SERGEANT KHIZRA BANO DHINDSA IS ‘OFFICER OF THE YEAR’

INSIDE this issue

New national co-ordinator Parwinder Dale page 5

BAWP Awards 2011 – find out about this year’s winners pages 8-13
The British Association for Women in Policing

The British Association for Women in Policing is the only organisation in the UK to draw its members from all levels of the police service, welcoming all officers and staff, whatever their background.

Our main Aims are to raise the awareness and understanding of issues affecting women within the Police Service, and to facilitate and contribute to discussions on issues of concern to all in policing.

To find out more about us please visit the website www.bawp.org

Carolyn Williamson, Secretary, BAWP, PO Box 999, Bordon, GU35 5AQ
Email: sec@bawp.org
FROM THE EDITOR

Well done to all of our amazing BAWP award winners! The accounts of such outstanding contributions to policing by some truly inspirational women are the main focus of this edition. Also find out which of our award winners will also be honoured with IAWP awards. Congratulations to all of you. Full details and photographs of the awards evening are on pages 8-13.

We must also thank Tracey Moynihan for all of her efforts and commitment to the national co-ordinator role as she steps down and returns to the Met and welcome Parwinder Dale to the role from August. See page 5 for full details. Liz Owsley, Tracey’s predecessor has also been keeping busy since her retirement and has been helping children in Ecuador. Find out more and along with an update from Julie Spence on page 15.

There are lots of interesting news articles over the next few pages from officers up and down the UK and if you are about to retire see what Police into Private Sector can do to help you on page 2.

Don’t miss our president’s update, also on page 2, outlining how we intend to move BAWP forward in the ever challenging working environment we are facing. But rest assured your committee are as committed as ever to supporting the continued progression of women across the police service.

As always please let us have your news and story ideas. Nicky or I would be more than happy to receive them by email and you may feature in the next edition.

Assistant Editor: Nicky Phillipson

DATES FOR YOUR DIARY

2011

2012

NEWS

From the President’s Desk
Cressida discusses the changes to BAWP

Officer gives her dad the ultimate gift

Café conservations are popular in Kent

New national co-ordinator for BAWP

Staffordshire Police develops staff and colleagues

Public sector cuts affecting more women

FEATURES

Cover Story

8-13 BAWP Awards Ceremony 2011
Grapevine looks at the winners of this year’s coveted awards for bravery, excellence in performance, leadership, police staff achievement, mentoring and community service. We find out who was declared officer of year, who got special recognition from the judges and who was given the BAWP president’s award.

Cambridgeshire Constabulary’s Director of Finance Niki Howard shares her collaboration experience.

Personal development
Diane Lowe urges readers to work smarter not harder.

People
Find out what ex national co-ordinator Liz Owsley and ex president Julie Spence have been up to since they left the association.

Membership details 16

Copy deadline Autumn/Winter issue is October 14, 2011

All rights reserved. No part of this publication may be reproduced or transmitted in any form without the permission of the BAWP.
Yet again a busy few months for BAWP members and I would like to put on record my gratitude for all of the hard work associated with our awards dinner in June in Leicester. My congratulations go to all of the worthy winners.

Current times are proving testing for us all with reduced funding severely restricting the way in which BAWP will be able to operate in the future. At the June committee meeting we discussed the way forward. All of us in policing have had to learn over recent years how to do more for less in challenging times. We have already taken the decision to reduce the number of professional development days due to difficulties in support from forces regarding abstractions and funding attendance. Some of the other areas we intend to look at are improving membership in order to increase revenue and condensing the number of issues of Grapevine in the future, with the next edition combining as an Autumn/Winter issue at the end of the year.

We will be looking at the current three-year plan as well as conducting a thorough review of our spending in order to improve efficiency. We cannot continue as we are and need therefore to think of innovative ways of working in the future and generating income. We have talented members who are committed to improving the role of females in the police service. I would urge you all to support BAWP and would personally welcome your views and ideas.

I would finally like to take this opportunity to say thank you and goodbye to two BAWP stalwarts: firstly Jackie Jones our communications lead and secondly to Tracey Moynihan who steps down from her role as national co-ordinator. I wish her successor Parwinder Dale well as she takes over the reins.

Website to help those leaving policing

A WEBSITE which offers support and assistance to officers retiring from the police service has been launched.

Police into Private Sector was set up by a group of ex-officers, and soon to be ex-officers, in direct response to changes in the current job market and feedback from serving colleagues who still believe sending their CV out indiscriminately will land them a job outside the service.

The site offers several levels of membership with a degree of support aligned to it: Officers can sign up to the basic, free ‘blue’ service, and still have access to a monthly newsletter, hints and tips to help their job hunt and discounts on webinars and learning DVDs.

The middle ground membership, which incurs a cost, will give access to tools to complete a CV and a thirty-minute chat with a member of the team. Or for those setting up a business there is a monthly support membership to guide you through. The top diamond service includes everything at the other levels along with bespoke support from the whole team behind the website. They will organise networking opportunities and really coach you into a new role.

Communications Director, Angela Hackett, is one of the team behind the new site and left the service herself more than a decade ago. "I felt I had walked the walk, made the mistakes and learnt from them. But wished I had known a service that could have supported me when I made the transition."

Angela, fellow Director Larry Watson, Paul Brooker, who is currently in Afghanistan and Adrian Young, who will soon leave British Transport Police, have spent many months building the portal. "We think it is a great service and we are getting good feedback in these early days," says Angela, “but we really want to get the word out there so that we support as many people as possible."

For more information visit www.PoliceintoPrivateSector.co.uk
A BRITISH Transport Police officer is back on duty after having donated a kidney to her father.

Debbie McNicol (25) from Renfrew, near Glasgow was given the news last year that dad, Calum desperately needed the life-enhancing living transplant.

Five years ago Calum (54) became unwell and was diagnosed with kidney failure. Despite dialysis three times a week at Inverclyde Royal Hospital, and a cocktail of drugs – his condition continued to deteriorate.

Debbie said: “To be perfectly honest I nagged my dad for years to allow me to get tested to see if we were a match. He refused saying that he didn’t want to risk my own future health.”

Eventually, Calum realised that the only option left was to give in and accept Debbie’s offer, and father and daughter underwent a lengthy series of tests to ensure the transplant was a possibility.

On September 29 last year the successful operation took place at the Western Infirmary. Debbie’s dad was quickly back at work in the estates department at Ravenscraig Hospital.

