Hertfordshire detectives to TV stars

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I was so delighted that I was voted into the Vice President role and it has certainly kept me very busy in my first few months as you can read from my attendance at the College of Policing to observe PNAC and to attend the new Releasing Potential course not least being the Editor for this edition of Grapevine.

And what a packed edition it is. How many of you watched “Married to the Job”? It was nice to see that women were being recognised not only for the “day job” but for successfully managing all the other things life throws at women who, generally, still deal with the majority of caring and domestic issues.

The workplace is certainly getting more demanding as forces deal with ever tightening budgets. Inside there are some fascinating articles about how women get support from au pairs to help with these ever increasing demands as well as some great healthy lifestyle advice from Tim Bamforth-White. This is particularly important as we see compulsory fitness tests being introduced.

The Spotlight interview with ACC Olivia Pinkney tells how she achieved work/life balance and gives sound advice about ensuring we all have a mentor. Whenever I hear successful women speak about the key to success they never fail to mention the importance of good support and a great mentor. The BAWP and ACPO Women run such schemes – just get in touch.

So this edition is all about getting the support you need to be the very best you can be. Happy reading!

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**DATES FOR YOUR DIARY**

2014

- Launch of Gender Agenda 3 – early 2014 (exact date and location tbc)
- Senior Women in Policing Conference. Hilton Hotel, Belfast, Northern Ireland. Tuesday 11 March 2014 to Thursday 13 March.
- BAWP Awards Ceremony – summer 2014 (exact date and location tbc)
- IAWP Training Conference. Winnipeg, Manitoba, Canada. September 28 – October 2.

Don’t forget in 2015 the BAWP are hosting the IAWP conference in Cardiff.
AS WE approach the end of another very busy year, I am amazed at how many incredible people I have met; particularly those who strive to do the best in times of adversity. This was certainly the case when I was invited to attend the Women of the Year lunch and heard some of the remarkable accounts of bravery and fortitude.

I was also lucky enough to speak at the International Association of Women Police in Durban, South Africa. It was inspiring to see so many people with such energy for, and commitment to, developing security and law enforcement concepts across the globe, and to see international awards going to four UK police officers.

Of course many of us have come to appreciate that policing isn’t always considered a job for life now, but we have heard some positive accounts of how skills gained are welcomed by employers. Even as some staff from across the UK face uncertain futures, one colleague in this issue of Grapevine explains how her policing skills are so transferable that she is using them to pursue new ventures.

For those of us facing new challenges in a changing policing landscape, I welcome something that should lead to a healthier workforce. The introduction of mandatory fitness tests may be an incentive to many of us to improve our own fitness levels, me included! BAWP has had some concerns about fitness tests historically and we will be working closely with the College of Policing to make sure that they are fair for all.

The BAWP committee and I wish all of you and your families a safe peaceful festive season and a Happy New Year.
BAWP has a new vice president

NORTHAMPTONSHIRE Police Chief Inspector Fay Tennet was elected BAWP’s new vice president at the association’s AGM in June.

Fay has been a committee member for the past two years and says she is "thrilled" to take on a more central role.

She said: "Times are tough for all forces. Support associations like ours have never been so vital. Forces need our help to support women in the workplace and we need to be a strong voice for equality and fairness. I am really keen to grow BAWP’s membership of both individual and corporate members. This can only be done by raising awareness of what BAWP stands for."

Fay has supported a move for committee members to take on regional liaison responsibilities and intends to re-introduce professional development days.

She added: "I am also forging good working relationships with ACPO Women and those organising the Senior Women In Policing Conference. This will ensure we all complement each other and work together towards our mutual goals."

Direct entry gets go ahead from government

PROPOSALS to allow direct entry for superintendent and chief constable posts and a three-year fast track to inspector scheme will go ahead from 2014.

However the government’s response to the three-consultation exercise, which closed in March, indicated a capping to such recruitment.

The scheme would give 80 places each year on the inspectors’ scheme and 20 for direct entry to superintendent. Provisions to allow direct entry at the rank of chief constable for those with equivalent experience from overseas have been made in the Anti-social Behaviour, Crime and Policing Bill.

The recommendation to introduce direct entry at certain ranks was made in Tom Winsor’s review of policing.

The College of Policing has been tasked with designing and implementing the new schemes.

BAWP president Cressida Dick says many members have expressed concerns about direct entry. "These concerns range from scepticism about the need for the scheme to concerns about how it will be implemented and how women on the scheme will be supported. However we recognise that the scheme may attract lots of high quality female applicants. BAWP will work with the Home Office and forces to try to ensure that those women are given the best possible opportunities and support to succeed."

