division did business and welcomed more female officers into this “boys’ toys” arena.

Lynn’s colleagues say her retirement has left a hole within the organisation, but add that her incredible inspiration, passion and motivation to make a difference will live on within each of them who she helped and developed.

Andrew Pope (pictured left) and Andrew Wolstencroft (pictured right of Julie Spence), who worked in the central firearms unit, were recognised for their efforts in increasing the female representation within the firearms specialism.
In the SPOTLIGHT

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

**A** When I was little I always wanted to be an air stewardess. I liked the idea of the glamour and flying to exotic countries, but then my brother described the role as a glorified waitress who has to clear up sick, so I changed my mind. During my older years I really wanted to be an actress and even took an acting course.

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

**A** The three winter months that I was on a pro-active van. We worked some ridiculously long hours in stressful conditions and were constantly on the hunt. However in-between the arrests and stop checks was the fun and jokes I had with colleagues in the van – that really made it for me and is what I look back on and smile about the most.

**Q** How have you achieved a satisfactory work/life balance?

**A** My key is to wear my own clothes to and from work and to leave all my uniform at work unless it needs to go in the wash. This has always allowed me to draw a huge line between work and home. I do not have children or a partner so it’s easier for me to potentially get lost in work and do silly hours if needed. I enjoy spending time with family and friends and appreciate that life is short, you don’t know what’s around the corner so you need to embrace every moment you can with those you love.

**Q** How would you give an ambitious new officer or member of police staff?

**A** Don’t let them grind you down; if you want something in this job you have to go out and get it, no one is going to hand it to you on a plate. Remember colleagues in this job come and go, but keep hold of a few in your life whose opinion you really trust, they will help you get through the hard times.

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

**A** Honest, caring and optimistic.

**Q** What are your vices?

**A** Ice cream and chocolate. I use them as a treat when I have done something good, or as a pick me up when I am down.

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

**A** New York, New York. I have been there four times and I just love the place. I love the rushing around and just being on the roads and around the places you see on all the big films. I’d move there tomorrow if I had the chance.

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

**A** I would like to think I have found a man to tie down by then and maybe even have a baby on the way. Work wise I would like to be a sergeant and at least be qualified Part 1 to inspector. I just want to be happy in whatever I am doing.

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**Name:** Aleya Choudhury  
**Age:** 30  
**Current posting/role:** Police Constable, Security and Partnerships Officer, West Midlands Counter Terrorism Unit – a pilot role I took on in April 2008.  
**Brief career history:** I joined the job in July 2002 and have worked on response and in neighbourhood policing. I am qualified to the rank of sergeant – I just need to pass my promotion board.  
**Family:** I am the youngest of six children and have loads of nephews and nieces.
CARMEN Glover, a customer service advisor for Nottinghamshire Police, is celebrating a giant milestone in her career – taking her first 999 call.

While this may not sound unusual as hundreds of workers in emergency service control rooms across the country experience this every year, for Carmen it represented the start of a career she never thought would be open to her, because she is blind.

The 38-year-old, who has always been partially-sighted and fully blind for 16 years, applied to work in Nottinghamshire Police’s control room in 2008.

She passed the skills test and interview and took up her place on the training course in February 2009.

While she was training, technical work began to align speech software JAWS, which reads out text on a computer screen, to police systems.

Carmen has used the software in her working and home life for many years to help her use emails and the internet, but it had to be specially scripted to enable her to use the VISION call collection system and the Police National Computer – something which had not been done before.

No one could have predicted the process would take a year, but the system needed to be perfect to ensure Carmen could do her job properly. While the technical issues were being ironed out, Carmen had completed her training and was using her time to get to know all areas of the force, including the helicopter team and the underwater search unit.

She said: “I had seen three other groups start and finish their training and go into the control room to take calls, which was disheartening. However, by October 2009, the scripting had developed enough for me to take non-emergency calls and the time came for me to take my first live call.”

“I was very nervous but after I’d done it for the first time I began to relax.”

By March 2010, the technology was ready for Carmen to take her first emergency calls. One final barrier remained – the required information on the screen.

The solution worked and Carmen was able to take her first 999 call.

Carmen, who is thought to be the first blind person in England and Wales to handle 999 calls, said: “Throughout this I’ve just wanted to do the same job as everyone else around me and I was so pleased when I was able to do this.

“It’s a difficult job and I never realised how intense it would be, but I love it. When a caller thanks me and tells me I have been a great help, I know the last year’s trials and stresses have all been worth it.

“People have said it would be impossible for a blind person to do this job and I am really proud that we have proved them wrong.

“I hope this shows employers that employing someone with a disability doesn’t have to be complicated or daunting. I also hope this opens doors to other blind people who might want to do this job.”
Inspiring tomorrow

More than 150 delegates, from all but five of England and Wales’ police forces, gathered in Norwich in March for the 2010 Senior Women in Policing Conference (SWIP).

This year’s three-day event was hosted by Suffolk Constabulary and supported by neighbouring Norfolk and Cambridgeshire forces on behalf of the Association of Chief Police Officers (ACPO) and the Association of Chief Police Officers in Scotland (ACPOS) Women’s Forum.

