Focus on
MANAGING ESSEX POLICE’S
FOUR-LEGGED CRIMEFIGHTERS

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BAWP

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As I prepare to return to work from my maternity leave in the New Year it is great to read so many inspiring stories. There are examples of fantastic women in the service and how we are also extending the reach to women from partner agencies – see page 6 about how Nottinghamshire’s Women’s Network have done this.

Other articles in this issue include Isabella McManus from the Ministry of Defence Police and her courageous insight into her role in assisting female officers in Afghanistan on page 12 and top tips from Andy Cope on page 13 who spoke at our Autumn Professional Development Day about the art of being ‘Brilliant!’ Nominations are now being accepted for the BAWP awards. The closing date is January 31, 2010; full details are on page 5. Some of last year’s awards winners have also picked up IAWP awards and you can see coverage from the conference in Seattle on page 14.

Finally we would love to hear what you think of our new-look Grapevine – please email your views to me or Nicky Phillipson.
From the President’s Desk

THE BAWP’s Gender Agenda 2 long term aims are still at the forefront of all the work we do. However we realise that for things to change we need to get our messages to the wider policing family, more men and those women untouched or uninterested in the importance of a gender equality. Until we have changed the way our own staff and partners think we will struggle to affect the public’s stereotyped image of policing.

Creating a police service which reflects the community it serves is still high up on the Police Reform agenda. We have regular meetings with the Police Minister David Hanson who wants to hear our ideas on how this can be achieved – let us know yours.

I was really pleased to hear another 11 women will be on the next Strategic Command Course and are now on their way towards the ACPO ranks. However I am still conscious that many women who may be don’t excel in the same way, but perform solidly and consistently, don’t see the same levels of success as their male counterparts. What I want to see is those performers getting as much recognition as their male colleagues who seemingly find progress easier – women’s progress is not as consistent as it could and should be. Perhaps it is time for a wider use of assessment centres which seem to be a fairer test of skills and abilities than the traditional interview.

Finally good luck to the Home Office’s Maqsood Ahmad who is leaving for a new challenge with the NHS. Maqsood has always helped and supported the BAWP and ensured our collective voice was heard.

FILM SHOWS REAL SIDE OF POLICING CAMBS

A short film which shows the daily challenges faced by police officers and staff has wowed the Cambridgeshire public.

The four-minute film cost less than £5,000 to make and has already notched up thousands of hits on YouTube via Cambridgeshire Constabulary’s website. Many officers and staff have used it to showcase what they do to family and friends by posting links to it on their personal Facebook pages and other social networking sites such as My Space and Twitter.

It was released as part of the force’s 20 week ‘We promised and delivered’ media campaign to update the public on the progress of the Policing Pledge.

The film demonstrates the roles of the wider policing family and features appearances by the dog unit, force helicopter, custody, neighbourhood policing teams and firearms team.

It has also opened up lines of communication with groups that before have been notoriously difficult for the police to reach. Officers have even been invited to showcase it at a cinema screening in a small village as part of a project run by young people at the secondary school.

The film can be viewed via www.cambs.police.uk and also on the Cambridgeshire Police channel on www.youtube.co.uk.

New course for senior women

Senior women officers and staff looking to develop are being offered a brand new course by the National Police Improvement Agency at Bramshill.

The course takes elements of both the positive action leadership programme, which is run for all minority groups, and the women’s leadership and development course, which over the years has been hugely successful. Head of the Positive Action Leadership Programme, Superintendent Ramzan Mohayuddin, says the course is designed to help all minority groups achieve their potential and increase representation at chief officer level.

He said: “MOVING ON! Positive Action Leadership Programme for Senior Managers is designed to maximise individual potential through exposure to learning/developmental models, coaching, mentoring and networking – all of which are very important in attaining success. Our aim is to improve representation of minority groups at chief officer level and be more reflective as a service of the communities we serve.”

It is being offered to officers of chief inspector rank and above and police staff equivalents. Interested? Contact the Positive Action Programme Co-ordinator Sally Mullin on 01256 602221 or email sally.mullin@npia.pnn.police.uk.
PSNI officers and staff were given a chance to visit a mobile health unit for breast screening, health checks and counselling thanks to their women’s police association.