Bleep test set to become an annual experience

ALL police officers who undertake officer safety training are preparing to face annual fitness tests.

The officers will be required to attain level 5:4 on a 15-metre shuttle run which is the same standard as would-be new recruits.

However there will be no sanctions for those failing, or not taking part because of medical reasons, in the first year. From September 2014, if officers or staff repeatedly fail the fitness tests they will be subject to Unsatisfactory Performance Procedures. They also risk being placed on restricted duties as they won’t be able to undertake officer safety training.

The Police Advisory Board (PAB) for England and Wales agreed to the tests’ full implementation. For the past 18 months the members, who represent the majority of staff associations, have been considering the recommendation which was made in part 2 of Tom Winsor’s review of policing.

The College of Policing has now issued interim guidance to forces and will be auditing data on pass and failures to understand how specific groups are performing. Assistant Chief Constable Robin Merrett, national fitness working group lead, said: "We will be ensuring that the fitness test does not unlawfully discriminate against gender or other protected groups."
Changes to the way offenders are managed

PROBATION trusts will cease to exist in their current format from April 1, 2014.

The provision of probation services will be split between a new National Probation Service (NPS) and 21 Community Rehabilitation Companies (CRCs).

The CRCs, which will operate on a payment by result system, will be sold to the providers awarded the contracts towards the end of 2014.

The move was detailed in the Government’s response to the Transforming Rehabilitation consultation published in May. It also introduced statutory supervision for all offenders sentenced to less than 12 months in custody – an extra 50,000 offenders – and a nationwide ‘through the prison gate’ resettlement service.

Existing probation staff will be virtually ‘lifted and shifted’ into the two new organisations which will initially work alongside each other in existing probation offices. The role of each organisation will be different. Staff within the NPS will be responsible for carrying out initial risk assessments of all offenders, directly managing high risk offenders and those subject to MAPPA (multi agency public protection arrangements), providing pre-sentence advice to courts, advising the parole board, victim liaison and managing the local approved premises. They will also be responsible for enforcement and prosecuting breaches.

The CRC staff will work with low and medium risk offenders which includes the majority of offenders sentenced to community orders, suspended sentence orders and custodial sentences. If the risk associated with an offender escalates from low or medium to high or very high, or an offender breaches their licence, the management of that offender will be transferred back to the NPS.

The timescale to implement the changes is tight but Justice Secretary Chris Grayling says they are crucial to tackle “stubbornly high re-offending rates”. ■

SUPPORT FOR POLICE-EMPLOYED VICTIMS OF STALKING

THE Police Mutual Foundation is funding a caseworker to support victims of stalking from within the police family.

Employed by Paladin – the National Stalking Advocacy Service – the caseworker will work with police employees or members of their families who are being stalked. They will also offer advice to officers investigating stalking allegations and provide training on the law to Police Federation members.

Harry Fletcher, Co-Director, Paladin, said: “We launched Paladin in July this year to give a voice to victims of stalking and campaign for justice. Our service heavily relies upon funding to ensure we’re able to provide the essential support to both victims and professionals, especially the police. We’re extremely grateful to the Police Mutual Foundation for supporting our work, with our ultimate aim to save lives.”

• The Police Mutual Foundation is a long-term initiative to support the welfare of police officers, staff and their families at a time of increasing risk to health and wealth. ■

COLLEGE OF POLICING CREATES FUTURE LEADERS

BAWP’s new vice president Fay Tennet took a trip to Bramshill in September to watch would-be senior officers and staff put through their paces at the Police National Assessment Centre.

During the two-day assessment candidates take part in a group negotiation exercise and recorded media interview. They are also interviewed by a panel and have to deliver a presentation.

Passing the assessment qualifies the superintendents, chief superintendents and police staff equivalents to a place on the nine-week Senior Command Course, and opens up jobs at assistant chief constable rank.

Fay was able to watch the recordings of the media exercise, which she said were “as realistic to policing life as possible,” and sat in on the presentations and interviews.

“It was clear the interview panel valued both self awareness and emotional intelligence, rather than process and tasks,” added Fay. “I was encouraged by how fair and transparent the assessment was.”

• In the 2013 cohort 19 per cent of candidates were women. Statistics from PNAC revealed that in 2012 71 per cent of women passed the assessment compared to 47 per cent of men. ■

Off duty officer saves lives

A BIRMINGHAM officer saved the lives of two men in two separate incidents.

