Gender Agenda 2 launched

BAWP Awards –
get your nominations in

Life after policing –
one woman proves it does exist
This issue is dominated by the launch of Gender Agenda 2, the event held in London which was a real success. I know the launch has given many of you the motivation to get the momentum going again following all the excellent achievements since the Gender Agenda was launched in 2001.

Please take the time to fill in the questionnaire on Page 4 giving us your views about what you would like to see in Grapevine and don't forget to get your nominations in for the BAWP awards by December 31, 2006 so that we can formally recognise some of the great work going on across the country.

We have had so much to include in this issue that we have run out of space for the specialist network series but I can assure you it will be back in the next edition. As always if you have any stories that you would like to see featured in Grapevine please get in touch.

From the Editor

Dates for your diary

2006
Deadline for BAWP Award nominations – December 31.

2007
National Senior Women in Policing Conference – Hilton Metropole, NEC, Birmingham – Wednesday 28 February (lunchtime) to Friday 2 March (lunchtime) inclusive.

Spring Professional Development Day – Forest of Arden Hotel, Warwickshire. Tuesday April 17 (dinner) and Wednesday April 18 (please note slight change to days of the week to accommodate school returns).

Autumn Professional Development Day – Forest of Arden Hotel, Warwickshire. Monday September 10 (dinner) and Tuesday September 11.


Reception at the House of Lords to mark BAWP’s 20th anniversary – Thursday November 1.

From policewoman to businesswoman
One woman shows there is life after policing

Kim climbs Kilimanjaro
Conquering the world’s highest freestanding mountain

IAWP News & BAWP Awards
Get the lowdown from the 2006 conference in Saskatoon, Canada

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Leaflet flies off shelf
A BAWP produced guide to help managers deal with staff who they believe are victims of domestic violence has been praised by staff across the country.

The leaflet, which was produced in conjunction with the charity Women’s Aid, explains what signs to look out for in staff, how to approach the subject and where help can be sought. BAWP National Coordinator Liz Owsley says requests for extra copies of the leaflet, which was launched at the September Professional Development Day, have been streaming in. “This is great news and I have had many comments from police officers and police staff alike praising its content. We have already had to have another batch printed to meet the huge demand.”

Copies of the leaflet are still available for use by all forces. Contact Liz by email coord@bawp.org to request them.

Women on the up
CONGRATULATIONS to BAWP committee member Ellie Bird and Angela Wilson who have both gained promotions.

Angela, who is an officer with Tayside Police, has been promoted to detective chief superintendent and has become the force’s crime registrar based in Dundee. She transferred to Tayside in 2002 after 18 years with Thames Valley Police. Ellie, who was originally a West Midlands Police officer, has been promoted within British Transport Police. She has become superintendent operations for the London Underground with responsibility for operations, counter terrorism and policing major events in London, and the millions of people who use the Underground every day.

From the President’s Desk
Thank you to everyone who attended the launch of Gender Agenda 2. After a couple of false starts, not of our making, it turned into a great day which provided some real thought provoking stuff. I must also extend my thanks to Ellie Bird and Liz Owsley for gathering the views of women and men across the country to ensure Gender Agenda 2 was current, and for the many hours they put into editing both the booklet and video clips used during the day.

I have been encouraged by the number of requests for copies of the booklet, post event, and hope forces are really driving forward the long term aims to make the service better for everyone.

Sharing best practice and networking are two things I feel very strongly about, which is why the BAWP is hosting this year’s Senior Women in Policing Conference. This will be a professional event where we hope to create a vision of policing which takes into account the women in policing and the women we police.

It isn’t just for women of senior ranks, but also for those who are senior in service or feel they can contribute to the development of a vision of policing. Anyone who attends will be expected to take what they have learnt from the conference and use it to make a difference in their own force and with the public they serve.

Nationally, we are continuing to work on your behalf to challenge employment law which bans the use of selective recruitment to balance gender mixes within forces. This is a real grey area – something which Gloucestershire Constabulary found out too late. It will be interesting to see how the Gender Equality Duty impacts on forces too.

I have also taken on a new ACPO Portfolio: Citizen Focus. Until now policing hasn’t had a voice in this crucial arena and I intend to change that. It is important to ensure we really improve the citizen’s experience of policing whatever their age, gender, religious or cultural background. We need a police service which is sensitive to everybody’s needs.

Secretary’s Snippets
The launch of Gender Agenda 2 has finally happened, and was a very impactful day, thanks to the professionalism of all concerned. I can say that without any false modesty, as I had no involvement at all in putting the programme together.

By the time you read this I hope the new website will be live and you are enjoying the new features. One that I have been wanting for a long time is a members’ area, where we can put items of a more confidential nature, and special privileges. The first of these is a travel club, which promises to give you savings, and will also generate a little bit of income for BAWP. If you are a member, you should have been notified by now of the login details, but if you have not, then please contact me.