The event was targeted towards senior women officers and staff working at, or aspiring to work at a strategic level with the aim of developing and supporting the future leaders of the Police Service. Staff came from a wide range of policing disciplines, from finance to intelligence, IT to communications.

It kicked off with a networking dinner on Monday evening before a whole raft of key speakers and leadership workshops the next day following the theme of inspirational leadership.

Conference host, Suffolk’s Deputy Chief Constable Jacqui Cheer, opened the conference and reflected upon how far the police force has developed in terms of making opportunities available for women at a senior level. She said: “During the 1980s being a sergeant was often the highest rank that most women would progress to. Now, the most senior woman attending our conference is Julie Spence, Chief Constable of Cambridgeshire Constabulary, and we are also joined by female assistant and deputy chief constables and women at the most senior level of police staff.”

Key themes from the speakers focused around the unique qualities that women can bring to leadership roles within the police force, and the importance for organisations, whether private or public to recognise the diverse qualities present in their workforce and to encourage progression and development.

Chief Constable Simon Ash quoted Tom Peters, who referred to women as “a neglected source of talent”, and emphasised the need to make best use of our talented leaders, male and female, at a time when collaboration, efficiency and change is at the forefront of the structure of policing.

Andrea Hill has a great deal of experience as a female in a senior leadership role. As chief executive for Suffolk County Council she has civic leadership responsibilities on behalf of 720,000 residents, and workplace leadership for 28,000 staff. Referring to the huge cuts expected in the public sector, Andrea emphasised the need for public services to work more closely together to achieve common goals for the benefit of the communities they serve.

In light of the increasing demands for public servants to reach centralised performance targets Andrea stressed the importance of creating a working environment in which people can creatively provide the best possible services in collaboration with other public organisations and Suffolk communities. Andrea also offered a clear message of support to the women at the event, encouraging each of them not to apologise for their career successes but to reach their potential by using all of their skills and seizing every career opportunity.

Afternoon workshops provided delegates with an opportunity to engage with leaders or experts to hone skills useful at strategic levels of policing, such as advanced IT systems, finance and media relationships. Jacqui Cheer led a workshop on ‘Gold Command’, sharing key learning experiences from her involvement as Gold Commander during the Suffolk murders of 2006, known as ‘Operation SUMAC’.

I hope this conference inspires women to grasp the leadership challenge.”

More than 150 delegates, from all but five of England and Wales’ police forces, gathered in Norwich in March for the 2010 Senior Women in Policing Conference (SWIP).
workshops explored techniques for development such as action learning sets.

Wednesday featured speakers Vic Towell, Her Majesty’s Assistant Inspector of Constabulary, Gulshan Kayembe, Chair of Suffolk Police Authority and Stephen Rimmer, Director General for Crime and Policing for the Home Office, who all presented on ‘the External Environment Today and Tomorrow’.

Presentations from Vic Towell and Stephen Rimmer both focused on the need for police forces to put the public at the centre of their service delivery and examined current issues for police forces and their regulatory bodies.

Vic Towell spoke on ‘Things aren’t what they used to be’, recognising the substantial changes in policing that have occurred over recent years. He emphasised the role of the HMIC as the “fierce advocate of the public”, inspecting forces in the public interest, with a key message to delegates and to forces to “do less ‘stuff’ and do more of your job”: to simplify the way police work and to match community priorities with policing delivery.

Gulshan Kayembe spoke on the complicated relationship between police authorities and constabularies, and the need for them to stand ‘shoulder to shoulder’, especially during hard times, with authorities serving as both a friend and a critic.

Stephen Rimmer focused on the current priorities for the Home Office and for police forces, covering areas such as the necessity to tackle anti-social behaviour, which is key to increasing public confidence in policing, currently the single measure on which police forces are assessed.

He praised the police and partners for managing well in the current climate, and for the key fact that crime has not increased significantly in the past 18 months, unlike during other recessions when historically, crime has risen. He stressed the increasing importance of police leadership in addressing the central challenge of the next few years – delivering improved services with fewer resources.

Feedback from delegates attending the conference this year was extremely positive. A delegate attending from the Metropolitan Police wrote a letter to the conference organisers saying, “You managed to achieve an excellent balance in terms of challenging thought, delivered accessibly and with relevance to all – thank you!”

A delegate from Sussex Police said: “All of us from Sussex came away inspired and with ideas to take forward – we look forward to next year. The quality of speakers and workshops was truly impressive.”

• The 2011 conference will be held March 14-16.
How to become a member of BAWP

For further information contact: CAROLYN WILLIAMSON, Secretary, BAWP, PO Box 999, Bordon, GU35 5AQ.
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- You can attend national and regional training days and social events. - We can link you to other police professionals in this country and abroad.
- We can enable you to share your expertise or specialist knowledge with others. - We have a ready-made network for work-related and social contacts. - We can keep you informed of training opportunities and conferences. - We can help your voice be heard in matters affecting women in the police service. - You will receive regular copies of this magazine.

Membership details

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

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

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- 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.)

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