The association, in conjunction with the equality and diversity unit, booked Action Cancer’s Big Bus to visit the police college.

Staff on board offered breast screening for female officers and staff aged between 40 and 49 which compliments routine NHS screening of women aged between 50 and 64.

Health checks were also available for men and women. Emotional support and complementary therapies were offered to staff affected by cancer.

Changing maternity benefits

The second six months of maternity leave is set to become transferable between parents from April 2011.

The move, which will benefit police staff, may not however be brought in for police officers.

The provision has yet to be discussed by the Police Negotiation Board, although the Police Federation of England and Wales are backing it.

Secretary of the Reserve Seat, Julie Nesbit, said: “My view would be that if the provision is introduced widely then there is no good reason why police officers shouldn’t have access to it. Forces must continue to find ways to allow flexible working and if it is introduced, allow for the maternity leave to be passed from one partner to the other.”

The Government announced the new provision at the same time it revealed it had scrapped plans to increase statutory maternity pay from nine months to a year. This means the parent the mother transfers the leave to would only receive statutory maternity pay for three of the six months they take off.

The chief executive of charity Working Families, Sarah Jackson, still welcomed the news. “This small step will begin to make fathers visible at work, and may help employers reconsider outdated assumptions that care for a new baby will automatically be 100 per cent the responsibility of the mother,” she said.

Labour deputy leader Harriet Harman, who is also minister for women and equality, said: “This gives families radically more choice and flexibility in how they balance work and care of children.”

The provision also applies to gay couples.
Testing a natural alternative to HRT

Dorset Police staff take part in trial of magnetic device to combat menopausal symptoms

Female staff in Dorset Police who suffer from menopausal symptoms are being invited to take part in the trial of a magnetic device called Ladycare which is claimed to alleviate them.

The product, which discreetly attaches to underwear, has already been widely tested with positive results, say its manufacturers.

However a new special trial is required to show that it is a natural drug free alternative for menopausal symptoms in the workplace.

The trial is being run by Reading University and involves more than 250 women from workplaces across the area.

This is the second time women in policing have been called upon to test these products which use static magnetic technology to tackle discomfort.

In 2002 the company launched a similar device, then called Ladycare as well but now named Mn8, for women who suffer from heavy periods.

BAWP committee member PC Mandy Chapman, was one of the officers who tried out the product. She said: “It’s a small magnetic device, which I clipped to my underwear near the uterus. I was sceptical to begin with, even though the first month was pretty good. The second month I was on holiday and hardly noticed my period, but put it down to being less stressed. But when the next three months came and went with very little pain and much lighter blood loss, I was really convinced.”

The Ladycare device is used in the same way and claims to address all associated menopausal symptoms from hot flushes to anxiety, sleep problems to bloating.

Ladycare Lifetime Ltd, which makes the devices, have also been surveying BAWP members to find out how well known the products are, and to what extent those surveyed are suffering from either menopausal or period pain.

So far more than half of those who have replied have admitted that their work has suffered because of their menopausal or pre-menstrual symptoms.

The Police Federation for England and Wales has also agreed to ask members to get involved in trials.

Discount for BAWP members

Ladycare can be purchased in branches of Lloydspharmacy, Boots and Waitrose. It is also available in Harrods. However Ladycare Lifetime Ltd have agreed to offer a 20 per cent discount for BAWP members only if they buy via a link on the BAWP website. Find out more about Ladycare products at www.ladycare-uk.com/bawp

Gill shares her decision to live

7/7 survivor Gill Hicks was the keynote speaker at a development day run for women working for Dorset Police.

Gill lost both of her legs in the bombings and shared with delegates her experiences of that day and what has happened to her since.

Chief Superintendent Gill Donnell says the talk was nothing short of inspiring. “Gill recalled a point straight after the explosion when she felt that the internal dialogue in her mind stopped and the decision to live was made. From this point she said she did everything she could to remain alive and wait for her rescue.

“Gill told us she has now dedicated her life to peace building and wasn’t angry with those responsible for the bombings. Emotionally she said that she had chosen to focus on her own gratitude for the unconditional love shown to her and others by members of the emergency services.”

