

grape

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British Association for Women in Policing

Autumn/Winter 2022



Women In Policing Up To 50k

More women now serve in UK police forces than ever before, according to new figures from the Home Office.

There are a total of 50,364 women working across 43 police forces, meaning female officers now make

rape and sexual assault through its Operation Soteria.

And Lancashire Constabulary has expanded its Missing From Home Community Safety Officer team to track down missing children and protect those at risk of exploitation.

responsibilities.

"We welcome applications from people of all backgrounds – regardless of their age, gender, race, faith or sexual orientation.

"By increasing diversity we will better represent our communities and

first priority is to protect the British public from harm and I am absolutely steadfast in my determination to drive down crime.

"That's why I am delighted the Government is on track to deliver 20,000 additional police officers by March

"We know that more needs to be done to ensure that women see policing as an attractive career"

up 34.9% of the overall workforce.

Of the recruits hired since April 2020, 42.5% (13,326) are women, the figures show.

The Home Office singled out two forces whose work is having a particular impact.

Avon and Somerset Police has put more officers into responding to

National Police Chiefs' Council Lead for Workforce Diversity and Representation, Deputy Chief Constable Rachel Kearton, added: "Reaching 50,000 female police officers is a really positive milestone.

"The uplift programme has seen many more women apply to join policing across a range of roles and

those who we police by consent.

"We know that more needs to be done to ensure that women see policing as an attractive career and as we continue through the police uplift, we hope this positive increase continues."

Home Secretary Suella Braverman added: "As Home Secretary, my

2023, with 15,343 already recruited to bring criminals to justice.

"This is a once-in-a-generation opportunity for forces to become more representative of the communities they serve and I am heartened to see there are now over 50,000 women in forces across England and Wales for the first time."

Our Lessons From Her Majesty

Welcome to the Autumn edition of Grapevine. Since our last edition, we have all been touched by the sad passing of Her Majesty Queen Elizabeth II.

In the days following Her Majesty's death, the outpouring of public affection and the state funeral, I found myself reflecting on the oath I, and all officers made to Her Majesty the Queen. To serve in the office of Constable, with fairness, integrity, diligence and impartiality, upholding fundamental human rights and according equal respect to all people.

In Her Majesty, we could not have hoped for a better example; the words spoken in our attestation still resonate and provide a foundation for us all.

In a speech to mark her 21st birthday in 1947, Her Majesty said: "I declare before you all that my whole life, whether it be long or short, shall be devoted to your service."

As a volunteer in the Women's Auxiliary Territorial Service during the Second World War, Her Majesty was the first female member of the Royal family to serve in the military when there was no precedent or expectation for her to do so.

Leading by example, Her Majesty's devotion to service shone through-



out her 70-year reign. This was no more evident than in the striking images of Her Majesty sitting alone at the funeral of her husband, Prince Philip, after 73 years of marriage.

Global Respect

As the Queen ascended to the throne in 1952 as a young woman, attitudes towards women in leadership were very different.

Leading through marriage, motherhood and maturity, it is impossible to quantify how much Her Majesty's reign influenced and advanced equal opportunities for women. However, the global respect and influence she garnered is a testament to her remarkable ability to bring people together.

The apolitical and impartial nature of the monarch, coupled with the unique requirements to blend tradi-

tion with modernisation, serves to highlight the success of Her Majesty's values-based leadership.

During her reign, Her Majesty did not let gender define her role, instead allowing her actions to speak volumes. Nearly 20 years before Saudi women won the right to drive, the Queen hosted the Saudi Crown Prince Abdullah, at Balmoral.

Her Majesty famously drove the Crown Prince in her Land Rover on a tour of the estate. In stark contrast to Saudi Arabia where it was still illegal for women to drive, the Queen allegedly terrified the Crown Prince by putting into practice her military off-road driver training.

In 2011 Her Majesty led the reform of succession laws enabling firstborn daughters to take precedence over younger male siblings, bringing equality to the Crown.

Finding Inspiration

In an address to the United Nations General Assembly in 2010, Her Majesty said, "I know of no single formula for success... Some attributes of leadership are universal and are often about finding ways of encouraging people to combine their efforts, their talents, their insights, their enthusiasm and their inspiration to work together."

For me, this echoes our mission and is what BAWP stands for, our combined efforts and talents, working together to help and support women in policing.

In her Christmas Day address following Prince William and Catherine Middleton's wedding in 2011, Her Majesty said: "Family does not necessarily mean blood relatives but is often a description of a community, organisation or nation."

We in the BAWP community are incredibly fortunate to have had such an inspirational woman as our head of state for so long.

Her Majesty continues to inspire women and girls all over the world and I will be eternally grateful for her service.