The next big event in BAWP’s calendar is the Senior Women in Policing Conference at the end of February. You can find out more at www.swp-online.org or from the advert in this issue.

As we move into 2007, we will be celebrating the 20th anniversary of the founding of BAWP and I will be assembling historical material for a special booklet later in the year. We have a reception at the House of Lords booked for the evening of Thursday 1 November to which all members will be invited. I hope I will be able to put up a display of the material at that event. As the only remaining founder member still on the committee, I do feel a responsibility to safeguard our history, and would welcome any photos that may be tucked away of any BAWP related event. I have a fair number myself, together with most of the Grapevine editions, but will look after any that are sent to me (don’t forget to use the new address – find it on page 16), and return them if required.

I hope that you all have a peaceful Christmas and New Year.
Women dubbed ‘unsuitable for front-line policing’

Political commentator Amanda Platell has angered women police officers across the country with her opinions about the suitability of women for frontline policing.

Her comments, which were printed in the Saturday Daily Mail Newspaper on October 21, came on the back of reports from the Sharon Beshenivsky murder trial at which PC Teresa Milburn showed considerable distress when she took to the witness stand to describe her friend’s murder.

Amanda Platell opened her piece with: “If ever proof were needed that women are fundamentally unsuitable for front-line policing. It came with the testimony of PC Teresa Milburn who sobbed in court this week as she recalled the moment when a gunman shot dead her colleague, PC Sharon Beshenivsky, and fired at her.” And while Ms Platell expressed sympathy for PC Milburn, who had to leave the witness box several times after breaking down, she then said: “But she does rather make the case for keeping women PCs off the street”.

BAMP National Co-ordinator Liz Owsley has contacted Ms Platell to express her concern about the piece she dubbed “ridiculous” and “ill-informed”.

“I can’t believe in this day and age someone could have such naïve views about policing. I am amazed she thinks had Teresa been a man she would have behaved any differently. Describing the death of a colleague is distressing whatever your gender.” Said Liz.

Police dogs, drugs and dressing gowns

A double hip replacement didn’t stop British Transport Police’s PC Judy Bailey becoming the UK’s first female police dog instructor. Judy, who left behind a career as a librarian to become a police officer, is qualified to train in all three dog section disciplines. She has been credited with helping to introduce the use of passive drugs dogs into her force and with her dog Benji caught over 1,500 people in possession of drugs during the two years she worked as a passive drugs dog handler.

Judy says the job is “hard work”, but extremely rewarding. “It is not a matter of just running around with a pretty dog,” she said. “The other day I had picked up a dog for suitability assessment and had to get up every two hours during the night to try and get it to go to the toilet, which it refused to do. There I was stood in my driveway in my dressing gown with the wind blowing around me. It is all part of the job which a lot of people don’t always realise.”

Hampshire’s network of women goes local

WOMEN’S networks are being introduced in each of Hampshire Constabulary’s basic command units and departments in an effort to mainstream work to address gender issues.

The force has held annual Gender Agenda conferences for the past three years but has decided the time has come to continue the work at a more local level.

Each local network will be part of the force’s wider Network of Women which was launched in September.

Representatives from each BCU and department have been given tips on how to set up a local network, what the local gender issues might be and how to publicise events.

The idea for local networks came from the staff who attended the annual conferences. “A recurring issue was that women felt isolated in their BCUs or department but the conferences gave them an opportunity to talk to other women with similar experiences and issues,” said Chief Superintendent Ann Wakefield, who is chair of the Gender Agenda working party.

Changes to maternity pay

WOMEN expecting babies on or after April 1, 2007 will now be able to take an extra 13 weeks paid maternity leave.

The change in the law increases the paid statutory maternity period of leave from 26 to 39 weeks. Unpaid maternity leave can then be taken for a further 13 weeks.

The new rules also enable maternity leave to start on any day of the week and for women to return to paid work for up to ten days during the maternity leave period. These days – dubbed ‘keeping in touch days’ – will not affect maternity payments.

Women will, from April 2007, also be expected to give employers eight weeks notice if they intend to return to work from maternity leave early.

•Find out more on HM Revenue and Customs website: www.hmrc.gov.uk/
Grapevine – Reader Survey

What do you think of Grapevine? Does it have a good mix of stories or would you like to see something different? Here is your chance to tell the editorial team and win yourself a year’s free subscription to BAWP too. If you are already member then you can ‘donate’ your prize membership to a colleague.