Sergeant Nicola Monk dragged a suicidal man from a railway track just moments before a commuter service sped through at 70mph. Only weeks later she rescued a man with multiple fractures from his smoking car. On both occasions she was off duty.

Nicola has been awarded with two Chief Constable’s Commendations for her bravery. Inspector Mark Colwell said: “These were fantastic acts of bravery.”

Fellow Sergeant Noeleen Murrin was also commended for her role at the crash. ■
BAWP AWARDS PROCESS JUST GOT EASIER

THE nomination process for the BAWP annual awards has been made simpler and quicker in a bid to encourage more applications.

Judges usually see an average of 100 nominations across the eight categories. But the BAWP committee wants to increase the pool of people the winners are chosen from and eventually look at extending the number of awards presented.

Committee member and awards organiser Sarah Shrubshall says the shorter forms mean nominators will need to really “cramp in” the evidence. “In previous years the nominations have run to six pages; times that by 100 forms and the judges had a long task ahead of them. The forms were also time-consuming for the nominators to complete. We hope this will make the whole process quicker and far more focused for everyone involved.” She said.

The judging panel has been slimmed down too. Three high profile people will now make the final decisions. “We also hope to attract a ‘famous female’ to get involved and raise the profile of the event,” added Sarah.

All BAWP award winners automatically become the association’s entry into the International Association of Women Police awards.

Since 2006 at least one UK officer or member of staff has won an IAWP award every year.

The application process for the 2014 awards opens in November 2013. The application forms will be available on the BAWP website: www.bawp.org.

The categories include: Officer of the Year, Community Service, Police Staff Achievement, Mentoring, Bravery, Leadership, Excellence in Performance, President’s Award, Lifetime Achievement, Special Recognition and Contribution to International Policing.

BAWP 2013 award winners

THE 2013 BAWP award winners were presented with their trophies at a ceremony in Cardiff in June. Full details and pictures from this event, and each winner’s citation, were this year placed on the BAWP website. Four women then went on to win their category in the IAWP awards – details of which are on page 15.

Officer of the Year
Inspector Annita Clarke, Bedfordshire Police

Bravery
PC Sarah Feeley, PSNI
PC Emma Heaton, PSNI

Leadership
Chief Superintendent Julia Pendry (retired), MPS

Community Service
DCI Karen Baxter, PSNI

Mentoring
ACC Dee Collins, Derbyshire Constabulary

Special Recognition
Chief Superintendent Angela Wilson, Police Scotland

Police Staff Achievement
Michelle David, South Wales Police

Excellence in Performance
PC Morag O’Kane, PSNI

President’s Award
PC Lisa Daly, PSNI

Lifetime Achievement
Detective Superintendent Dena Fleming, Humberside Police
ACC Kath Govier (retired) Bedfordshire Police
Chief Inspector Jane Townsley (retired) BTP
Chief Inspector Kim Botting (retired) MPS

Contribution to International Policing
Superintendent Jane Rhodes, Sussex Police

Course to help women reach their potential

BAWP’s vice president Fay Tennet was one of 24 women selected to attend a leadership course with the College of Policing.

‘Releasing potential’ is for women who have reached chief inspector rank and have been identified by their force as having the potential to become ACPo officers.

The course consists of three two-day modules held three months apart and a personal project.

It was written by Diane Lowe and covers topics such as confidence, coaching, personal brand, team leadership, conflict resolution and change management.

Fay says as part of the course every delegate is allocated an external coach which she has found “exceptionally beneficial.”
A CHESHIRE Constabulary police sergeant has spearheaded a mission to encourage more women to apply for the force’s armed policing unit.

In the history of the 80-officer strong unit only 11 women have ever applied to join.

Earlier this year Sgt Gareth Wrigley decided it was time to find out why and sent questionnaires, which could be completed anonymously, to every female officer in the force.

"I wanted to find out exactly how the firearms unit was perceived," he said, "the results were hurtful, but were all about perception not reality. That fuelled the mission to demystify the role and increase meaningful and positive contact across the force."

Gareth staged an open day where female officers were able to try the guns and equipment, speak to existing female firearms officers and learn more about the role. "It was time to challenge the impression that the unit was only for male officers," said Gareth.

A total of 25 female officers attended the day, which was supported by Assistant Chief Constable Janette McCormick. Gareth says he hopes they have moved a long way in a short time: "We plan to open the recruitment doors at the end of the year and only then will I really know how successful we have been," he added.

THE Scottish Women’s Development Forum (SWDF) has been helping the new Scottish Police Service ensure its policies and procedures are fair and equitable.