Michelle Skeer
BAWP President

Wonderful For Policing To Be Together Again

As we head towards the end of 2022, we can reflect on the highs and lows of this year. The end of COVID restrictions and being able to meet in person again has been wonderful. Bringing together 250 women for the BAWP Conference in June this year felt even more amazing.

This year has also been the year we bade farewell to the Queen, our longest-serving monarch. It was a

real pleasure to see so many women officers becoming part of history in the making.

I have no doubt that with the coronation of King Charles III next year, there will be more pageantry and parades to come, and I look forward to hearing from our BAWP members about the part you will be playing.

And finally, as more revelations about misogyny and harassment in policing come to light, I will leave you

with the wisdom of Sal Naseem, one of our Conference 2022 speakers: "There is no place in policing for this, it requires leadership at all levels. We are all change makers, we can build the culture – change is coming."

A brilliant reminder to us all that, together, we can make policing a better place in 2023.

Christina Fraser
BAWP Co-ordinator



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Who are we? You can see a full list of BAWP committee members here: bawp.org/about-us/meet-the-committee/

Join BAWP More about joining here BAWP: www.bawp.org/membership

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Service Honours The Queen

More than 10,000 officers were deployed from across England, Wales and Scotland at HM Queen Elizabeth II's state funeral on 19 September.

The officers worked for 10 days across the highly rehearsed event – the biggest security operation the country has ever seen.

Rest days were cancelled and annual leave was postponed so officers could travel to the capital and keep millions safe, while officers who remained in their home forces took on extra duties to ensure policing carried on as usual.

Led by the Met and Thames Valley Police, officers worked around the clock to keep hundreds of foreign leaders and dignitaries safe, while other officers policed the huge crowds and prevented unrest from protestors.

They watched over an estimated 250,000 people who queued for up to 10 miles to view the Queen lying in state, and specialist officers carried out counter-terrorism checks – sifting through bins, drains and thousands of floral tributes.

A Bedfordshire Police officer who represented the force at HM Queen Elizabeth II's state funeral has said she will "cherish her memories forever".

Sgt Suzie Carr put her name in a ballot to volunteer to line the route of the procession, and was delighted to be chosen to attend – along with 60 other officers representing Brit-



ish forces and overseas territories.

She said: "I couldn't quite believe it when they said we would be posted outside Buckingham Palace.

"By 6.30am the crowds were building up already and the noise from the applause as we marched down to our point was like nothing I'd ever experienced. Yes, they were there for the Queen's funeral, but they were saying thank you to policing.

"I was posted right outside the Palace, on the corner of Constitution Hill and Canada Gate. We were given our instructions – stand facing the crowd, bow when the gun carriage carrying the coffin goes past, get to know the crowd, make sure everything feels right and stop anyone getting past the barriers.

"We got to hear the funeral through a loudspeaker and one part I will never forget is when they were singing 'God Save The King' and the sun came out from behind the clouds. It shone so brightly.

"Then the procession came past and the music was very emotive. But then afterwards, when everyone marched past, the mood became lighter and more joyful.

"In the crowd there were people of all ages, from all backgrounds, but there was a real feeling of togetherness.

"The Met officers who looked after us on the day were amazing, and we received thanks from the Met Commissioner and the Gold leader.

"It was a sad occasion, but I will cherish my memories of the day



forever. It was a once-in-a-lifetime experience."

Two days before the funeral, His Majesty The King paid a visit to the Met's Command and Control Centre in Lambeth to thank colleagues for their efforts and support.

The Met described it as a "truly immense operation of huge scale and complexity".

Removing Limitations

The chair of Hertfordshire Women's Network has said: "We are losing so many female officers because they are fed up with the fight." She spoke of her mission to empower and educate colleagues to ensure women feel better supported across the force.

DCI Frankie Westoby is using her own experiences to help tackle the issues many female officers face on a daily basis, particularly with regards to violence against women and girls, as well as the impact health conditions can have on women in the police.

As the chair of the Hertfordshire Women's Network and a single, working mum, Frankie said that while she finds speaking out for female officers "sometimes a challenge", she is "loving the fight".

She told Hertfordshire Police Federation website: "I have around two to three women come to me every single week asking for support. So many great female officers are leaving their job because they are fed up with



and-a-half years ago, I started to hear and see a number of things that I felt just weren't right," added Frankie. "And it wasn't until people would come to me with issues that I really realised how many problems there were."

Frankie is a detective chief inspector and workplace Federation representative. Her sons are 16

essarily halt your career, but it can definitely put limitations on what you can do. I've had to choose my roles around my family – I can't possibly do all roles, and be a present mum.

"It almost feels like women have to choose between having kids or climbing the career ladder. Do our male colleagues need to make that

to educate others to help the future of the force. I want people to understand what is acceptable behaviour – even if it's well-meant behaviour, it's not always OK anymore."