Delegates also heard from Dr Nyjon Eccles who has supervised trials for the Mn8 and Ladycare devices.

Workshops on career development, meditation, mentoring and coaching and health and wellbeing were also available.

The event, organised by the Dorset Action for Women Network (DAWN), was sponsored by Ladycare Lifetime Ltd. Find out more about Gill Hicks on her website www.madforpeace.org.
Nominations needed for BAWP Annual Awards 2010

Do you know a colleague who has done something amazing or who has really gone that extra mile? Then here is the chance to put them forward for some national, even international, recognition.

The BAWP awards, which are in their fourth year, are the only awards in the UK to specifically focus on and recognise the contributions and achievements of women within the police service.

Whether someone has shown outstanding bravery, affinity with the communities they serve, or simply excelled in what they have done, there is a category to fit.

The categories are:
- Officer of the Year
- Leadership
- Community Service. This may be job-related activities or non-work volunteer or neighbourhood activities.
- Mentoring
- Excellence in Performance
- Bravery Award
- Police Staff Achievement
- Special Recognition Award. This is for an individual – male or female – who has made a significant contribution and commitment to the advancement of women in policing.
- Benenden Healthcare Award. This award will be given to an individual (male or female) who has implemented a successful staff well-being programme or who has otherwise influenced and promoted a healthy workforce within the police service.

You can find the full category details and a copy of the official application form on the BAWP website. The deadline for applications is January 31, 2010.

All categories are open to female police officers, special constables, PCSOs and police staff. It is intended that the winners of each category, where eligible, will be nominated for the IAWP awards.

Survey claims some women put beauty before safety

NEARLY HALF a million road accidents a year are caused by women drivers applying make-up, according to a survey of 4,000 women drivers.

Motor insurer Diamond said their survey revealed that one in five female motorists admitted to touching up their make-up on the move – and three per cent had caused an accident while applying cosmetics.

Young women, aged between 17 and 21, were found to be the most likely to put beauty before safety.

Reflecting on the survey, Diamond’s Managing Director Sian Lewis said the women “could be charged with careless driving if spotted by the police” and added “this is definitely one area where multi-tasking should not be practised.”

Denise goes to Downing Street

BAWP member Inspector Denise Clarke got a chance to chat to the Prime Minister Gordon Brown and his wife Sarah when she was invited to a Community Heroes reception at Number 10.

Denise, who is a neighbourhood inspector with West Midlands Police, was joined by colleague Jim Anderson from her local Surestart centre. The pair had been praised by their MP Sylvia Heal for their work improving the lives of individuals in the Rowley Regis area.

On her way out Denise (pictured centre) bumped into MPs Caroline Flint and Hazel Blears and decided to fly the Gender Agenda flag. “I used it as a great opportunity to showcase some of the work our women’s network is doing and chat about female representation in general.”

Devon Police mentor youngsers

OFFICERS FROM Devon and Cornwall Police have become the first in the UK to take part in a ‘corporate mentoring’ scheme that aims to improve the lives of children in care and cut down on youth crime.

The officers have volunteered to carry out the mentoring in their own time. They hope to inspire, encourage and motivate the youngsters away from crime.

Youth Issues Manager Sergeant Andy McClennaghan, said: “There is often an inextricable link between children in care and offending, and by supporting mentoring schemes like this, we hope that we can give young people a better chance in their development and prevent them from offending.”

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Notts event creates new wave of supporters

Nottinghamshire Police Communications Officer Rebecca Tomlinson joined female colleagues at the Women’s Integrated Network eighth annual professional development day last month. Here she shares what happens when 250 women get together.

Having never attended a WIN professional development day during my five years service with the force, I decided this year I would give it a go.

In all honesty, although I was aware of WIN, I had never previously felt I needed to use the network in any way.

I have now discovered what I’ve been missing out on for the last five years. You don’t have to actually ‘need’ the network for anything - it’s only when you become involved with its work that you realise the impact it has on your outlook to work and personal life.

It was earlier this year, having returned to work after the birth of my second child, when a colleague recommended the WIN Springboard programme to me as a boost to re-focus on my career.

I, and others on the four-day course, were then invited to the professional development day.

The event got off to an energetic start with coaching programme ‘Positively Mad’ and then it was off to the first workshop.