Are you
☐ Police Officer
☐ Police Staff
☐ Other (please state)

**Question 1**
What best describes your readership habits?
☐ I read from cover to cover
☐ I flick through and read articles which catch my eye
☐ I read the news in briefs and picture captions
☐ I never read it

**Question 2**
What would you like to see more of in Grapevine?
☐ News from other forces
☐ News on legislative changes
☐ News in brief
☐ Features on specialist departments
☐ Features on relevant research
☐ Features on training events
☐ Sport
☐ Committee member columns
☐ Other – please specify

**Question 3**
What would you like to see less of in Grapevine?
☐ News from other forces
☐ News on legislative changes
☐ News in brief
☐ Features on specialist departments
☐ Features on relevant research
☐ Features on training events
☐ Sport
☐ Committee member columns
☐ Other – please specify

**Question 4**
What do you think of Grapevine’s new design and look?
☐ I like it
☐ I am ambivalent to it
☐ I don’t like it
☐ Other – please specify

**Question 5**
Does Grapevine meet its objective to be an inspiring motivational read?
☐ Yes
☐ No
☐ Other – please specify

**Question 6**
Considering everything how satisfied are you with Grapevine as a membership magazine?
☐ Very satisfied
☐ Fairly satisfied
☐ Neither satisfied or dissatisfied
☐ Fairly dissatisfied
☐ Very dissatisfied

If you ticked fairly or very dissatisfied what could be done to improve Grapevine?

Any other comments

Please fax your completed survey to 0870 7664057, post to BAWP, PO Box 999, Bordon, GU35 5AQ or download the version on the BAWP website and email it to nickyphillipson@btinternet.com by February 28, 2007.
To network or not?

A University of Oxford post graduate researcher is looking for BAWP members to share their views on the impact networking has on women in the police service.

Carol So, who is an affiliate member of the BAWP, has already looked at how female officers develop their personal networks and find social support, and is anxious to broaden her work.

Carol says she is particularly interested in professional networking events and wants to find out how these networks shape women's experiences. She has already spoken to female officers from Thames Valley Police and members of the BAWP committee which provided a real insight into the benefits of networking.

“It is clear the BAWP network has provided the committee members in particular with great support and help in their day-to-day work,” said Carol. “I have also, through talking to people at one of the BAWP Professional Development Days, found that the number of women’s network groups in forces is on the up. This shows the interest many women have in helping, advising, mentoring and exchanging ideas with each other,” she added.

However Carol said an already emerging theme is the lack of time women have to network. “Many women recognise the importance of professional networking, but point out the inadequacy of such opportunities at work, primarily because of time restrictions and the gender imbalance in the team, especially in the higher ranks,” she said.

Finding out what the barriers are to professional networking is one of Carol’s aims. Carol is already gathering best practice from forces and hopes at the end of the study to be able to suggest some ways in which women can be given more social support in the service.

Willing to help? Contact Carol So by email carol.so@sociology.ox.ac.uk and look out for her questionnaire on the BAWP website early next year.

Committee hosted in Belfast

BAWP Committee members got a flavour of the policing successes and future challenges for the Police Service of Northern Ireland (PSNI) on a visit to Belfast last month (November).

The Northern Ireland Policing Board hosted the Winter committee meeting in the city and were keen to share the results of their Gender Action Plan with committee members. The board’s representative on gender issues, Rosaleen Moore attended the meeting along with the force’s Chief Constable Sir Hugh Orde.

Assistant Chief Constable Judith Gillespie hosted a networking dinner that evening which gave committee members a chance to speak to colleagues in the PSNI.

• Find out more about the Gender Action Plan on the Policing Board website at www.nipolicingboard.org.uk.

Gloucestershire’s recruitment backlash

GLOUCESTERSHIRE Constabulary was found to have “unlawfully discriminated on the grounds of race and sex” after it rejected 108 potential recruits because they were white men.

An employment tribunal awarded compensation to one claimant who was told he had been “randomly deselected” by the recruitment team who were trying to increase the number of women and ethnic minority recruits.

In a statement the force said that at the time the recruitment campaign was being run they were “acting in good faith in attempting to address the recruitment profile of the constabulary”. The force has “welcomed” the national debate sparked by the tribunal and says clarification is needed around “how the police service can meet the targets set within this complex area of law.”

• Under current law positive discrimination (giving an individual a job just because they are from an under represented group) and BAWP’s view of affirmative action (where members of under represented groups are given preference for a set time period if they reach the recruitment standard) are not legal.

The BAWP has joined forces with the Gay Police Association, the National Black Police Association, the Police Federation of England and Wales and Police Superintendents’ Association, to look at affirmative action and how it could be used to make the police service truly representative of the community it serves. This would require a change in the law.

News in brief

A job for a women

‘ATTRACTIVE’ women are being sought in Russia to become traffic officers in a bid to combat corruption.

Research which showed women are less likely to accept bribes, prompted the police chief in the southern city of Volgagrad to try to recruit an all-female unit.

In the Izvestia newspaper, Mikhail Tsukruk, is quoted as saying that applicants: “don’t have to be blondes with long legs, but we’d like them to be attractive….let people admire them!”