Debbie’s recovery was a bit slower as she opted for an open, rather than keyhole surgery, but she says she is now looking forward to getting back to a routine. “I was a response officer going to calls in the Glasgow area before my operation, and there is nothing to stop me doing the same role when I’m fully recovered, which should be by the summer,” she said.

“People have asked me how I could do this. I never gave it a second thought and it just felt like the right thing to do. Research has shown that you can carry on a full life with only one of your kidneys. So I would rather have my dad than two kidneys.” She added.

Slavery still a problem in Britain

A MAJOR inquiry has been launched to establish the real scale of human trafficking and slavery in Britain.

The Centre for Social Justice is carrying out a 15-month investigation into the issue. It is expected to put forward a series of recommendations on how the UK could embrace a more effective strategy to tackle modern slavery.

Between April 2009 and March last year, 706 potential victims of slavery were formally identified in the UK. Up to 18,000 women and children are also believed to have been trafficked into the UK and forced to work as prostitutes.

Gavin Poole, executive director of the CSJ, said: “Many people think slavery was abolished on the high seas by the Royal Navy 200 years ago. It wasn’t. It is just as much of a problem today.”

Equal pay test claim won

A PART-time female inspector has won a claim for equal pay against the Metropolitan Police Service because she wasn’t paid for the hours she worked in addition to her contracted hours.

Full-time officers are paid for 40 hours a week, but do not get overtime for any extra hours they work.

Inspector Claire Clark’s case was taken on behalf of the part-time inspector by the Police Federation.

The court heard that Inspector Clark often worked more than her 32 hours a week; however if she and a full-time inspector both worked the same number of hours in excess of 32 hours the full-time officer would get a higher hourly rate.

The court identified this was sex discrimination as the overwhelming majority (96 per cent) of part-time inspectors were women, whilst the overwhelming majority (86 per cent) of full-time inspectors were men. The court also said that it was contrary to Police Regulations which govern the payment of full and part-time officers.

Health still top of agenda in the city

WOMEN working for City of London Police have been given the chance to be screened for osteoporosis as part of a drive to improve staff health and fitness.

The Women’s Network organised for a company to run 40 screening sessions over two days and each screening left only a £10 charge per person.

Network Chair Superintendent Lorraine Cussen said: “We ran out of spaces within a day of advertising, so it seems quite popular.”

With health on the agenda the force re-booked Professor Peter Simkins from Wellbeing for Women to speak about gynaecological issues.

Plans are also in train for next year’s International Women’s Day to raise money for Refuge and White Ribbon Day on November 25.
Changing times – rising to the challenge

BEING able to adapt to an ever-changing policing landscape is vital for support networks to remain effective. Change, which is coming thick and fast, affects people in different ways which is why the Kent Network of Women chose to run ‘The Change Challenge’ as part of its professional development day in March.

How to cope, what to expect and how to survive were key themes at the event, which the network dubbed Café Conversations because of the room’s layout and the informal discussion style. Delegates were given ideas and tools to deal with change, offered alternative ways of thinking and explored the importance of examining their ability to deal with the unexpected to gain control and autonomy.

Part of the workshop involved an interactive game where delegates changed an aspect of their physical appearance, such as tying their hair up if it was usually down, or moving their watch to a different hand, to see the affect it had. Most people changed things back within minutes, demonstrating how easy it is to slip back into old ways without giving new ones a chance.

Executive member, Maria Porter, said the lessons learnt in the session could easily apply to any type of change, personal or professional not just the structural changes facing the police service and the threat of redundancy for police staff. “It’s not just what you do but the way that you do it that can make all the difference longer-term,” added Maria, “the situation officers and staff are facing is not going to go away. It’s about how you deal with it that matters.”

The Kent Network of Women has increased its membership to 550 from 28, in the past two years. People join for many different reasons, from having a desire to extend their professional contacts to looking for support in how to deal with challenging workplace situations.

The Café Conversations and themed day-long events have been particularly popular with members. The network also puts on social events, conferences and drop-in sessions; and provides individual help and support.

“We need to get the right balance”, says Bev Ashton, deputy chair and programme manager for corporate change. “There are difficult times ahead and we need to make sure we provide a range of ways to support as many women as we can.”

KNOW chair Superintendent Alison Roden, said: “Personal resilience and focusing on how individuals can learn from others is fundamental to all the sessions we hold. The feedback we get is fantastic, with events oversubscribed, which shows there is a real need for this type of work within the service.”

FLEXIBLE WORKING IS BETTER FOR FATHERS

NEW research on the work and family lives of fathers has shown that being able to work flexibly has a positive affect on wellbeing.

The working for fathers research – funded by The Big Lottery and undertaken by Working Families and Lancaster University Management School – involved more than a thousand fathers in two large organisations in the private and public sectors. The findings include:

- Fathers working flexibly in the private sector are less troubled by their work-life balance and sense of overload but – probably due to current stresses and job insecurity in the sector – are less likely to report higher levels of wellbeing and commitment.
- Fathers whose partners work full-time report significantly higher levels of wellbeing and sense of purpose.
- Fathers who claim to do most of the housework are happier with their work-life balance.
- Fathers on a low income feel less stressed if they are able to work flexibly.

Lead researcher from Lancaster University, Dr Caroline Gatrell, said: “Our results show that fathers who work flexibly have better health, better relationships with colleagues and feel more in control of their work-life balance, especially if they are on low incomes.”

Find out more by visiting www.workingfamilies.org.uk
HELLO TO PARWINDER – AU REVOIR TO TRACEY

By Jackie Jones

BAWP has appointed its first police staff member to the full-time role of national co-ordinator. Parwinder Dale from the Metropolitan Police Service will start her new job in August, replacing Inspector Tracey Moynihan who returns to the Met after her two-year secondment.

But it is not a total farewell to Tracey – just au revoir – as she will pass on her vast experience and knowledge with BAWP when she stays on as an active committee member.

Parwinder brings to BAWP a wealth of experience in people management and diversity having spent the past six years in the Met’s human resources department.

After gaining a degree in politics and social policy from Brunel University Parwinder worked for The Office of the Deputy Prime Minister and then the UK Trade and Investment organisation. Six years ago she decided a change was on the cards and took a temporary job in the Met in human resources. After two years Parwinder was promoted to a human resources officer where she managed a team of six staff handling absence and sickness leave for more than 1,000 police officers and police staff.

“I applied for the BAWP role as I thought my HR background was a good base for this job,” said Parwinder. “I want to work for BAWP because it is an organisation that is inclusive to all women and has representatives from many different forces, so by coming together collectively, they have a stronger voice to raise awareness of the issues they face in the police service every day. I’m really looking forward to the challenge.”