A choice of nine were available including a specialist workshop with Crime Scene Investigation, personal safety awareness training, how to be your own financial advisor and brain training.

‘Brilliant Money’ was my choice with Harmans financial advisors. The presentation was given in a similar style to TV moneyman Martin Lewis and gave a bitesize summary of good budget planning, pensions, will writing and the mortgage minefield.

The presenter managed to turn a dull subject into an interesting workshop, which gave some great handy tips, useful websites and online calculators to help work out your financial future.

Lunch gave us an opportunity to network – as there were colleagues from Devon and Cornwall, Merseyside, Thames Valley and North Yorkshire forces visiting to see how the event was run - and visit the display stands.

The highlight of the day for me was my second workshop ‘How do You Manage To’ in which Vicki Long from the ‘Positively Mad’ programme coached our brains to memorise a shopping list of 30 items, the order of the planets, a list of a dozen countries and even the force vision statement – all within a couple of hours.

Chief Constable Julia Hodson closed the day.

The raffle raised a staggering £770 for Breast Cancer Campaign, taking the grand total donated to the charity over the past five years to more than £10,000.

For the second year running, Nottinghamshire Police has been named as one of the top 50 places where women want to work. As a 28-year-old on the career ladder, that makes me feel proud to be working for the force.

To sum up the day, I asked a colleague why she had decided to go and she said simply: “Everyone else seemed to go on it and for once I thought it’s my turn.”

Senior female officers and staff from Nottinghamshire Police, the Crown Prosecution Service and local councils got a chance to get to know each other a little better at a networking and personal development day.

The event, dubbed a WINning Formula Day, was organised by Nottinghamshire Police’s Women’s Integrated Network (WIN).

One of the delegates was Jane Francis-Ward, the service director for Nottingham County Council, “I thought it was a fantastic day,” she explained. “It was a great opportunity to spend time talking to women in similar roles in similar organisations which in the future will make a positive difference.”

BAWP committee member, Superintendent Jackie Alexander, said: “For me one of the greatest benefits of the day was being able to get to know women from partner agencies a little better without the usual pressures of rushing from one meeting to the next. I am sure this will serve to strengthen our partnership arrangements and ultimately benefit not just those in the network but our respective organisations and the communities we serve too.”

Network for women launched in Cambs

Cambridgeshire Constabulary launched their Association of Women in Policing (CCAWP) in November.

Andy Garnett, from the Garnett Foundation was guest speaker at the launch. He was also joined by a group of actors and together they worked with the audience to find out what, if any, issues were relevant to women in the force.

T/Chief Inspector Karryan Beeby said: “It is great news that the force finally has an association dedicated to the needs of women. The launch was also an opportunity for us to find out exactly what women want from their association, so it can adapt accordingly.”
SOUTH YORKS WOMEN URGED TO AIM HIGH

Women at South Yorkshire Police’s first professional development day got a chance to ride a Helter Skelter as well as realise their own potential.

The event was held at the Electric Works in Sheffield which has the UK’s only indoor Helter Skelter.

The day’s aim was to encourage junior female officers and staff to apply for specialist roles and promotion. The issue of how to balance personal and professional life was also looked at.

Speakers included Chief Superintendent Steph Morgan and workshops were run by Diane Lowe, Kathy Denton, Lorna Smith and Lisa Chapman.

Representatives from specialist departments and associations were available to speak to staff in the breaks.

Delegates at the event

During the day, WMAWP awards were presented by Assistant Chief Constable Suzette Davenport for outstanding officers and staff selected as winners in the categories of:

- Officer of the Year – PC Liz Mumford
- Leadership – Detective Inspector Sam Ridding
- Community Service – PC Julie Roberts and PCSO Nicola Yates
- Mentoring – Angela Booton
- Excellence in Performance – PC Anna Bird and DC Joy Hobson
- Award for Bravery – PCs David Ryman and Vanessa Collins
- The Dee Reading Award for Police Staff Member of the Year – Michaela Phillips
- Special recognition award for outstanding service to women in policing – DC Rose Hampshire

Chair of WMAWP, Jo Smallwood, said: “The day was a real opportunity for staff to see and hear from women in the policing family, their journey and experiences; to celebrate, through the awards, the outstanding achievements of other women and or men. It was also a day for networking, relationship building, learning and development.”