• What do you think of Mr Tsukruk’s sentiments? Email the Editor (contact details on page 1)
Achieving dreams and goals

A one-off development day designed to help Cleveland Police’s female staff reach their full potential is set to become an annual event after attendees declared it ‘fantastic.

‘Gender Agenda’ had been organised as part of Cleveland Police’s commitment to the national Gender Agenda by Diversity Officer Sergeant Helen Eustace and Personnel Manager Heather Clynch.

Speakers included BAWP’s own Liz Owsley, the force’s most senior member of police staff Assistant Chief Officer of Finance and Commissioning, Ann Hall (pictured below), politician, author and barrister Vera Baird QC MP and multiple gold medal winner Dame Tanni Grey-Thompson (pictured right).

Dame Tanni, who was born with spina bifida, has an incredible athletics record that has seen her win 11 Olympic Golds, six London marathons and set over 30 world records. She spoke to the audience about how they could achieve their dreams and goals.

Helen says the feedback from the event was great. "I have been left overwhelmed by the positive feeling surrounding the whole event. The response shows just how important it is to be aware of issues affecting women in the workplace.

“All who attended the event left feeling uplifted and with a renewed sense of purpose, thanks to the amazing speakers we had. In fact, they were so good, we don’t know how we are going to find speakers to live up to that standard for next year’s event.”

Assistant Chief Constable Adam Briggs, the force’s Gender Agenda champion, said: “The speakers conveyed a positive and in some cases inspirational message which has set the tone for the work that is required to be done. It is important to emphasise that the conference is only the start of a work programme that will see the Gender Agenda incorporated into the culture and business of Cleveland Police and help develop all our staff.”

Awards to West Midlands Police Staff

West Midlands Police have followed in the footsteps of both the IAWP and BAWP by holding their very own women in policing awards ceremony.

The awards, which mirror those given nationally and internationally, were presented at the force’s annual Women’s Professional Development Day in December.

BAWP Committee member Inspector Jane Parry said: “We saw an opportunity to recognise some of the excellent work done within West Midlands Police. They also help promote the national and international awards to our officers and staff and will hopefully lead to more nominations to both this year.”

Speakers at the professional development day included: Lisa Potts – the nursery nurse who was injured as she tried to shield children from a machete attack at the nursery where she worked, Licenced Springboard consultant Jan Morris and Justin Clarke a consultant from the charity Wellbeing of Women (WoW) who spoke about the impact of shift work on gynaecological and reproductive health.

...and the force itself

West Midlands Police has been named as one of the top 50 places where women want to work by The Times Aurora awards. The nomination was compiled by Sergeant Danni Corfield who had to provide evidence in ten areas such as inspiring leaders, work-life balance, rewards and recognition and employee satisfaction.

Danni said the award “celebrates the good work already under way in West Midlands Police” and that they are “rightly proud of it.”

The Metropolitan Police were also included in the top 50 alongside four other public sector organisations: the Crown Prosecution Service, the Driving Standards Agency, Brent Council and The Whittington Hospital NHS Trust.

See the full list at www.wherewomenwanttowork.com/top50/2006_top50.asp
New law set to promote gender equality

The Gender Equality Duty (GED) comes into force in April 2007. It places a statutory duty on all public authorities to eliminate unlawful discrimination and harassment and promote equal opportunities for men and women. Instead of depending on individuals making complaints about sex discrimination or harassment the duty places the legal responsibility on public authorities, including the police, to demonstrate that they treat men and women fairly. The duty will affect policy making, public services, such as transport, and employment practices such as recruitment and flexible working.

In practice forces will have to think about the policies they develop and the services they deliver with the different needs of women and men in mind. For example the outdated practice, addressed in the Gender Agenda 2’s long term aim five, of issuing uniform and equipment designed for men to women could be considered in breach of the Gender Equality Duty.

Employment policies may need to be reviewed to consider how flexible working could help both women and men and whether changes in policy and procedure could improve the return rate after maternity leave.

More importantly forces should look at whether the gender balance in the organisation tips one way or another and then consider what they can do at the recruitment stage to address this.

Forces will also need to look at how their employment policies affect transsexual men and women. This could mean developing a policy to support employees undergoing gender reassignment and looking at what is being done to encourage job applications from the ‘trans’ community.

The GED will apply to all bodies providing public services including private and voluntary sector bodies.

Public authorities, including the police, will have to comply with a number of ‘specific duties’. This includes setting a gender equality scheme or action plan with specific gender equality goals, and consulting relevant stakeholders, such as service users, unions, customers and employees on these goals. Services may then have to be redesigned or adjusted to achieve these goals. The goals and the action plan must be published and reviewed every three years. A gender impact assessment must also be carried out on every policy and procedure to ensure it doesn’t have a negative impact on men or women.