Outgoing national co-ordinator Tracey said: “I’ve learnt so many things in the past two years and been inspired by so many successful women – including Julie Spence, Cressida Dick and Ellie Bird.

“I’ve had the privilege of attending influential meetings to ensure women’s issues are firmly on the agenda. I’ve been involved in so many things including assisting some forces to look at their policies and working practices around supporting older women in the service who are going through the menopause. I was an active member of the Women In Policing workshops run by the Home Office which led to the ‘Assessment of Women in the Police Service’ being published.

“I’ve run several gender workshops for the NPIA for senior officers and police staff. One such workshop resulted in my recent trip to Guernsey to work with their inspector, Toni Read. We held two workshops for women officers in Guernsey, as a result policies are being updated and a recommendation paper is being written to ensure women in Guernsey are valued and supported.

“I’d like to thank everyone for their assistance and support over this time. The last thing I’ll leave you with is – don’t ever underestimate the power of good networking. I’ve learnt how valuable and useful this can be, professionally and personally,” added Tracey.

IN BRIEF

Uniform still high on the agenda

THE issue of police trousers has been firmly on BAWP national co-ordinator Tracey Moynihan’s mind, especially as she will soon be back in uniform.

Tracey has been helping the Collaborative Police Procurement Programme at the National Policing Improvement Agency gather views on police trousers.

“The group are working towards having a bank of suppliers of police trousers which are fit for purpose,” says Tracey, “we used the extensive contacts we have through BAWP to help them find out what female police officers and uniformed staff think of the trousers they are issued with.”

Female chief for Northumbria Police

SUE Sim has become the first female chief constable to lead Northumbria Police.

Sue, who had been in the role on a temporary basis since Mike Craik’s retirement in 2010, was officially appointed in April.

Sue is the ACPO lead for Public Order and Public Safety. She was awarded the Queen’s Police Medal in the 2010 New Year Honours List.
Make time to banish your inner gremlins

MORE than 170 people from Staffordshire Police, local partnerships, businesses and other forces went along to Staffordshire’s Association for Women in Policing’s professional development day.

Honour abuse roadshow goes to Scotland

A CHARITY which helps victims of ‘honour’ abuse such as forced marriage is trying to raise awareness of the issue in Scotland.

Karma Nirvana has taken a series of roadshows to the country for the first time after research revealed, out of 5,000 helpline calls from victims, only 29 people called from Scotland.

The charity believes those making contact are a tiny proportion of the numbers of men and women in need of assistance.

Karma Nirvana’s co-founder Jasvinder Sanghera said there is a real need to raise awareness of the problems, not just in Asian and other minority communities but also among the general Scottish population.

“It is not a cultural problem, it is abuse,” she says, “the sooner people start to regard forced marriage in the same way they do domestic violence the better it will be for those affected by it.”

The tour, which takes in 14 venues across the UK, is taking three months – during which time it is estimated another three victims will die. The first, which was hosted by Grampian Police, gave professionals from the police, domestic violence teams, child protection bodies, health workers, schools, social workers and charities a whistle-stop tour of the issues, the law, and what they can do to save lives. The tour also featured a testimony of a courageous group of survivors, volunteers who talk of their experiences.

Karma Nirvana’s Honour Network Helpline can be contacted on 0800 5 999 247, or visit their website at www.karmanirvana.org.uk.

Honour abuse roadshow goes to Scotland

Fun to raise money for worthy cause

SOUTH Yorkshire Police’s women’s network raised £1,600 at a charity dinner to celebrate the 100th International Women’s Day.

Nearly one hundred female police officers and staff attended the dinner which celebrated women’s achievements in the force.

The money, which was raised through a raffle, was donated to the Jane Tomlinson cancer charity ‘Jane’s Appeal’. Jane’s husband Mike accepted the money on the night.

Chair of the Women’s Network, Claire Sykes, said: “It was a fantastic event with entertainment from Kate Rodgers, a leadership and life coach comedienne. We hope to repeat it next year.”
SPENDING CUTS HIT WOMEN HARDER

HARD won gains for women’s equality are in danger of unravelling as a result of the combined impact of public spending cuts according to a new report.

Unravelling Equality: a human rights and equality impact assessment on the spending cuts on women in Coventry, published jointly by the Centre for Human Rights in Practice at the University of Warwick and Coventry Women’s Voices, highlights the impact of a range of public spending cuts on women.

The report uses Coventry as a case study, but has findings relevant to the whole country. It concluded that the spending cuts will increase inequality between women and men and may seriously damage the human rights of some women.

It claims job cuts and public sector pay freezes will disproportionately impact on women and risk widening the pay gap, while changes to benefits and tax credits will push women and risk widening the pay gap, while changes in policing. “It is easy to assume cuts will have a similar impact on everyone who occupies the same role or rank in the police service, which isn’t true. There can often be a greater impact on female officers and staff because of their representation within the service. Pay enhancements for those working particular hours may affect those on flexible working or compressed hours with caring responsibilities. The majority of roles within the lower grades of the organisation are occupied by women and therefore potentially more vulnerable to redundancy,” said Ellie.

She added: “BAWP is already raising these issues at a national level and will be ensuring they remain on the agenda. I would urge officers and staff to get involved with the consultation process for the second part of Winsor Review – it’s a chance to get involved and get your views heard.”

She added: “For those facing the risk of redundancy I would encourage them to take time to prepare a comprehensive record of their skills, abilities and experience to ensure that they are best placed to go through skills matching processes.”

Merseyside women take on key training roles

FEMALE police officers are paving the way at Merseyside Police Academy taking on jobs traditionally held by men.

Andrea Sergison became the driving school’s first female sergeant when she joined in March and now manages a team of twenty male driving instructors.

She says when she joined the force there were very few women so being the only female is something she has experienced before. “Coming to the driving school was a complete change of direction in my career, but it has given me a new lease of life. The learning curve is extremely steep and challenging, but the team has been very supportive,” said Andrea, who is hoping her position as the only woman in the team will soon change. Anne-Marie Cengiz, who is a member of support staff, has passed her interview to become a driving instructor and is now in the middle of her training. Anne-Marie admits the course is the “toughest” but “most enjoyable” course she has been on and hopes to become the first female support staff driving instructor in Merseyside Police.