Frankie's comments came just after World Menopause Day on 18 October. She added: "I want people to see that these issues are real – menopause is a real thing that women are having to deal with. And it might not be female officers, it could be our mums, sisters and wives. I need people – not just women – to feel comfortable sharing their stories.

"Women shouldn't be afraid to share their concerns or be embarrassed. We need to get these conversations going."

The Women's Network is there to support women facing any arising challenges, while continuing to educate colleagues.

"One of the most surprising issues we've found is a survey that revealed how many women admitted to feeling unsafe within the workplace," said

"Our aim is to make sure female officers have that much-needed welfare support, so they don't feel isolated"

the fight, and if things don't change, policing will lose more women.

"As females, we shouldn't have to battle to get a work-life balance or justify a promotion."

Frankie's passion for giving female officers a voice is driven by her own experiences as a single mum who has worked in the police for 25 years, having originally joined the Metropolitan Police in 1997.

"When I joined Hertfordshire two-

and 17, and she has always worked full-time. She said she felt she had to return to work after a few months into maternity leave with both children.

She explained: "I don't want people to feel sorry for me, I had no choice but to come back to work that early, and full-time. Not everyone has a partner to help out with childcare, or the finances to pay for extra days at nursery.

"Joining the police doesn't nec-

choice? Sadly, women have to make sacrifices – they either prioritise their work but don't have children, or they start a family and then feel they can't get promoted, or they spend time at work, but don't see their families. Whatever their situation, it's common for women to feel some sort of guilt about the decisions they've made.

"I want to use my experience to help my colleagues. I've experienced misogyny and sexism, and now I want

Frankie. "But where is the support for these women? We need to support women in policing who are experiencing unacceptable behaviour, and also educate colleagues, so they know when or if their behaviour is inappropriate.

"Our aim is to make sure female officers have that much-needed welfare support, so they don't feel isolated. I'm trying to help put processes in place to drive this."

Policing Set To Reopen Non-Degree Entry Route

There will be a new, non-degree entry route into policing in order to attract a broader pool of talent, Home Secretary Suella Braverman has announced.

In her speech at the Association of Police and Crime Commissioners and National Police Chiefs' Council Partnership Summit, Ms Braverman called on the College of Policing to develop options for the new entry route.

The Police Federation of England and Wales has long pushed for a return to non-degree training for police officers, and earlier this month 16 Police and Crime Commissioners wrote to the Home Secretary to drop the blanket requirement for all officers to have a degree.

They argued that recruits from the military, Special Constables and older career-changers were being put off from joining, at a time when forces in England and Wales need to

recruit an extra 20,000 officers.

To applause from the audience, Ms Braverman said: "We know that to build public confidence we must draw from the widest pool of talent from across all sections of society. To deliver this, forces must increase efforts to implement the new entry route successfully."

She said she had heard good things about the new entry route, but continued: "I've also heard from you that there's a need for more

flexibility to ensure broad access to a policing career. So I've asked the College of Policing to build on their work by considering options for a new, non-degree entry route to deliver officers of the highest calibre who will complement the existing framework.

"In the meantime, the current transitional non-degree route of entry will be kept open. Our police force must be open to those who do not have a degree or want one."

International Police Family

After the Russian invasion of Ukraine, Greater Manchester Police Association of Women in Policing (AWP) offered help to refugees from police families. DI Anna Rickards explains the difference the scheme has made.

Greater Manchester Police Association of Women in Policing (AWP) linked in with the Ukrainian Association of Women in Law Enforcement (the Ukraine equivalent of BAWP) at the start of the Russian invasion to offer support, writes Anna Rickards.

From that initial contact came about a scheme to help re-home police families from Ukraine and match them with UK police families willing to host through the UK Homes for Ukraine Scheme.

The idea was that UK police officers who wish to offer a home to a family displaced by the war may prefer the security of knowing it is a an adult female and child or children (men are still not permitted to leave) who understand the shifts and demands of policing – and may be a good fit for their family life.

It also alleviated some concerns from Ukrainian police families as the hosts had gone through additional vetting (all applicants needed approval from Professional Standards Branch).

The first stage was to understand the families being referred: age and gender of children; linguistics; allergies etc. And the second was to understand the UK family and their dynamics.

While there was a crisis and need for urgency for those fleeing their homeland, it was key that the matching process have longevity and be a good fit for both families.

The first Ukrainian national to be matched was Svitlana and her lovely son Ihor. I struggled to find the right family for Svitlana through Greater Manchester Police volunteers mainly due to space within the home, so reached out to Lancashire Constabulary, where Supt Sally Riley got to work and advertised the scheme on the intranet.

Another consideration for Svitlana was that she was keen to be close to a college so she could learn English, and she also wanted to be close to a hospital as she hoped her English



Ihor, right, with DC Kirsty Mills' daughters Darcy and Molly

would get to the standard where she could resume her career as a doctor.