Factfile
- The Gender Equality Duty is a key part of the Equality Act which came into force in April 2006 and also established the Commission for Equality and Human Rights.
- The Equal Opportunities Commission and in future the Commission for Equality and Human Rights can enforce the Gender Equality Duty in the courts.
- The Gender Equality Duty comes into force on April 6, 2007
- Gender Equality Schemes must be in place by April 30, 2007

"It is a fact that women are under-represented in the top ranks of almost all criminal justice bodies – the police, the CPS, the judiciary, prisons and probation. And now a report commissioned by the Fawcett Society, a charity who campaign for equality between women and men, has suggested this under representation can have a knock on effect on the treatment that women receive as victims and offenders – which is real food for thought."

Chair of the Equal Opportunities Commission, Jenny Watson believes the Gender Equality Duty has the potential to make services work better for all women touched by the criminal justice system. "Whether it’s a better response to women who are victims of sexual crime, or a prison service that ends the cycle of women’s re-offending through effective programmes that take into account family responsibilities, we will all benefit."

Find out more
- Equal Opportunities Commission website www.eoc.org.uk or contact their helpline 0845 601 5908 or email genderduty@eoc.org.uk
- Fawcett Society website www.fawcettsociety.org.uk where you can read their report ‘Understanding your duty – a report on the gender equality duty and the criminal justice system’

Heaps of praise for Helen

A CUMBRIA personnel officer has been praised for her work supporting and encouraging women within the constabulary.

Helen Ivory received a certificate of merit from Cumbria Constabulary’s Deputy Chief Constable Christine Twigg for her role in organising a women’s professional development day (reported in the Autumn issue of Grapevine) and introducing Springboard to the force. Helen said she was "delighted to receive the award" and that it had been a "very proud moment".

Golfing enthusiasts wanted

THE search is on for a female golfer in every UK force to help raise awareness of a national golfing competition open only to women.

The annual National Police Ladies Golf Championship is set to take place next August and the team organising the event are hoping for a bumper turn out.

Jan Harring from Avon and Somerset Constabulary is looking for one woman, or even a man, from each police force to co-ordinate teams of women golfers in their own force.

Jan said: “We intend to run a 36 hole competition on one day as the main championship, with the best gross over two rounds providing the national champion. However, in order to encourage lady golfers of all abilities to join in we are also having best nett in the silver division (0-20) and best nett in the bronze division (21-36). If there is sufficient interest it may be possible in the future to have regional events as well.”

Next year’s event will be at Lossiemouth, Scotland on August 30 and 31, 2007. The first day will be a practice day and the championship will be held on the second day.

Accommodation will be available locally.

 Interested? Contact Jan on 01935 402230

• Reps have already been nominated from the following forces: Avon and Somerset Constabulary, Cheshire Constabulary, Dorset Police, Essex Police, Gwent Police, Humberside Police, Kent Police, Lincs Police, Manchester Police, Northumbria Constabulary, South Yorkshire Constabulary, Sussex Police, Thames Valley Police, Wiltshire Police, West Midlands Police, Wessex Police, West Yorkshire Police.

Grapevine Winter 2006
The launch of Gender Agenda 2 has been hailed a success by the BAWP committee. Chief constables, police authority leaders, officers and police staff from across the UK gathered in London’s Russell Hotel at the end of October.

The event was opened by BAWP president and Cambridgeshire Chief Constable Julie Spence who looked back on how the Gender Agenda has progressed in the last five years.

“There have been real improvements,” she said. “The percentage of women officers in the police service has increased by six per cent – from 21,000 to 31,000. The number of female sergeants has increased by 1,200 and the numbers of female inspectors, chief inspectors, superintendents and ACPO officers have doubled.”

In his opening address Police Minister Tony McNulty, threw his support behind the drive for gender equality, saying: “The adoption of Gender Agenda 2 in its entirety is not optional; it is a must if we are to achieve the vision of generating a thriving police service which supports women in achieving their full potential and making their full contribution to policing.”

Mr McNulty, who chairs the Home Office ‘Women in Policing’ steering group developed following the launch of Gender Agenda 1 in 2001, also praised the ‘vigour and commitment’ of BAWP and its committee members in driving the gender agenda forward.

He concluded: “There is no room for complacency on this issue. The Government will take full account of Gender Agenda 2 and ensure our police gender policies are developed in recognition of the needs, circumstances and concerns of the people who will be affected by them.”

The conference saw real-life scenarios acted out by drama company AFTA Thought. The actors and actresses were able to bring the Gender Agenda 2’s five long term aims to life for the 300 strong audience by dramatising real experiences.

“They can say things and leave impressions that officers and staff couldn’t possibly do,” said Mrs Spence. “The scenarios didn’t just focus on women’s issues, but looked at, for example, how flexible working can benefit men too.”

The aims were also illustrated using clips from interviews with female officers and police staff who shared their views and experiences of gender inequality.