Beverley Hughes became the only woman out of 14 public order instructors when she joined the team in December 2010. She said: “It’s a very physical and challenging role, but thoroughly enjoyable. I have also been welcomed by the female students who feel I can empathise with their individual needs and adapt techniques to suit them.”

Each of these appointments has been made wholly on merit says the Head of Merseyside Police Academy, T/Superintendent Claire Richards. She said: “These roles have traditionally been undertaken by men yet it is clear from the women we have recently appointed that women have just as many skills and abilities to offer police training.”
AWARDS CEREMONY CELEBRATES ‘BEST OF BEST’

By Jackie Jones

FOURTEEN police officers and one PCSO from across 13 forces received coveted trophies at BAWP’s fifth annual awards ceremony held in June at the Leicester Marriott hotel. Six officers and one staff member received highly commended certificates and a special recognition award went to a university lecturer for mentoring.

The awards were presented by BAWP president, Assistant Commissioner Cressida Dick who described the ceremony “as a night to celebrate the best of the best.” She said: “There are some fantastic people out there. We must stop and reflect on how wonderful British policing is and what wonderful women we have in British policing.”

The evening, held in association with Jane’s Police Review, was organised by BAWP secretary Carolyn Williamson and committee member Julia Jaeger.

TOP AWARD TO WEST MIDLANDS OFFICER

Officer of the Year sponsored by Police Mutual Assurance Society

SERGEANT Khizra Bano Dhindsa is described as a ‘multi-talented’ officer whose work on the Matchbox Estate in Birmingham has earned her national recognition from the Home Office, and an invitation to help them formulate their anti-social behaviour policies.

Khiza and her team’s work identifying the problems and tackling them head on led to a 40 per cent reduction in crime on the estate, which was renowned for its levels of crime and disorder.

Khizra also recognised youngsters needed a viable alternative to divert them away from crime so created a Shard End ‘Youth4Em’ which continues to go from strength to strength and gives teenagers a constructive voice in their community.

Khizra is a role model for Muslim youngsters and officers. She is a member of the Muslim Women’s UK Network and helped set their 2011 objectives including the difficult area of honour-based violence.

SUPERINTENDENT Debbie Tedds from Warwickshire Police and Constable Emma Mitchell from the Metropolitan Police Service were highly commended.
**Bravery** sponsored by Mitre Blue Light

Constables Catherine Morgan, Katie Peplow and Diana Shaw, West Midlands Police

On January 12, 2010 there was an armed robbery at the UAE Exchange in Handsworth, Birmingham. The five male offenders had tied up three grave diggers, stolen their mechanical digger and driven it through the window of the building. The gang had then threatened staff and escaped with £21,000.

Catherine, Katie and Diana were together on routine patrol in the area when they heard of a robbery in progress over the radio. They soon spotted the five men and as Diana stopped the police vehicle one of the gang pointed his gun directly towards her. At the same time, Katie got out and approached the men. One of the robbers pointed a sawn-off shotgun to her head but Katie quickly used her arm to deflect it before the five offenders ran off. The three officers, without hesitation, chased after them and gave directions to other officers via their radios. A large part of the stolen money and one of the firearms were recovered immediately. All five offenders were later arrested – two have already been jailed.

The trio are also set to be awarded the Medal of Valour by the International Association of Women Police for their bravery.

**Special Recognition** sponsored by Cooneen Watts and Stone

Jenni Jones, University of Wolverhampton

Jenni was presented with the special recognition trophy for her work with the West Midlands Association of Women in Policing in setting up a gender-based positive action mentoring scheme. Jenni was able to set up the scheme without any cost implications and used her own resources. She committed several days a week from her already busy schedule to ensuring its success, even producing a mentor’s handbook and more than 100 slides for presentations.

The first students she trained described Jenni as ‘pitching the course perfectly’, ‘very knowledgeable and approachable’ and a ‘great trainer, a true inspiration’.

Jenni not only helped the mentors to develop their own personal development plans, but also advised on how they should be matched to their mentees. Six months in the project is already being seen as very successful, Jenni is always on hand to give advice, encouragement and guidance.

BAWP committee member and award winner Gill Donnell sold raffle tickets at the dinner which raised £450 for Stop The Traffik – a growing, global movement of individuals, communities and organisations fighting to prevent the sale of people, protect the trafficked and prosecute the traffickers.
Lynne is described as ‘a one in a million, exceptional and well respected across the force’. She joined GMP in 1984 and was noted as a ‘good all-rounder’ and ‘worth watching’ by her then chief constable.

Lynne’s career has been one of consistent exceptional performance and she is an excellent leader of people.

Lynne’s previous line manager said: “This is the first time I have ever rated anybody so highly in every area. Her staff want to work for her, she is well respected across the force and very much sought after. I have been inspired myself. Her dedication, experience, professionalism and personality make her a fine example for people to follow.”

Leadership sponsored by the Police Healthcare Scheme

T/Detective Chief Inspector Lynne Vernon, Greater Manchester Police

Lynne has reorganised her CID team to make them more effective, developed and inspired staff by rotation, courses and tutoring, managed serious welfare cases and dealt with major crime investigations throughout.

Community Service sponsored by Police Oracle

Sergeant Deb Leonard, South Yorkshire Police

Deb has 27 years’ service with South Yorkshire Police. In the two years she has been community engagement officer she has built respect and confidence across communities in Sheffield – particularly those that have historically been ‘hard to reach’, for example members of the Somali, Yemeni and Shia communities.

She has made a major contribution to driving forward ‘Prevent’ in Sheffield, which can often be a difficult and sensitive field of work.

Deb has the thematic lead on the team for women’s groups and was specially chosen for this role because of her personal skills. She continually reaches women who previously didn’t engage with the police using innovative methods and, through this, ensures their voices are heard.

Leadership sponsored by the Police Healthcare Scheme

T/Detective Chief Inspector Lynne Vernon, Greater Manchester Police

Lynne is described as ‘a one in a million, exceptional and well respected across the force’. She joined GMP in 1984 and was noted as a ‘good all-rounder’ and ‘worth watching’ by her then chief constable.

Lynne’s career has been one of consistent exceptional performance and she is an excellent leader of people.

Lynne’s previous line manager said: “This is the first time I have ever rated anybody so highly in every area. Her staff want to work for her, she is well respected across the force and very much sought after. I have been inspired myself. Her dedication, experience, professionalism and personality make her a fine example for people to follow.”

During her career Lynne has reorganised her CID team to make them more effective, developed and inspired staff by rotation, courses and tutoring, managed serious welfare cases and dealt with major crime investigations throughout.