The forum, which became an official staff association in September, has been consulted on more than 60 different documents, policies and procedures. Members of the committee have looked at key work on gender equality, flexible working, recruitment, promotions, postings and transfers, and organisational change.

"The SWDF is acting as a consultative body for Police Scotland and the Scottish Police Authority to help them provide a positive working environment for all staff which enables them to reach their full potential," said Sarah Wood, Co-ordinator of SWDF. "Our Chair Chief Superintendent Angela Wilson has also provided evidence at the Scottish Parliament’s Equal Opportunities Committee Inquiry into women and work. Her evidence, and a report from the SWDF, encouraged the committee to formally seek reassurance from the Scottish Government and Police Scotland that family friendly policies will be applied throughout deployment decisions. This was great news for us as Police Scotland covers a huge geographical area and officers and staff were clearly anxious about future postings and the effect they could have on their families," added Sarah.

The SWDF is helping Police Scotland encourage more women to apply for roles within specialisms. It is also supporting women to progress by providing positive role models through the annual awards process.
MARRIED TO THE JOB

FOUR of Hertfordshire Constabulary’s senior female detectives came under the spotlight this summer when they took part in a six-part documentary produced by Landmark Films.

‘Married to the Job’, which was shown on ITV, featured Detective Chief Inspectors Julie Wheatley and Jo Walker and Detective Inspectors Kay Lancaster and Lynda Coates.

The officers were filmed both at work and at home and talked openly about the challenges of managing police work and family lives.

DCI Julie Wheatley was shown overseeing Hertfordshire’s multi-agency offender management scheme, as well as spending time at home with daughter, Sarah, aged 16, who has learning disabilities. “I participated in the series because I am proud of the job I do and what we provide to the public. I also wanted to show women that it can be done. I do have a lot of additional responsibility with Sarah but with team work and a positive attitude you can overcome most hurdles. I wanted also to inspire other parents of children with disabilities,” she said.

Jo Walker, now chief inspector for Welwyn Hatfield Community Safety Partnership, was, at the time of the filming, a detective inspector heading up the child protection investigation team. Viewers saw her supervising one of the most serious child assault cases ever faced by Hertfordshire Constabulary. Meanwhile, back at home, she and her 16-year-old son supported her husband Graham, a retired superintendent as he received treatment for cancer.

Jo said: “Although the filming got difficult at times due to my personal circumstances, I wanted to show a positive cancer story. I also wanted to show the public the ‘unsung heroes’ within the child protection world.”

Round the world sailor, Tracy Edwards was among the many people who took to Twitter to record their views on the series. She commented: “These women are just extraordinary and I feel lucky to live in a country with such strong female role models for my daughter.”

Checklist created to improve maternity support

SUPERVISORS in Dyfed Powys Police are being helped to support staff through their pregnancy, maternity leave and return to work.

A checklist has been produced to remind them of the issues they need to consider and topics they need to discuss with their staff at each stage.

It prompts them to carry out regular risk assessments and speak to pregnant staff about their maternity leave and whether they want to be contacted, their pay and annual leave entitlements.

The list then guides supervisors through what is expected of them while a member of their staff is on maternity leave before ending with issues to consider to ensure a smooth return to work.

The checklist was developed by the Women’s Network following a maternity review.

A series of workshops, supported by the Deputy Chief Constable Jackie Roberts, and a staff survey revealed that the force needed to give guidance to line managers about maternity issues.

“Women in the force told us that many supervisors were not up to speed with current maternity policies and practices,” said Sergeant Teresa Ross, chair of the Women’s Network. “In particular they suggested the force needed to develop information on ‘Keeping in touch days’, flexible or part time working and how to address the provision of facilities for women still breast feeding upon their return to work,” added Teresa.

The checklist is now expected to be integrated into the force IT systems.

Pregnant officers and police staff are also now being given the option of wearing a maternity uniform while they are at work.

Gender group influencing policies of new agency

SOCA’s Gender Group played a key role in ensuring the National Crime Agency’s new policies consider the needs of female staff.

Working alongside the other staff groups, members “applied a beady eye to all the revamped and new policies which came out in advance of the transition”, says Felicity Hurst, who is a manager within the Organised Crime Command Project.

“While it isn’t yet clear exactly what the new agency will look like, we are committed to supporting the transition process to ensure it considers the needs of staff, victims and offenders, irrespective of gender, from the very start,” she added.
**An international childcare solution**

There are 12,000 au pairs working officially in the UK, although according to the British Au Pair Agencies Association (BAPAA), the real number could be closer to 100,000. Many of them are working for police officers and staff supporting them to deliver a 24/7 policing service.