Other speakers included Peter Fahy, the Association of Chief Police Officers’ (ACPO) lead on race and diversity issues, who said the Gender Agenda is not just an issue for women. “It will not work if it is just left to women to crusade – it is an issue for men too,” he said. “We need to have a culture where people are accepted on the merits of their performance, not whether they fit an outdated stereotype of policing. This is not about diversity for diversity’s sake. This is about getting the best possible service, the best possible
workforce, so we can do the best for the people we serve."

Support was also given by the Chair of the Police Federation of England and Wales Jan Berry, Mike Roe from the Police Superintendents’ Association of England and Wales and representatives from the Association of Scottish Police Superintendents and the Scottish Police Federation.

"There is no room for complacency on this issue. The Government will take full account of Gender Agenda 2 and ensure our police gender policies are developed in recognition of the needs, circumstances and concerns of the people who will be affected by them."

The event's final speaker Sir Ronnie Flanagan from Her Majesty's Inspectorate of Constabulary (HMIC) spoke of his passion for pushing the Gender Agenda forward and gave his personal commitment to do all he could to help. "What we must do is respect difference and respect and promote a culture of diversity," he said. "Much has been achieved but we cannot become complacent. If we do not act to make people of any background feel comfortable in pursuing a police career we will perpetuate the problem of inequality."

"We (HMIC) can do a lot to assist Gender Agenda 2. We can draw attention to intolerance and make recommendations as to how that imbalance can be addressed."

In closing the conference Mrs Spence pledged not to "let Gender Agenda 2 gather dust". She said it had to be the "catalyst" to ensure women are able to make their full contribution to policing.

There is no room for complacency on this issue. The Government will take full account of Gender Agenda 2 and ensure our police gender policies are developed in recognition of the needs, circumstances and concerns of the people who will be affected by them."
The faces behind the names – meet

BAWP Committee members regularly travel the length and breadth of the country to raise awareness of gender issues by supporting force events, speaking at police training courses or representing the BAWP at national conferences.

Members sit on a whole host of international, national and local policing groups to ensure the views of women are considered at each stage of the decision making process. The BAWP committee meets four times a year to discuss
et the BAWP committee members

what each member has been doing, look at the finances, discuss what is going in the next issue of Grapevine and decide the topic and content of the next Professional Development Day and any other events on the BAWP calendar.
I felt very privileged to be invited to attend this conference. It was a bit of a last minute rush with me as a stand in – to the officer who could not attend thank you!

I had heard of the IAWP (International Association of Women Police) but was not a member and really knew very little about what they represented. Following my long journey over to Canada, on my own, I was just glad to get into a comfortable bed. Having left the miserable British weather I wasn’t sure what to expect, but guess what, rain, rain and more rain. That didn’t dampen anyone’s spirits and the next morning I headed over to the park where the local fire brigade were cooking breakfast. That was my first opportunity to network and within minutes I was made to feel welcome and realised many others had travelled from all over the world, on their own, for the same reasons I had. During the week one of the highlights for me was the ‘All Nations Parade’. All 500 officers in their dress uniforms marched (in a fashion) through the streets of Saskatoon to a fantastic welcome from the local people. Each country was behind their national flag. The British contingent even made the local paper the next morning. The parade finished at the centre where the conference was officially opened.

On a personal level I spent a week meeting like-minded officers from across the world sharing experiences, making friends and contacts. With this being my first conference I had so much enthusiasm, absorbing every part of it.

On a professional development level I spent the week attending lectures. There was a varied menu of informative and educational lectures on topics related to Policing Tomorrow’s World.

### BAWWP Awards 2007

Have you or a colleague been an inspiration to others, demonstrated bravery or courage, worked with the community or showed excellence in your work? If yes why don’t you put yourself or your colleague forward for a BAWWP award?

The second annual BAWWP awards recognise the contributions and achievements of all women in policing in eight categories.

Held in association with Jane’s Police Review, they are the only awards aimed specifically at women within the police service and are open, with the exception of the police staff achievement award, to both police officers and police staff.

Nominations are now being sought from across the country for the following award categories:

- **Leadership** – nominees should show how they inspire others, act as an excellent role model, positively influence the actions and opinions of others, encourage and support colleagues, show initiative and persevere in the face of criticism or adversity. Potential award winners must also show high ethical standards, how they are willing to ‘go that extra mile’, build trust and are able to form partnerships to resolve issues and have a positive outlook.

- **Officer of the Year** – nominees must demonstrate a history of excellence in leadership, community service, mentoring and excellence in performance.

- **Community Service** – (may be job-related activities or non-work volunteer or neighbourhood activities). Nominees must demonstrate a consistent focus on service to others and how they design and implement initiatives to meet community needs, including those of individuals and groups.

They must be self motivated and work to enhance standard programs and services and/or add value to the community with innovation and improvements. The successful nominee must also show how she makes herself available to the community.