PCSO Tracy Threadgold-O’Sullivan, Greater Manchester Police

Tracy is described by her chief superintendent as ‘consistently exceptional every day’ and she shines in her unwavering commitment to the community she supports.

Tracy initially worked in the fraud department until

The role of PCSO was introduced and she opted for a career change. Her inspector was immediately impressed with her positive approach and her desire to always give her very best. She is the longest serving PCSO at Gorton and has been instrumental in the team achieving Exemplar status – national recognition for being one of the UK’s best Neighbourhood Policing teams.

Tracy is fabulous with victims of crime and co-ordinates the burglary revisits where she gives a premium service of re assurance, advice and support.

Tracy has a prosthetic arm but has remained undeterred in her desire to prove her ability to be an effective PCSO. Throughout all these difficulties Tracy is faultless in her commitment to deliver a quality service to the residents and she is a ‘true inspiration to her colleagues and a marvellous ambassador for the police service generally’.

Viv Galloway from Leicestershire Constabulary was highly commended

Deb Leonard

Police Staff Achievement

PCSO Tracy Threadgold-O’Sullivan, Greater Manchester Police

Tracy is described by her chief superintendent as ‘consistently exceptional every day’ and she shines in her unwavering commitment to the community she supports.

Tracy initially worked in the fraud department until

The role of PCSO was introduced and she opted for a career change. Her inspector was immediately impressed with her positive approach and her desire to always give her very best. She is the longest serving PCSO at Gorton and has been instrumental in the team achieving Exemplar status – national recognition for being one of the UK’s best Neighbourhood Policing teams.

Tracy is fabulous with victims of crime and co-ordinates the burglary revisits where she gives a premium service of reassurance, advice and support.

Tracy has a prosthetic arm but has remained undeterred in her desire to prove her ability to be an effective PCSO. Throughout all these difficulties Tracy is faultless in her commitment to deliver a quality service to the residents and she is a ‘true inspiration to her colleagues and a marvellous ambassador for the police service generally’.

Viv Galloway from Leicestershire Constabulary was highly commended

Deb Leonard

Leadership sponsored by the Police Healthcare Scheme

T/Detective Chief Inspector Lynne Vernon, Greater Manchester Police

Lynne is described as ‘a one in a million, exceptional and well respected across the force’. She joined GMP in 1984 and was noted as a ‘good all-rounder’ and ‘worth watching’ by her then chief constable.

Lynne’s career has been one of consistent exceptional performance and she is an excellent leader of people.

Lynne’s previous line manager said: “This is the first time I have ever rated anybody so highly in every area. Her staff want to work for her, she is well respected across the force and very much sought after. I have been inspired myself. Her dedication, experience, professionalism and personality make her a fine example for people to follow.”

During her career Lynne has reorganised her CID team to make them more effective, developed and inspired staff by rotation, courses and tutoring, managed serious welfare cases and dealt with major crime investigations throughout.
BAWP ANNUAL AWARDS

Mentoring sponsored by the Springboard Consultancy

Inspector Nicky Flower, South Wales Police

Nicky has 22 years’ service with South Wales Police and is currently a sector inspector in Cardiff. She was described at the awards ceremony as ‘inspirational’ for mentoring and encouraging women to reach their full potential.

Nicky took over as chair of the South Wales Police Female Police Association (FPA) at a time when the outgoing executive members were in the process of winding it up. She formed a working group and re-energised and then re-launched the association with a new vision – ‘Be Inspired’.

In fulfilling this vision statement Nicky realised there was a need for good mentors and coaches for women within the force. Nicky and other FPA executive members attended a coaching and mentoring course so they could help others. Nicky also employed a renowned Neuro Linguistic Programme consultant to help women who were struggling to pass their promotion boards – the result was outstanding with all the officers passing their boards.

The trained mentors then held one to one coaching and counselling sessions for women on BCU’s to help alleviate any fears or concerns they had about maternity leave and/or returning to work.

Nicky has also been recognised by the International Association of Women Police in the same category.

Sheila Thornes, West Mercia Police.

Sheila’s investigative skills and experience are recognised nationally and her professional credibility has meant she is seen as a role model for staff throughout West Mercia Police. She is force lead for Disaster Victim Identification and represents West Mercia Police at a number of associated regional forums. In 2008 she was a student on the International Commanders’ Programme at Bramshill, and was subsequently invited by the NPIA to return and deliver the major crime input on this course, which she has also now re-designed.

Last year Sheila was temporarily promoted to detective chief superintendent head of protective services leading on a project reviewing opportunities for collaborative working.

Sheila supports and mentors both male and female officers and is available for advice and consultation. She encourages networking and supports work in the advancement of women within the police service.

Constable Claudia Kinrade, from South Wales Police was highly commended

Sheila is pictured at the awards ceremony with award sponsor Robbie Dawson and Cressida Dick

Detective Chief Superintendent Sheila Thornes, West Mercia Police.

Detective Chief Superintendent
Sheila Thornes, West Mercia Police.

Detective Chief Superintendent Sheila Thornes, West Mercia Police.

Detective Chief Superintendent Sheila Thornes, West Mercia Police.

Detective Chief Superintendent Sheila Thornes, West Mercia Police.

Detective Chief Superintendent Sheila Thornes, West Mercia Police.

Detective Chief Superintendent Sheila Thornes, West Mercia Police.

Detective Chief Superintendent Sheila Thornes, West Mercia Police.
Lifetime achievement awards

sponsored by LadyCare

OFFICERS from The Metropolitan Police Service took home three of the four lifetime achievement awards on the night. Sergeant Sarah Drury, Constable Mary Hanshaw and Detective Chief Superintendent Sue Hill were recognised along with recently retired Chief Superintendent Lynn Hart, MBE, from Dorset Police.

The first of four trophies to be presented during the evening went to recently retired Sarah Drury who joined the Met in 1980. During her 30 years’ service Sarah is said ‘to have made an outstanding contribution towards the advancement of women officers in policing, not only in the MPS but also throughout England and Wales’.

Sarah had been a Police Federation representative since 1990, eventually becoming full-time in 2006. She developed specific knowledge of the legislation, policies and procedures affecting women officers in the service, at the same time as progressing her own operational career.

In 1994 Sarah joined the ‘traffic’ department when it was predominantly a ‘man’s domain’ and helped break down the barriers that now make roads policing a more accessible career path for female officers.

Sarah has played a pivotal role in the resolution of numerous grievances and settlements for Employment Tribunals, some of them of national importance.