The au pair programme offers a young person the opportunity to travel, live and work with a host family in a new country for a year. They also get to learn a foreign language – language classes are usually part of the deal – and experience the country’s culture. The family gain an extra pair of hands to help with the children and light housework and even help walk the dogs. Some au pairs have childcare experience, or even qualifications.

The number of hours an au pair works varies. They don’t receive a wage, but are given pocket money – an average of between £70 and £85 a week depending on personal arrangements. Some host families take their au pairs on holiday with them, others will pay for their au pair to fly home and see their family at least once during the year. However many officers and staff find the cost much more manageable and the care much more flexible than formal childcare settings.

**Au pair provides flexibility**

**Bedfordshire** Detective Inspector Gayner Coulson has been using au pairs to help care for her twin eight-year-old boys for the past three years.

She and partner Tania, who is a chief inspector, are on their third au pair and say they couldn’t juggle their work commitments and the boys without one.

“An au pair gives us much more flexibility,” says Gayner, “Nicole, our German au pair, is always there for the boys”.

Gayner says having someone living in your home does take a bit of getting used to but they quickly become part of the family. “We approach the childcare and housework as one big team Coulson,” she added.

Nicole works 35 hours a week and on top of her pocket money Gayner and Tania, provide all her food and a bike. Nicole attends a language course although her English is brilliant.

Gayner and Tania have found all of their au pairs via an agency and after sifting applications from potential candidates they conduct interviews online via Skype.

“We carry out an initial interview, then if we like them we get the kids to interview them with us. We discuss the candidates as a family and together we decide which girl fits our family best,” said Gayner.

“As using au pairs has meant the boys have little disruption to their normal routines, despite us both working full time, and our careers haven’t been impacted upon because we chose to have children. They’re happy, so we’re happy!” she added.
ANGUS GETS A BIG SISTER

MICHAELA Kerr is a detective inspector from West Midlands Police. She and husband Alan, a detective constable, rely on an au pair to help them care for their seven-year-old son Angus.

“We have used au pairs since our son started primary school three years ago. With no family living locally, on call responsibilities and the unpredictability of both our jobs we have found using an au pair has worked brilliantly for us,” said Michaela.

The couple has had five au pairs, with only one not working out, and are now well-versed in how to ensure the arrangement works for both the family and the au pair.

“We have had au pairs from Slovenia, Australia, Ireland and now Romania who have all been brilliant. However one girl from the Czech Republic only lasted a week after we realised early on that she was not right for our family,” said Michaela.

The couple pay for their au pairs to go to language school to help them make friends. “They need to create their own social life,” says Michaela, “as they are more likely to stay for the full year. We do let them have friends to stay occasionally, as long as we get to meet them first. But our set up makes this easier as they have a self-contained living area and bathroom in a converted garage.”

Michaela admits both her and Alan are very easy going which is one of the reasons she thinks au pairs work for them. “If you like things a certain way, such as your furniture, or how your kids are dressed then an au pair isn’t for you. They are not nannies or housekeepers they are more like big sisters.

“Angus likes that he doesn’t have to be dropped off anywhere and can be looked after in his own home. We don’t need to panic if we are going to be late and have someone who can babysit and even walk the dogs for us,” concluded Michaela.
Bouncing back after redundancy

AFTER devoting 25 years of her life to Northamptonshire Police Dee Rockingham found herself a victim of the sweeping cuts to police force budgets. But only weeks after reluctantly taking voluntary redundancy she bounced back into the force with her head held high and no hint of a grudge. As an accredited police staff investigator it seems her skills were needed after all as she explains...

"In 1988 I heard a radio interview about how Northamptonshire Police were looking to recruit a number of 'matrons' to work in the custody suites and care for female detainees. Intrigued I listened on and made a snap decision to respond to that appeal. From then on my whole working life revolved around the multifaceted workings of a police force. I initially worked in custody caring for detainees. From there I graduated to a detective support role whereby my focus changed to care for the victims and witnesses of crime and gathering the evidence to convict suspects. Finally I progressed to the role of investigative officer, one of only three police staff accredited and trained to work within a prisoner investigation unit. I undertook an identical role to that of a police officer and carried an equal workload.

Unfortunately none of the experience or commitment I had shown was taken into consideration when the financial axe fell. The roles were cut and I reluctantly took voluntary redundancy. I left behind a job I had dedicated myself to, and took with me anger at the way my skills and experience had been so casually discarded.

Several weeks passed and unsure where to focus my job search I put my CV online. An agency ‘interested in my skill set’ contacted me and asked if they could submit my CV to Northamptonshire Police – on whose behalf they were recruiting agency staff for a cold case team!