- **Mentoring** – nominees must show how they have provided assistance to women in the police service. They must be someone who is inspirational, supports and/or provides opportunities for others, has excellent communication and interpersonal skills, is approachable, accessible and prepared to give constructive feedback, is available for advice and consultation, encourages networking and works to support the advancement of women within the police service.

- **Excellence in Performance** – nominees must show that over an extended period of time they have demonstrated outstanding work performance (management or administrative expertise, investigative skills, service delivery, relationship-building, etc). This should include
By Acting Inspector Adeba Jama

UK Officers make the local Canadian newspaper: The Star Phoenix

Jane becomes IAWP vice president

WELL what a great conference we had in Saskatoon, it was great to see so many officers from the UK. Let’s hope more of you can make it to Denver in 2007.

This year was election year for the IAWP and I have taken on the role of Vice President. I also continue as a member of the IAWP Strategic Planning Committee, as we strive to put in place a firm strategic planning process to move the organisation forward.

The new co-ordinator for Region 13 is Jutta Baumgarten, a police officer from Germany, who has been an IAWP member for many years. She will be assisted as I was by PC Helen Rawlings from Sussex Police to carry out her duties as a member of the IAWP Board of Directors.

Contact Jutta at Region13@email.de or Helen at Helen.rawlings@sussex.pnn.police.uk

Georgia officers funded for Saskatoon

SOME OF you may remember reading about my trip to Georgia last November as a guest of the UN observer mission in Georgia (UNOMIG). I was there for the signing of the constitution of the first policewomen’s association of Georgia. Angela Joseph, a Swiss police officer working as a police advisor with UNOMIG, managed to secure funding from the Government of Finland to enable her, two Georgian policewomen and a language assistant to go Saskatoon.

By corresponding with these officers the Georgian officers will value the officers would have gained from their IAWP experience. Both officers were ’adopted’ as members of IAWP by two British officers: fellow BTP officer Acting Inspector Adeba Jama and PC Lucy Moore from North Yorkshire Police. By corresponding with these officers the Georgian officers will not only be able to improve their English, but will also learn from policing experiences within the UK. I would like to thank the other officers from the UK who have also volunteered to ’adopt’ other female officers from Georgia, once I receive details from Georgia I will be in touch.

If any other IAWP members from the UK wish to provide sponsorship for other women officers within Europe who cannot afford the IAWP membership fee of $20 US (about £11) please contact me at jane.townesley@btp.pnn.police.uk or 07900 578615.

Winners

THE UK’s IAWP awards winners, who were featured in the Autumn issue of Grapevine, were all at the conference. I hope with your help in nominating worthy recipients for the 2007 IAWP awards I am sure we will have as many winners travelling to Denver next year.

Jane Townsley, Chief Inspector British Transport Police
1st Vice President, IAWP
From policewoman to businesswoman

The Gender Agenda was ten years too late for one woman who was forced to choose between her career in policing or her family. Thankfully policing has moved on since 1991 and very few police officers are now expected to make that choice. Colette Welby shares her experience of having to carve out a new future and urges all women to be happy with their choices whatever they are.

When WPC 990 Colette Welby found out she was expecting her first child back in 1991 she hoped she would be able to return to the job she loved on a part-time basis. However she was three years too early and found her request turned down by Cambridgeshire Constabulary. The human resources team at the time said they wanted her back, but had their hands tied.

“I was devastated the day I handed my notice in,” said Colette. “I thought what an earth was I going to do now. I had never considered the implications that having children would have on my career. I just wanted to join the police and was blinkered to any other career or life options; this meant that I had not considered the lack of flexibility within the police force when it came to accommodating working mothers. But there was no way I wanted anyone else to bring up my children, so I had to refocus on what was important.”

However Colette was determined to bounce back taking a part-time job on a local children’s charity project mentoring young people at risk. This put her policing experiences of multi-agency working to good use and utilised her old contacts too.

By the time her year-long contract was up she was pregnant again. “I thought what can I do that is flexible enough to fit around our lifestyle,” said Colette. She took the plunge and re-trained as computer programmer and then moved into training and mentoring staff at an on-line stockbrokers.

Another child later Colette decided to develop her training skills further and eventually set up her company The Solutions Factory – 18 months ago. Colette now develops bespoke training, mentoring and coaching solutions for businesses and within communities across the region. “My focus is on leadership and communication skills,” she said. “I am often fortunate enough to work with gifted women who don’t see it in themselves; I believe life teaches women to be natural leaders. We set goals and work towards them and I act as a sounding board for them. The majority of people I mentor have just taken on a new job or extra responsibility and need a little help, support and challenge. Once people reach a certain level within an organisation, they can begin to feel isolated, they need a supportive and objective environment within which to think things through.”