PC Mary Hanshaw was described as an ‘amazing ambassador for the Met’ and someone who has a great impact on the guidance and future of the younger officers of today. She was a late joiner to the service and is now exploring how she can continue to work past 60.

Mary initially served on Southwark Borough before transferring to Bromley in 1997. She has worked on frontline uniformed response teams and on the Daphne Unit as a Sexual Offences Investigative Techniques Officer (SOIT) dealing with the investigation of serious sexual assaults.

Mary was instrumental in setting up and running of the ‘Sexual Offences Team’ on Bromley Borough and was proactively involved in forming the Haven victim suites around London.

Sue Hill, who recently retired, started as a police cadet in Wiltshire in 1976, transferring to the Met in 1981. She has been a role model in detective and uniform disciplines, an inspirational leader and communicator.

In her early years of service Sue received commendations for bravery in dealing with armed offenders.

She became a detective constable in 1984, receiving a judge’s commendation for her investigation into a challenging sexual assault case with multiple victims. Over successive years and promotions Sue undertook further murder investigations, led a newly formed child protection team and drove organisational improvements.

A major part of Sue’s career has involved her determination to support victims and to prevent women from becoming victims of violence.

Sue has acted as mentor and coach to many colleagues and is described as an inspiring and professional police leader who has also gone out of her way to help others succeed in their careers.

Lynn Hart, started as a police cadet with Dorset Police in 1975 and has been a role model to many. She is known affectionately as ‘Ma Hart’ because she is an inspirational legend for both men and women in the service and will be remembered for her active role within it.

She never settled for less than 100 per cent commitment from herself. Lynn’s excellence in the male dominated worlds of public order and firearms established her at a time when women were completely absent from this male preserve exemplifying her tenacity and courage. She remained operational in these disciplines throughout her whole service and regularly performed the role of Strategic Firearms and Enhanced Firearms Commander, responsible for managing the most complex and high-risk operations.

Lynn often offered her own personal time and money to help sick colleagues, colleagues with childcare and family issues or even just to buy cream cakes for colleagues working round the clock.
BAWP ANNUAL AWARDS

President’s Award

Chief Superintendent Gill Donnell MBE, Dorset Police

Gill has been a member of the BAWP committee since 2001 and is continuing in her retirement. Gill has stood in on several occasions to chair BAWP meetings and is currently leading on the BAWP working group looking at partnership and outreach work. She is also secretary of the local branch of the Superintendent’s Association – another useful link for BAWP.

In 2001 Gill was one of three female chief inspectors, with only three female inspectors in Dorset Police. Similarly there was only a handful of female police staff of any significant management level. Her legacy is that even after the retirement of herself and Lynn Hart, women will still be reasonably well represented in the ranks, with two superintendents, four chief inspectors, 14 inspectors and 42 sergeants. In addition there have been substantial increases in the profile of female police staff.

She was the driving force behind the establishment of the Dorset Action for Women Network which continues to run annual professional development days – recognised within force as key annual events.

In 2004 Gill was able to secure funding to introduce the Springboard and Spring Forward development programmes to the force, and has subsequently also introduced the Navigator programme for men, recognising the importance of a balanced workforce.

Gill continues to be an active coach and mentor to men and women in the organisation. Her long-standing commitment to the progression of staff in the force, her professional and personal credibility and particularly her support of women, will be missed at Dorset Police.

Managing a three-force team

COMMUNICATION is the key to managing a successful collaborative team, that’s the message from Niki Howard, Cambridgeshire Constabulary’s director of finance, who has staff from three forces in a joint procurement function. Here she shares her experience of managing a three-force team.

“More than two years ago the three chiefs and police authority chairs for Bedfordshire, Cambridgeshire and Hertfordshire decided to collaborate ‘where possible’. At that time Bedfordshire and Hertfordshire were already successfully working together and were scoping how they could deliver the procurement and stores function collaboratively. Cambridgeshire was invited to join the party for the first three-force collaboration.

While the story has a successful ending as a joint procurement team was launched April 1 this year with a strategic head of procurement appointed by Cambridgeshire, but working for across all three forces, it was a test for all of us.

As the chief officer in charge on behalf of the three forces I have staff employed by, and sitting in Hertfordshire and Bedfordshire, as well as Cambridgeshire, so it is important to make sure all the staff feel part of the team. Along the way we have encountered and dealt with numerous problems; from small things such as who signs holiday sheets to needing an agreed uniform for the unit’s staff. Bedfordshire stores moved over to Cambridgeshire in June and Hertfordshire will move over shortly. So the main headache we are grappling with as I write is to ensure uniform is just as easy for officers to access from Cambridgeshire as it was when there was a county-located store.

While our overarching remit is to save money, we must also create a joint function that delivers a good service. It is early days so I am sure there will be further problems to overcome, but it has shown collaboration on this scale is possible and that barriers can be overcome.

We all spend a lot of time going to conferences and listening to how this will work, but doing it for real I hope we have learned lessons along the way that will stand us in good stead when we put other back office services together. The main thing I will take away and try and apply to future projects is: however much you think you are communicating to staff and officers you will find it is never enough.”
Work smarter, not harder
Make time for breaks, it will make you more productive

By Diane Lowe

A PERENNIAL question I am asked is: “How can I do all I need to do when there isn’t enough time?” This is often followed by: “I just wish I had time to focus on improving my personal performance.”

Unfortunately the police still equate your physical presence at work with how much work is being achieved. No matter how hard we try to change the culture there is still this feeling that those who are in the office by 7am and don’t leave until 7pm are somehow better workers, leaders or even just better. This work culture, according to a study published in the Psychological Review conducted by Dr. K. Anders Ericcson, is wrong. He says the key to great success is to work harder for shorter bursts of time and then take a break. The trick is staying focused.

Dr Ericsson and his team evaluated a group of musicians to find out what the ‘excellent’ players were doing differently. They found that violinists who practiced more deliberately, say for four hours, accomplished more than others who slaved away for seven hours. The best performers set goals for their practice sessions and required themselves to take breaks.

Other studies have shown that during any 24 hours, you need sleep (eight hours) and then you need three hours of ‘you time’, time to re energise. This is different for different people. It may be a walk, a swim, reading a book, playing a sport or an instrument. It does not have to be three hours all at the same time. How many of you eat your lunch whilst continuing to send emails? Not good – have a break you will perform so much better on your return.