Within weeks I was being shown around my new office. I was happy to be back and even happier to be involved not only in cold case enquiries, but in the sexual violence unit supporting the victims of sexual crimes and the officers investigating them.

In February 2013 I became involved in the case of a stranger rape. The suspect had already been charged and was on remand for what was an extremely violent incident. He had broken into a house and strangled a woman to unconsciousness before raping her.

But despite the charge the case was only just gathering pace and the workload to ensure a conviction stretched well into the distance. I found myself straight back in an investigator’s mindset; discussing strategy, anticipating pitfalls and defences and asking what I could do to help.

I was asked to become the Single Point of Contact (SPOC) for the victim, a challenge in itself as she was a foreign national with English as a second language. But this case gave me a chance to use my skills for her benefit, both supporting her and the often frustrating process needed to ensure her attacker faced justice.

I can’t explain the elation I felt when I emailed to tell her that her rapist had been sentenced to 11 years in prison coupled with a four-year extended sentence followed by a Deportation Order.

Family, colleagues and friends have all commented on my commitment to this case, to the victim and to Northamptonshire Police in general. I have been asked more times than I care to remember how it is that I can ‘forgive and forget’ the circumstances of how I left the force in 2012. But life is far too short to bear grudges and I have no intention of doing so."
**POLICING TO MIDWIFERY**

**BEING offered a Voluntary Exit (VE) from the Metropolitan Police Service meant 51-year-old Jill Williams could pursue a dream of becoming a midwife.**

Leaving her administration management job behind she enrolled on an Access to Higher Education course and has not looked back.

"The best thing I ever did in my life was to join the MPS, it made me what I am. Perhaps the second-best thing I ever did was to leave – hopefully it will make me what I want to become which is a midwife," says Jill.

Jill was inspired to consider a change in career following a conversation with a senior midwife she met at a domestic abuse conference. "I came to realise what a crucial role midwives can play. Midwives are autonomous, needing a high level of knowledge and decision-making abilities, says Jill."

The conversation crystallised things for me and I decided that I would like to be the person to make a difference; VE and the transferable skills I had gained in policing gave me that opportunity," she said.

Without a degree, or nursing experience Jill’s only route into midwifery is an NHS funded three-year degree course. Competition for places is fierce with some universities getting more than a 1,000 applications for 50 vacancies.

Jill decided to get back into the studying mode through a special access course in midwifery at her local college. "This is helping me practice the essay-writing and study skills necessary to hit the ground running at uni. It is also giving me a chance to study relevant topics such as sociology, human biology, midwifery skills and maths. In fact we have to get 100% in our maths tests – after all, you don’t want someone who cannot work out dosages administering drugs!" said Jill.

As a mature student Jill admits she was initially scared of knowledge and decision-making abilities" she said. "This first year has been steep learning curve and that she initially found the idea of donning the CBRN kit as "more than a little daunting". However the rewards have been great with regular foreign travel."

**Secondment provides wealth of new experiences**

**AN OFFICER from Fife Constabulary is now more at home wearing clothing to protect her from chemical, biological, radiological and nuclear (CBRN) attacks than her police uniform.**

Inspector Janine Foxhall swapped village policing for trips to Europe, Iraq and South East Asia when she accepted a two-year secondment with the Police National CBRN Centre European Projects Team.

Despite having no previous experience in CBRN, or even public order, Janine says she is already comfortable in full CBRN kit, complete with respirators. She has passed the relevant courses to become a CBRN responder, a Radiation Protection Supervisor and a Bronze CBRN Commander and is helping her European counterparts develop their CBRN knowledge and training. She says it was a “steep learning curve” and that she initially found the idea of donning the CBRN kit as “more than a little daunting". However the rewards have been great with regular foreign travel. "I am currently working on three projects: to develop an improved legislative framework for Tunisia and the Lebanon, to develop First Responder training across the African Atlantic Façade and South East Asia, and to assist training and exercising development in Moldova and Iraq. I am a fluent French speaker, having studied it at university, and this has been really useful for meetings with our partners in Brussels, Madrid and Paris. Next month, I am heading to South East Asia – Laos, Cambodia and the Philippines to liaise with their authorities and discuss how our European consortium might assist them."

"This first year has been challenging and an opportunity to do something completely different. When I return to force things will have no doubt moved on enormously under the new title of Police Scotland, however I will certainly have an array of new skills to take back with me," said Janine.