More than once Colette said she considered approaching the force to see if she could return. On the day she made the call to the recruiting line she said she was amazed to find that even with her six years policing and training experience she would have to go straight back to square one. Her skills counted for nothing. “It was heart wrenching to get to that point,” said Colette. “I had been top of my year in 1986 and while I expected to retrain to some degree I didn’t think I would have to start all over again.”

Colette says she still needed to strike a balance between home and work and couldn’t become a full-time probationer again. “I had cut a path for myself and the police rules and regulations wouldn’t fit with what I wanted. I needed flexibility,” she said.

With husband Steve a chief inspector with Cambridgeshire Constabulary Colette has a real insight into the changes being made in policing. “It was all too late for me,” she said. “But the Gender Agenda has transformed policing for people who don’t want to compromise. “It is important to define what you want in life and see if you can match that to what an organisation needs. It is very easy to get swept along and jump through other people’s hoops. You have to define who you are and what you want and what your values are. In short you have got to make life work for you whatever you do.”

Police forces in England and Wales were given permission to consider applications for part-time working and job sharing in February 1994 after pilot study involving six forces.

The Solutions Factory is about creating exceptional learning experiences. Interested? Contact Colette Welby at Colette@solutionsfactory.com

Have you got a life journey to share? Contact Nicky Phillipson – details are on page 1.

The Gender Agenda was ten years too late for one woman who was forced to choose between her career in policing or her family. Thankfully policing has moved on since 1991 and very few police officers are now expected to make that choice. Colette Welby shares her experience of having to carve out a new future and urges all women to be happy with their choices whatever they are.
Kim climbs Kilimanjaro

Grapevine Editor Kim Rowley got within 700 metres of Mount Kilimanjaro’s summit. It was only acute mountain sickness which stopped her reaching the top of the world’s highest freestanding mountain, as she reports…

In September I set out to walk to the top of Africa’s highest mountain, Mount Kilimanjaro, which stands at 5895 metres. My partner James and I were accompanied by six porters and two guides and the plan was to reach the top and back in six days. But when I confidently set out on day one, I don’t think I quite realised how tough it was actually going to be.

Kilimanjaro literally means ‘snowy mountain’ and for four days we had a beautiful view of the top as we slowly made our way through the foothills towards the summit. We had 4700 metres to climb in four days in order to be at base camp in time to attempt the summit. Our guide explained on the first day that the philosophy on the mountain was ‘polepole’—meaning slowly. With each step you take the altitude increases and walkers are at risk from a life-threatening condition called acute mountain sickness (AMS) which makes it important not to rush.

On the fourth morning I woke up in my tent after a cold uncomfortable night at over 4000 metres to discover I looked like an elephant as my whole face had swollen. My eyes were sore and nobody knew what was wrong with me—not even the guide. I presumed I had dust in my eyes and being determined to make the top set off for base camp. We arrived at 1pm which gave me time for a sleep before the summit attempt later that night.

At 11.30pm in freezing sub-zero temperatures we set off. We were wearing every layer of clothing we could find and were armed with energy food. The oxygen content in the air was so thin by this point that it was difficult to think straight let alone breathe easily. I climbed for three hours reaching 5200 metres to discover I looked like an elephant as my whole face had swollen. My eyes were sore and nobody knew what was wrong with me—not even the guide. I presumed I had dust in my eyes and being determined to make the top set off for base camp. We arrived at 1pm which gave me time for a sleep before the summit attempt later that night.

I later discovered my facial swelling was a symptom of AMS and I should have descended the mountain as soon as it started. I was extremely disappointed not to have made it to the summit, but I climbed higher than I ever had before. I got a real sense of achievement knowing that I had pushed myself beyond my limits and got very close to the top of one of the most beautiful mountains in the world.

Pictured clockwise: Kim with one of her guides Samuel; suffering the effects of AMS, the ‘snowy mountain’; the hotel where Kim stayed.
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Tel: 0870 766 4056 Fax: 0870 766 4057 E-mail: sec@bawp.org
Website: www.bawp.org

• You can attend national and regional training days and social events.
• We can link you to other police professionals in this country and abroad.
• We can enable you to share your expertise or specialist knowledge with others.
• We have a ready-made network for work-related and social contacts.
• We can keep you informed of training opportunities and conferences.
• We can help your voice be heard in matters affecting women in the police service.
• You will receive regular copies of this magazine.

Membership details

Full membership is open to all officers and police staff, female and male, serving in the UK, along with retired officers.
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Please contact BAWP Secretary Carolyn Williamson for more details.
Please complete the form below and send it with your payment to: BAWP, PO Box 3413, Cannock WS12 3WD.

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I believe I am eligible to join, and enclose a cheque payable to ‘BAWP.
(If for any reason, your application is not accepted, the fee will, of course, be refunded in full.)

Signed: __________________________ Date: __________________________

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