That said, I appreciate as an ex-officer, that these ideal working scenarios don’t always transfer into an operational policing environment. However I do think it is important to think about when and how you work best and try where possible to mould your day or night to fit it. Even if you just take short breaks and work in bursts you may find your productivity increasing;

It is also important to keep yourself ‘match fit’ ready for promotion or development opportunities and that includes looking after your physical and mental health. A lot is written about physical health, but what about the mind? Make sure that you keep up to date with new government papers or legislation. Keep your skills up to date and take any opportunities for courses that will develop you. Make sure that you take offers of any mentoring schemes that your force have. Having a sounding board is always cathartic.

You are not being lazy, flighty, uncommitted or disloyal by looking after yourself. Lastly take a look at the benefits of having a coach or speak to others who have used life coaches. They are especially useful if you are unsure of your future or trying to decide which direction you want to go in. Remember work smarter not harder.

Diane Lowe is Managing Director of Maxlowe Ltd. She is a former senior police officer, now a trainer and coach, who specialises in developing women, individually and in groups.
PEOPLE

Ex national co-ordinator Liz turns her hand to DIY

NOT content with celebrating her 50th birthday with an adventurous holiday in Ecuador, Liz Owsley decided to tag on a week working with charity Bisee Books building book corners in two schools in Puerto Lopez.

Liz, who says she wanted to “give something back” to celebrate her milestone birthday, travelled to Ecuador with three friends, Liz Madew and Izzy Harrison, who are both sergeants in the Met Police Service, and Charlotte Kenyon.

The group quickly discovered their natural roles: the two Lizs had no talent for drawing so worked out a good system for putting up the bookcases. “Izzy and Charlotte went to town on the walls using the pictures in the colouring books we had brought with us for the children as ideas for the murals,” said Liz. “Our helper Pedro was in charge of paint and colour mixing, and came up with the idea of attaching a roller to a two metre branch to do the high walls. We all worked hard but enjoyed it at the same time; having a lunch break on the beach sure beats anything London could offer,” added Liz.

The second of the two schools Liz and friends worked in was much poorer and they even had to sand down the unfinished walls before they could begin to paint. “However the sense of satisfaction when we drilled those final holes and completed a seascape picture was amazing,” said Liz.

The group also cleaned the classrooms before the children came in and helped them put their books away on the new shelves.

Julie’s financial first

PREVIOUS BAWP president Julie Spence has become the first female chairman of Police Mutual (PMAS).

Julie, who is the ninth chairman in the society’s 90-year history, was confirmed in her new role at the annual general meeting in May.

The post follows four years on the Police Mutual committee of management as vice president and a successful 32-year-long police career, most latterly as chief constable of Cambridgeshire Constabulary.

Julie said: “Becoming chairman of PMAS and remaining linked to the police service through the services we offer to officers, police staff and their families is both a pleasure and a challenge. In the current era personal financial planning has never been so important.”

Julie, who stood down as president of BAWP in August 2010, had to be approved by the Financial Services Authority before she could take up the position.

While retirement has freed up more time for her husband and travelling Julie says she is still very busy. “I am also doing Press Complaints and have just come back from India where I was working with the Indian Police and Cambridge University – so albeit we have had lots of holidays there has been lots of work wedged in,” she said.

Officers learn internationally thanks to IPA

TWO UK officers spent three days learning how to protect children from drug abuse at a conference in Turkey.

Anna Hopkins and Diane Watson, who are members of the International Police Association (IPA) Section UK, attended the third international symposium on ‘Children at Risk and in Need of Protection’ in April.

The Turkish Police with assistance from the Presidency of the Grand National Assembly, Turkey’s County Office and UNICEF brought together academic and expert practitioners from around the world to take part in the event.

The officers were invited to share their learning and gave a joint presentation on Achieving Best Evidence, as Diane explains: “I must admit we were both pretty nervous at speaking to such an eminent crowd but happily it was well received, although I think the Turkish interpreter struggled a little with our accents.”

She added: “A lot of the learning Anna and I took home from the symposium was to ensure we are ahead of the game. Criminals who play with chemicals to create new drugs to bypass legislation need to see we have robust systems in place to deal with any eventuality.”
### COMMITTEE MEMBERS