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**Jill Williams**

"I came to realise what a crucial role midwives can play. Midwives are autonomous, needing a high level of knowledge and decision-making abilities" said Jill. Without a degree, or nursing experience Jill’s only route into midwifery is an NHS funded three-year degree course. Competition for places is fierce with some universities getting more than a 1,000 applications for 50 vacancies. Jill decided to get back into the studying mode through a special access course in midwifery at her local college. “This is helping me practice the essay-writing and study skills necessary to hit the ground running at uni. It is also giving me a chance to study relevant topics such as sociology, human biology, midwifery skills and maths. In fact we have to get 100% in our maths tests – after all, you don’t want someone who cannot work out dosages administering drugs!” said Jill.

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

A civil engineer – building motorway bridges. I loved the M5 bridge near Clevedon as it rose above the hill when we drove up from Devon.

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

I don’t have a single person in mind. I am greatly inspired by people who live their values, quietly working for the public good and who have great influence without a great ego.

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

I am proudest of the work to show collaboration between the two forces (Surrey and Sussex) was the right thing for the public and could work. The world did not stop turning as some feared it would. Since I left, that collaboration is now moving on to greater things which is wonderful.

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

I have never experienced a glass ceiling. Any barrier has been my own self-belief. Over the years my confidence has grown and I have ensured I have a mentor and draw great insight from those who I mentor.

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

Ensure you are professionally competent – take advice, practice and work hard at your current role. Find yourself a mentor and think through where your gaps may be, and work to fill them. Find, or create, opportunities to be with people who are where you want to be – networks and advice are worth their weight in gold.

What three words describe your personality?

Optimistic, a people person and slightly obsessive (7 words!)

What are your vices?

Gin and super fiendish Sudoku.

Where do you see yourself in five years time?

I don’t know. HMIC is a fascinating, challenging place to be. It has an important role in helping policing be the very best it can be. After 21 years in policing it is a privilege to be outside, looking in. Who knows what comes next?
OUR bodies have been hard-wired since the dawn of time to react to potential threats or predators. Whilst such threats are rarer today, life is hardly stress-free. On the contrary, you probably face multiple daily demands such as juggling your workload, balancing your budget and taking care of your family. Your mind and body treat these as threats and, as a result, your body will feel under constant assault.

In these circumstances your hypothalamus, a small region at the base of the brain, sets off an alarm system in the body. Through nerve and hormonal signals, this system triggers your adrenal glands to release a surge of hormones, including adrenaline and cortisol. Adrenaline increases your heart rate and can elevate your blood pressure. Cortisol, the primary stress hormone, increases sugar (glucose) in the bloodstream and enhances your brain’s use of glucose. If not controlled, these stresses increase the risk of – amongst other things – digestive and sleep problems, heart disease and weight gain.

So how can you combat stress?
Our main ‘feel good’ hormone is serotonin (and there are others like dopamine). There are a number of ways to boost these hormones, including diet, but the most effective is regular exercise. Just 15 or 20 minutes of exercise every day will naturally release ‘feel-good’ hormones that are vital to feeling happy and calm.

Don’t think that exercise means you have to head to the gym. That is one solution, but get creative. How could you exercise at home? Do you have stairs? Then do regular stair walks or stair runs. Do a few squats whilst waiting for the kettle to boil. Rather than sit on the sofa, put your feet under it and do some sit ups.

If the thought of exercise per se is anathema then think outside the box. Do you drive to work, the shops or to do the school run? Then park the car a little further from the station, shops or school gates; take the stairs at work rather than the lift, stop taking the car to a car wash and do it yourself. What about family walks or cycle rides or other activities that the whole family might enjoy? In this way, exercise doesn’t become a chore or something to avoid, but a natural fabric of your everyday life.

The important of a great diet and quality sleep
Caffeine, sugar and alcohol; the unholy trinity. Many of us get trapped in the stimulant cycle, especially when working long shifts. Whilst these substances will temporarily give you a lift, they actually deplete and blunt hormones in the long run. If you like caffeine, try to limit your intake to one to two cups a day.

With alcohol, enjoy, but in moderation. I recommend avoiding sugar as much as possible (and one way to cut down is to look at the GI Index which tells you the sugar content of carbohydrates).

Foods high in protein like turkey, fish, chicken, cottage cheese, nuts, cheeses, eggs and beans all contain generous levels of tryptophan, a hormone that converts to serotonin in the brain (and many of those products also contain your ‘good fats’). Hormonal processes require essential fatty acids, so eat plenty of DHA-enhanced eggs and dairy and consume fish regularly. Good sources include salmon, mackerel and tuna. For vegetarians, think avocados, nuts, flaxseed, vegetable oils (like walnut, avocado, almond, flax and olive) and seeds.