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Shaping the future of West Midlands Police

A panel of West Midlands Police female officers and staff were quizzed by colleagues about their experiences of being a woman in the force at a development day held last month (November).

The event, called ‘Shaping our Future’, was organised by the West Midlands Association for Women in Policing.

The keynote speaker for the day was Debra Searle MBE, who rowed solo 3,000 miles across the Atlantic.

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ACC Suzette Davenport and Officer of the Year PC Liz Mumford
In July 2009 this year Louise Beattie, 32, became the first female inspector with Essex Police to take on responsibility for the mounted and dog units. Louise, who describes herself as a 'go-getter', says it was sheer hard work and support from some great mentors, which landed her the position. Here Louise shares her journey to getting the 'best job in the force' and gives an insight into her day-to-day work.

I joined Essex Police in May 2002 from a pharmaceutical company where I was a personal assistant. I had been a special constable for five years and loved to be outside racing around. I also got a lot of job satisfaction from being able to help people.

As a regular officer I was posted to Harlow district as a response officer where I got stuck in. I trained to deal with sexual offences, vulnerable and intimidated witnesses and even became a level 2 mutual aid officer (MAT) as soon as I could. In fact mutual aid deployments became my passion and still are. I have been lucky enough to have been involved in large football matches, Traveller funerals, raves, murder investigations and high risk missing person hunts in the county. Nationally I was involved in the 2007 Climate Camp in Kent and travelling there at 4am every morning in a convoy of 50 police carriers was pretty inspiring.

"My best tip for success is to mix with those who already have it. It soon rubs off."

The public order role, which I still continue, is physically demanding and I stay fit by spending time at the gym, and riding and competing on my horse.

As a sergeant I had roles in custody, response, community (helping to launch Neighbourhood Policing), performance and on a project for the then Chief Constable Roger Baker.

During a spell of long-term acting up on shift as the response inspector I plodded on with the Inspectors’ exams finally qualifying in 2008. My feet haven’t really touched the ground since I started my current role as the dog and mounted inspector six months ago.

I have always been a 'go getter' and have never taken the attitude that I can’t do something, or seen any unnecessary barriers. I don’t feel that I have ever used my femininity, or the fact that I am a woman, to get anything. However I do think it benefits me in my managerial roles in setting the appropriate tone for meetings. On the street I take on the same responsibility as any of my colleagues – they expect no less from me. I work hard which I think has finally paid off: from being a PC with the highest arrest rates to a divisional inspector with the best performing team.

A day in my life

I usually work Monday to Friday in the office running the two units, but am on-call the rest of the time for serious dog bites or horse-related issues for example. On a typical day I start at 8am at the office at the kennels where I manage my admin and assess all the dog-related jobs which have happened overnight. I get to meet the dog unit trainers before they start their deployments and try to watch some of the training. I may then have to visit potential training buildings for the unit or go and look at possible new dogs.

It’s my job to ensure that the units are in order and the appropriate equipment, training and management has been provided for the constables to enable them to do their job efficiently. I manage budgets, overtime and policy related...
The only barriers I have come across are those I have put up myself. When I failed my first Inspectors’ board I felt despondent. I used a mentor to get back on track and soon got my motivation back. I have used different mentors, both in and out of the force, at different times in my career. I have approached people with qualities I have aspired too. They have all been an inspiration to me, challenged me and annoyed me from time to time, however I have got constructive feedback and advice and owe a lot of my success to them.

My best tip for success is to mix with those who already have it. It soon rubs off.

 Mounted and dog units

- Both units are physically challenging and the posts are really sought after.
- Successful officers must be physically fit and shine above all the other candidates.
- During the application process being male or female is just a fact on paper.
- The dog unit has historically always attracted male officers however a recent application process for vacancies revealed a more even spread of male/female applicants.
- The dog unit currently employees 46 constables (three are women) and six sergeants (one is a woman) who work 50 German Shepherd dogs, soon to be 13 drugs, cash and weapons recovery dogs and five explosive detection dogs.