<table>
<thead>
<tr>
<th>Name</th>
<th>Contact Information</th>
</tr>
</thead>
<tbody>
<tr>
<td>Jackie Alexander, Nottinghamshire</td>
<td><a href="mailto:jackie.alexander@nottinghamshire.pnn.police.uk">jackie.alexander@nottinghamshire.pnn.police.uk</a></td>
</tr>
<tr>
<td>Claire Armes, Devon and Cornwall</td>
<td><a href="mailto:claire.armes@devonandcornwall.pnn.police.uk">claire.armes@devonandcornwall.pnn.police.uk</a></td>
</tr>
<tr>
<td>Ellie Bird, Vice President, British Transport Police</td>
<td><a href="mailto:ellie.bird@btp.pnn.police.uk">ellie.bird@btp.pnn.police.uk</a></td>
</tr>
<tr>
<td>Vanessa Blane, Bedfordshire</td>
<td><a href="mailto:Vanessa.blane@bedfordshire.pnn.police.uk">Vanessa.blane@bedfordshire.pnn.police.uk</a></td>
</tr>
<tr>
<td>Vera Bloor, Staffordshire</td>
<td><a href="mailto:vera.bloor@staffordshire.pnn.police.uk">vera.bloor@staffordshire.pnn.police.uk</a></td>
</tr>
<tr>
<td>Karen Brown, Dorset</td>
<td><a href="mailto:6539.karen.brown@dorset.pnn.police.uk">6539.karen.brown@dorset.pnn.police.uk</a></td>
</tr>
<tr>
<td>Mandy Chapman, Metropolitan</td>
<td><a href="mailto:mandy.chapman@met.police.uk">mandy.chapman@met.police.uk</a></td>
</tr>
<tr>
<td>Tricia Cochrane</td>
<td><a href="mailto:triciacochrane@yahoo.com">triciacochrane@yahoo.com</a></td>
</tr>
<tr>
<td>Carolyn Davies, Metropolitan and Federation</td>
<td><a href="mailto:carolyn.davies@met.police.uk">carolyn.davies@met.police.uk</a></td>
</tr>
<tr>
<td>Parwinder Dale, National Co-ordinator</td>
<td><a href="mailto:coord@bawp.org">coord@bawp.org</a></td>
</tr>
<tr>
<td>Cressida Dick, President</td>
<td><a href="mailto:Cressida.dick@met.pnn.police.uk">Cressida.dick@met.pnn.police.uk</a></td>
</tr>
<tr>
<td>Sarah Dimmock, Cumbria</td>
<td><a href="mailto:sarah.dimmock@cumbria.pnn.police.uk">sarah.dimmock@cumbria.pnn.police.uk</a></td>
</tr>
<tr>
<td>Gill Donnell</td>
<td><a href="mailto:gill.donnell@sky.com">gill.donnell@sky.com</a></td>
</tr>
<tr>
<td>Patricia Foy, Gloucestershire</td>
<td><a href="mailto:patricia.foy-chm@npia.pnn.police.uk">patricia.foy-chm@npia.pnn.police.uk</a></td>
</tr>
<tr>
<td>Felicity Hurst, SOCA</td>
<td><a href="mailto:felicity.hurst@ntlworld.com">felicity.hurst@ntlworld.com</a></td>
</tr>
<tr>
<td>Julia Jaeger</td>
<td><a href="mailto:jmjaeger@freemailname.co.uk">jmjaeger@freemailname.co.uk</a></td>
</tr>
<tr>
<td>Fiona Kerr, MOD Police</td>
<td><a href="mailto:fiona.kerr95@modpma.mod.uk">fiona.kerr95@modpma.mod.uk</a></td>
</tr>
<tr>
<td>Sian Lockley, Hertfordshire</td>
<td><a href="mailto:sian.lockley@herts.pnn.police.uk">sian.lockley@herts.pnn.police.uk</a></td>
</tr>
<tr>
<td>Diane Lowe</td>
<td><a href="mailto:leadership@maxlowe.com">leadership@maxlowe.com</a></td>
</tr>
<tr>
<td>Kim Madill, Grapevine Editor</td>
<td><a href="mailto:krowley76@hotmail.co.uk">krowley76@hotmail.co.uk</a></td>
</tr>
<tr>
<td>Denise Milani, Metropolitan</td>
<td><a href="mailto:Denise.milani@met.pnn.police.uk">Denise.milani@met.pnn.police.uk</a></td>
</tr>
<tr>
<td>Tracey Moynihan, Metropolitan</td>
<td><a href="mailto:tracey.moynihan@met.pnn.police.uk">tracey.moynihan@met.pnn.police.uk</a></td>
</tr>
<tr>
<td>Nicky Phillipson, Grapevine Assistant Editor,</td>
<td><a href="mailto:nphillipson@btinternet.com">nphillipson@btinternet.com</a></td>
</tr>
<tr>
<td>Debi Potter, Dorset</td>
<td><a href="mailto:debi.potter@dorset.pnn.police.uk">debi.potter@dorset.pnn.police.uk</a></td>
</tr>
<tr>
<td>Sarah Shrubshall, Suffolk</td>
<td><a href="mailto:sarah.shrubshall@suffolk.pnn.police.uk">sarah.shrubshall@suffolk.pnn.police.uk</a></td>
</tr>
<tr>
<td>Barbara Spooner, SOCA</td>
<td><a href="mailto:barbara.spooner@soca.xgsi.gov.uk">barbara.spooner@soca.xgsi.gov.uk</a></td>
</tr>
<tr>
<td>Pippa Taylor, Treasurer</td>
<td><a href="mailto:p.taylor@west-midlands.pnn.police.uk">p.taylor@west-midlands.pnn.police.uk</a></td>
</tr>
<tr>
<td>Fay Tennet, Northamptonshire</td>
<td><a href="mailto:fay.tennet@northants.pnn.police.uk">fay.tennet@northants.pnn.police.uk</a></td>
</tr>
<tr>
<td>Carol Thomas, Surrey</td>
<td><a href="mailto:Thomas13931@surry.pnn.police.uk">Thomas13931@surry.pnn.police.uk</a></td>
</tr>
<tr>
<td>Jane Townsley, British Transport Police</td>
<td><a href="mailto:janetownsley.bawp@blueyonder.co.uk">janetownsley.bawp@blueyonder.co.uk</a></td>
</tr>
<tr>
<td>Julia Walsh, Gwent/HMIC</td>
<td><a href="mailto:julia.walsh@hmic.gsi.gov.uk">julia.walsh@hmic.gsi.gov.uk</a></td>
</tr>
<tr>
<td>Robyn Williams, Metropolitan</td>
<td><a href="mailto:robyn.williams2@met.police.uk">robyn.williams2@met.police.uk</a></td>
</tr>
<tr>
<td>Carolyn Williamson, Secretary</td>
<td><a href="mailto:sec@bawp.org">sec@bawp.org</a></td>
</tr>
<tr>
<td>Angela Wilson, Tayside</td>
<td><a href="mailto:angela.wilson@tayside.pnn.police.uk">angela.wilson@tayside.pnn.police.uk</a></td>
</tr>
</tbody>
</table>

---

### How to become a member of BAWP

For further information contact: CAROLYN WILLIAMSON, Secretary, BAWP, PO Box 999, Bordon, GU35 5AQ.

- 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.

<table>
<thead>
<tr>
<th>Name:</th>
<th>Rank/Title:</th>
</tr>
</thead>
<tbody>
<tr>
<td>Address:</td>
<td></td>
</tr>
<tr>
<td>Postcode:</td>
<td>Country:</td>
</tr>
<tr>
<td>Tel:</td>
<td>Mobile:</td>
</tr>
<tr>
<td>E-mail:</td>
<td>Force/Organisation:</td>
</tr>
<tr>
<td>Station/Dept:</td>
<td>Type of work (if not police):</td>
</tr>
</tbody>
</table>

- Membership type (circle one) FULL/ASSOCIATE • Membership term (circle one) £25 for one year/£60 for three years

**I believe I am eligible to join, and enclose a cheque payable to ‘BAWP’.

(If for any reason, your application is not accepted, the fee will, of course, be refunded in full.)**

Signed: Date:
CARE OF POLICE SURVIVORS

"Rebuilding Shattered Lives"

COPS is a Registered Charity—England & Wales 1101478 Scotland—SC038541
Phone: 0844 893 2055

www.ukcops.org
THE BAWP DEAL – IT’S ALL INCLUSIVE

The British Association for Women in Policing is the only organisation in the UK to draw its members from all levels of the police service, welcoming all officers and staff, whatever their background. We will help you achieve your full career potential.

Interested?

JOIN OUR CAMPAIGNS – JOIN BAWP

For membership details visit: www.bawp.org
Call: 0844 414 0448
Email: sec@bawp.org