When we are feeling down or tired, it’s tempting to sleep, sleep and then sleep some more. However, quality sleep is far more important than quantity. The same goes for workaholics getting by on five or six hours of sleep a night. Find a way to get an extra hour; the optimum level is around seven hours, but more crucially, unbroken sleep wherever possible.

Juggling the demands of a busy career and home life is never easy. Creating a healthy body through exercise, diet and quality sleep will however help reduce your stress levels and keep you fit for life.
IAWP comes to UK in 2015

BAWP secretary Carolyn Williamson and committee member Julia Jaeger are organising the 53rd annual IAWP conference in 2015. The pair, who are being supported by officers from South Wales Police, are urging members to get the date in their diaries. As Carolyn reports...

BETWEEN Sunday 23 and Thursday 27 August, 2015 the IAWP Conference will be returning to Britain for the third time. It will be hosted at the Motorpoint Arena in Cardiff.

We will be marking the centenary of the IAWP, founded in the States in 1915, and also 100 years of policewomen in Britain, so it will be a time of both celebration and reflection.

Added to that there will be the unique experience to network with colleagues from around the world, as well as from nearer to home. Many lasting friendships have been forged at IAWP conferences – but be warned, they are habit forming. I still share a room at conferences with a Canadian staff member I met at my first IAWP conference in New York in 1987, and we have shared many post-conference trips.

The opening ceremony will be held in St David’s Hall – a world class concert venue. The full uniformed parade will leave from Cardiff Castle and go through the city centre to the Motorpoint Arena for the IAWP Awards Luncheon. This is a truly spectacular sight, as those of you who have witnessed it will know, and there is a great buzz amongst both participants and spectators.

From Monday morning there will be a wide range of seminars and workshops to choose from each day. We are writing to Chief Constables, but if you are aware of a particularly good trainer or initiative that your force is running that might be of interest to a wider audience, then please let us know. We won’t be formalising the training programme until January 2015 but are already compiling a list of potential speakers. The conference will end on the Thursday evening with a Gala Dinner in the Motorpoint.

Cardiff itself is a vibrant city with a lot of its own nightlife, but we will also be arranging some special evening social events. All the hotels are within easy walking distance of the Arena, the shops and the entertainment venues, and we have been able to get some very good rates at all the main ones. Details will be on the website, www.iawp2015.org in due course, but you can’t book with them just yet. Conference registration is now open – at the cheapest rate it will be. In line with IAWP policy it gets more expensive the nearer it gets, until celebrating international policing it is available to IAWP members for £300 + VAT (total of £360) or non-IAWP members for £350 + VAT (total £420). This covers all the training, gala meals and social events, but not accommodation. In order to get the lower rate you do need to be a member of IAWP, not just BAWP, but it is not expensive to join, and membership of IAWP will open up a whole new world of networking too. Go to www.iawp.org for more information and to sign up!

We hope to see lots of ‘Brits’ in Cardiff, as we did the last time in Leeds in 2005, and will be running updates in future editions of ‘Grapevine’, but please visit the website, www.iawp2015.org to get a flavour, and contact Carolyn on carolyn@iawp2015.org if you have any queries – or contacts for sponsors and/or exhibitors!
ing international policing

BAWP president Cressida Dick collected Julia Pendry’s leadership award

IAWP award winner Inspector Annita Clarke (right) with Detective Superintendent Jackie Alexander (left) and fellow delegates

Retired Met Inspector Julia Jaeger (right) collected Karen Baxter’s community service award from IAWP president Jane Townsley

2015 conference hosts: From left Alison Hawker, Debbie Brown, Donna Clutterbuck, Nicky Flowers and Julie Mayberry from the South Wales Police planning team.
How to become a member of BAWP

For further information contact: CAROLYN WILLIAMSON, Secretary, BAWP, PO Box 999, Bordon, GU35 5AQ.
Tel: 0844 414 0448 • Fax: 0844 414 0448 • E-mail: sec@bawp.org • Website: www.bawp.org

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

Membership details

Full membership is open to all officers and police staff, female and male, serving in the UK, along with retired officers.
Associate membership is open to anyone with a professional interest in criminal justice.
Corporate membership is now available for £350 p.a.
Please contact BAWP Secretary Carolyn Williamson for more details, or join and pay online via www.bawp.org or complete the form below and send it with your payment to: BAWP, PO Box 999, Bordon, GU35 5AQ.

Name: ___________________________________________ Rank/Title: ___________________________________________
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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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