The mounted unit has one sergeant and eight officers, two of whom are women, who work seven horses. The unit is on the look out for the 8th horse.
Name: Beverley Douglas
Age: 45
Current posting/role: Police constable on a response team
Brief career history: I have been a police officer with Avon and Somerset Constabulary for 20 years, first joining as a special constable in 1983 when I was 19 and finally becoming a regular officer in 1988. I worked on uniform patrol before specialising on the support group. After a four-year career break I went into training and became the traffic training officer. I was seconded as the General Secretary for the Black Police Association until December 2008 when I returned to front line duties at Filton police station.
Family: married to Richard

How have you achieved a satisfactory work/life balance?
Being married to a supportive and understanding husband and having a very close network of family and friends. I also make sure I enjoy quality time with the people I love.

What advice would you give to an ambitious new officer or member of police staff?
Be confident in making decisions and don’t cut corners. Reach for the top and don’t take no for an answer. I’m dyslexic but this hasn’t stopped me being successful. You can do anything that you want to do. Policing is a vocation; I wouldn’t still be doing the job after 20 years if it wasn’t something I believed in. The criticisms that I received in the past only made me stronger and more determined to work hard and be true to myself and that’s what has helped me get where I am today.

What three words describe your personality?
Bubbly, gregarious and caring.

What are your vices?
I would say that I don’t have a particular vice, (my friends may think differently), but I love having fun and living life to the full.

Where is your favourite holiday destination and why?
Jamaica because it’s where my family came from. Everyone is so happy, it’s totally relaxing and I enjoy the real pleasures of the Caribbean cuisine.

Where do you see yourself in five years time?
Fulfilling my ambition of being a successful team leader.
When we think of famous brands in the marketplace, names like Starbucks, Coke and Kleenex pop up. Brands get a good reputation as a result of two things: consistent quality and marketing. But how about applying the concept to ourselves as products? Tom Peters, guru on business excellence, has coined the phrase, ‘Me inc’. He concludes that in order for us to get on in our careers, we have to distinguish ourselves by developing our brand and communicating it to others.

So what does this look like in practice and how do we do it? The word brand can conjure up gimmicky slogans and slick advertising, but applied to ourselves it is far from superficial. Our brand, to be effective, needs to be authentic and our message congruent with who we are. We first need to take stock of our assets – this is our skills, achievements, career drivers, passions and our values (what really matters to us). Over the 15 years I have been running career workshops for women I often see light bulbs going on for women who begin to see themes and patterns in who they are and what makes them tick. As a result they gain in self confidence, value themselves more highly and are more aware of what they want from their careers.

But ‘Me inc.’ is also critically about how we project an image that fits with our brand and conveys the message we want to convey. Women are typically not as good as men at marketing themselves. How many times have I heard women say: ‘I was working hard doing a good job, but a male colleague got promoted instead of me.’ It is not enough to be ‘good’; we have to tell people too. Or I hear: “I didn’t go for the promotion board because I wasn’t 100 per cent sure of my skills and aptitude.’ But how many male colleagues go for promotion when they match the criteria 50 per cent or less and take the risk? It sometimes pays off too.

A good test to help you decide what impact you feel you have on others is to think of answers to these questions: how confident does my voice sound? How strong and positive is my hand shake? When I walk into a room how positive and approachable do I look? How erect is my posture? How well does my dress and style fit the image I want to convey? How good is my eye contact? How clear, assertive and succinct is my verbal communication? How well does my body language match what I say? What impression generally do I leave people with after meeting them?

If you are feeling brave you might confirm your self assessment by asking a trusted colleague or friend to be brutally honest and tell you: what they value about you; what impression you made on them when you first met; how has their impression of you now changed and what aspects of your image would they recommend you change or adjust.

Finally you have to be clear what message you want to convey and what you need to change, or develop in you, to narrow the gap between your brand, who you are, and how people perceive you.

‘Wearing your brand on your sleeve’ is essential to career progression and requires three vital elements:

1. Knowing your best qualities, values, passions and achievements
2. Knowing what impact you currently make
3. Knowing what aspects of yourself you want to change or develop to communicate a more consistent and impressive image of ‘You inc.’

So next time you go for a new position, attend a promotion board or put yourself forward for more responsibility remember: you are a valuable product and deserve high quality marketing.

Gilly Freedman is a career consultant, trainer and facilitator. She is an associate of Shine People & Places which provides workshops and support in mentoring, career development, creativity and innovation.

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Women inspired to police in Af

An MOD police officer from Dalry, North Ayrshire, is training some extraordinary women to become gun-carrying police officers in the Afghan National Police.

Isabella McManus has been in the MOD police for 22 years but decided to give herself a new challenge and volunteered to serve in Helmand, Southern Afghanistan, as a mentor and advisor to the local police force. Five months later she has single-handedly doubled the number of women who want to become police officers in the province.

She is the first British female police officer in Helmand. Speaking from Afghanistan she said: “It wasn’t my job to start mentoring the women specifically but they struck a chord with me. They were ignored entirely at the police headquarters and it wasn’t right. They needed a uniform giving them some status and they needed training and equipment. I’ve fought those battles for them every step of the way and we are getting somewhere. The women are empowered and it’s great to see.”

Isabella is no stranger to working in foreign countries and dealing with unfamiliar cultural issues. She served in Kosovo and Iraq and has learnt from her experiences there: “I found the quickest and best way to interact with the new recruits was to smile. Being open and honest is something that they value. Many of the women have been down-trodden but speaking with them as an equal really helps put them at ease.

“We do a mixture of classroom lessons and training on the firing ranges. Firearms training during the summer was really testing. The women are real crack-shots but working in 50 degree heat was very testing. My skin has never been exposed to harsh sunshine!

“For lessons, we sit on the floor and talk about what they have been doing. Then it is down to business.”

Asked why she had taken on the role, when others would be quite happy to carry on their day job at home, Isabella replied: “Someone needed to develop them and champion their cause. I have 22 years of experience in the service and I am only too happy to pass this knowledge on to them. I love to help people and that is why I am so passionate about getting the right results for these women.”

Conditions for female police in Helmand are difficult. However, with the guidance and support of Isabella, the women are achieving truly extraordinary things.

“They face the same dangers as their male counterparts and have earned a justified reputation for their bravery. Many have had to arrest armed suspects and one lady has stopped two suicide bombers while policing public events. In addition to facing these dangers, the female officers must contend with the views of some in Helmand’s conservative society, who criticise them for having jobs,” said Isabella.

In October four of the female officers started a two-month police training course in Kabul. This is the first time that women from
Afghanistan

The women have come a long way since Isabella began to champion their cause. She will stop at nothing to ensure that her new recruits get the kit and support they need. It is thanks to her persistence that the new recruits are soon to get their first uniform. “I sat down with the women and we designed something that would be culturally acceptable but would allow them to wear their rank with pride. They are starting to feel valued and the number of recruits has almost doubled since I’ve been here,” said Isabella.

“It’s an incremental process but in a province where women are often expected to be seen and not heard, what these women are doing is truly amazing. They are literally making history. They are few in number but they are paving the way for Helmandi women to have a very different future.”

THE ART OF BEING BRILLIANT

“Brilliant, brilliant, brilliant” was the response to the afternoon session at BAWP’s October Professional Development Day.

Speaker Andy Cope had been booked to help the delegates become ‘brilliant’ but afterwards the word was more likely to be used to describe his ninety minute input.

Andy, who is probably best known as the author of the children’s book series Spy Dog, is also a professional trainer and teacher.

His passion, he says, is ‘positive psychology’. In his energetic presentation he asked delegates how they would behave if their primary purpose “was to enjoy the week and inspire others”. He urged those listening to embrace a different way of thinking in which they chose to be positive rather than negative.

“The difference is life changing,” he said, “you begin to carve a new way of thinking.”

Andy believes the vast majority of people are a million miles away from feeling the way they should. He says only a handful, two per cent of people, jump out of bed each day and choose to be positive and embrace the world. His challenge to the group was to strive to be in that top two per cent.

“If you live a life where you ‘suck every last bit of happiness out of you’,”

Cambridgeshire Constabulary Inspector Kate Scott praised Andy’s “lively and witty style” and said he got her attention despite having the last slot of day.

“All in all a memorable and worthwhile presentation. I have already brought some of what he said back to the workplace,” she added.

Civil Nuclear Constabulary PC Heidi Martin agreed: “He was one of the best speakers of the day and really encouraged the audience to participate. His view on life was very interesting and really made me think that anything is possible if you put your ‘right frame of mind’ to it.”

The next professional development day is being held at a new venue, the Leicester Marriott, on Tuesday April 20, 2010. The focus will be on service delivery.

Event Agenda

Liz Bailey – Personal Development for Older Workers
Caroline Winter – What is Coaching?
Annie Broadbent – Mentoring
Gill Bird and Max Goulding – PMAS Finance for Women
Janet Ashfield – Career Pathways
Andy Cope – The Art of Brilliance

Gabriel Madill (Editor Kim Madill’s eight-month-old son) joins the day
West Midlands Police Drug Arrest Referral Worker Gemma Clarke joined the UK’s five IAWP award winners on a trip to Seattle to attend the IAWP Annual Training Conference in September. Gemma, who was funded by her force’s women’s network, shares her highlights and explains how she intends to tell others what she learned.

“Getting a place at the IAWP Conference was no easy ride – it took a written application and then I had to give a presentation to members of the West Midlands Association for Women in Policing (WMIAWP). But I believed it would be of huge benefit to myself both personally and professionally so went for it.

I left for America with a completely open mind and I wasn’t disappointed. Professionally many of the conference seminars were useful to my current role as a drugs referral worker, such as those on prescription drug abuse, excited delirium (as mental health is also a key area within my role) and neighbourhood corrections initiatives (as this had a large focus on interventions of which many appeared mirrored within my role). On a larger scale I was able to learn more about everyday policing on topics such as gang awareness and human trafficking. One seminar called: ‘Careers and Tactical Survival for Women’ really opened my eyes to certain things I have taken for granted. This may be because I am a younger woman in a well developed force, or

Belinda Edwards (pictured bottom right), who is a trainer with West Midlands Police, says she found the conference a great place to pick up tips to improve her own work. “The whole event was great for networking and personal development. As a trainer I also picked up hints and tips on how to enhance the way I work.”

Belinda says what she learned in a presentation on "excited delirium" she plans to share with fellow First Aid Trainers. She added: “I also found the inputs from Cynthia Ulrich Tobias, M.Ed. on ‘Strong Willed Women’ and ‘Bringing your Personal Best in the Way You Work’ very enlightening. “The people of Seattle were very accommodating and welcoming and I will be returning with my partner Richard on holiday to sample the many other things Seattle has to offer.”

What is the IAWP Conference?

The International Association of Women Police draws together women from every country in the world at its annual training conference. The 2009 event was the organisation’s 47th. Speakers, who present in English, come from all areas of the criminal justice system. Each year the event opens with a parade of delegates in full uniform through the streets of the host city. The IAWP Annual Awards for women in policing are also presented at the event. It has been held in the UK twice in its history: Birmingham in 1996 and Leeds in 2005.
that gender equality has progressed so much.

The seminars and evening networking provided excellent forums to discuss best practice with national and international colleagues. The informal networking enabled me to learn about an individual’s daily tasks – and the different issues that officers and staff from different nationalities and roles are faced with.

Since returning from the conference I contacted colleagues I met to see how they are intending to disseminate what they have learned across their respective forces.

I am currently putting together a report with all my key learning, which will be disseminated via the WMAWP. I am also going to the network’s professional development day where I will be able to share my honest view that the experience I gained was invaluable. There were so many inspirational women at the conference; I came back so motivated and eager to share my experience with anybody who would listen. When people ask me about my Seattle experience my face lights up. It let me learn about policing on a different level and has inspired me to progress my career within West Midlands Police.”

DI Kathy Stone (left) and Belinda Edwards have a celebratory drink at the top of Seattle’s Space Needle tower.
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- You can attend national and regional training days and social events. - We can link you to other police professionals in this country and abroad.
- We can enable you to share your expertise or specialist knowledge with others. - We have a ready-made network for work-related and social contacts. - We can keep you informed of training opportunities and conferences. - We can help your voice be heard in matters affecting women in the police service. - You will receive regular copies of this magazine.

Membership details

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

Please contact BAWP Secretary Carolyn Williamson for more details.

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