Svitlana and Ihor were hosted by DC Kirsty Mills, from Lancashire Constabulary who, with her husband Liam, are the first UK hosts for this scheme.

At the initial stage I arranged a video call between Svitlana, Kirsty and Liam, and through the aid of a translator the initial meeting went well. I spoke to Svitlana afterwards and asked how it went.

Kirsty and Liam have a Newfoundland dog, who Kirsty described to me as more bear than dog-like and wondered if this would be a problem

for Svitlana and Ihor.

Indeed it was a problem, Svitlana told me, as they had to leave their beloved cat and Ihor was lost without an animal, and she feared they both would love the dog so much they wouldn't want to return home!

In the context of what Svitlana and Ihor were going through, living in a shelter and being displaced from their homeland, she explained that if that's her only problem life is indeed good again!

I had the pleasure to meet Svitlana and Ihor in person once they were settled and it is clear that Kirsty and Liam have provided a loving and

stable home life for them – and that it has been a positive experience for all involved.

I would like to thank Kirsty and Liam, who went above and beyond to make Svitlana and Ihor feel welcome. They even travelled to Hull to meet their Ukrainian family from the ferry, as they knew Svitlana was worried about driving on the left-hand side of the road for the first time.

If you would like to know more about the scheme or would like to host a family yourself, please contact DI Anna Rickards from Greater Manchester Police by email at 13806@gmp.police.uk



Call For Standard Maternity

The NPCC has sent out guidance for police chiefs around supporting staff with maternity and related areas.

Surveys have revealed a link between line manager inflexibility, lack of knowledge and understanding, and female officers choosing to exit policing.

The document states that the largest exodus from women in policing is after the birth of a child. It adds: "Maintaining experienced female officers and staff within forces is a challenge which is indivisible from sickness, flexible working and deployment/critical staff policies and procedures."

The guidance makes a number of recommendations, including formalising processes to keep in touch with staff who are away.

It suggests updates on new roles and promo-

tions, as well as introducing buddy systems for those returning to work.

Statutory requirements establish that employees can work up to 10 days during their maternity through 'keeping in touch days'. SPLIT days are for shared parental leave and employees can use up to 20.

However, there is no set standard for the amount of leave given for IVF. Some forces give 40 hours per year, others five days per cycle for up to three cycles per year, and others give an unlimited but reasonable paid sick leave.

The guidance sets out that there is no 'one size fits all' and that it may also depend on the role that the individual is in. It also recommends that forces should consider allowing temporary changes to working conditions for those undergoing fertility

treatment, rather than a permanent change through a flexible working request.

It also emphasises the importance of having the correct support in place for female officers, who now make up a third of the police workforce.

It states: "Understanding the impact of perinatal mental health on our staff is essential. The past 11 years have seen a year-on-year increase in the recruitment of female police officers, resulting in 33.1% of officers in England, Wales and Scotland now being female, with 52% of them being under 40.

"It is therefore imperative that forces act now to get the correct support put in place to aid with the wellbeing, productivity and retention of the workforce (of all genders) going through perinatal mental health-related issues."

Marathon Runners Raise £22k For Police Charity

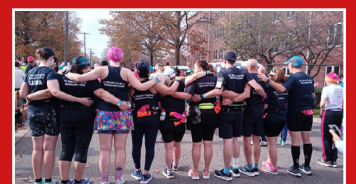
A group of officers completed the New York Marathon to raise money for the Nicola Hughes Foundation – 10 years after the GMP constable and her colleague PC Fiona Bone were murdered on duty.

They have raised an incredible £22,000 for the charity – with more donations still coming in.

In recognition of the work Nicola's father Bryn has done for the

charity and support policing, past and current runners organised a presentation. He was given a framed badge display of all the forces and agencies that have taken part in fundraising, as well as a jigsaw photo of Nicola made up of tiny images of all the runners over the last 10 years.

You can find out more on the PC Nicola Hughes Memorial Fund at: www.pcnicolahughesmemorial-fund.co.uk/



Neurodiversity Focus



"Be you, and the organisation – and the world – will adjust. That's how you give your best when you can come to work and be yourself."

That's the message that Kelly Rooks, Northumbria Police's new neurodiversity and wellbeing officer, is trying to spread within the police service.

Being neurodivergent herself, Kelly identified that her force didn't have a reasonable adjustment policy in place for people like her. So, the force's People's Services team created Kelly's role to see what demand there would be for support of neurodiverse officers and staff.

the external referral for diagnosis, so we can get the right advice on what support we need to put into place."

Practical interventions include screening for dyslexia and visual stress (when words appear blurred or as if they're moving around). The team collates all the information and has a chat with the individual about the challenges they feel they face within the organisation.

"Then we look at what reasonable adjustments we can make," said Kelly. "That could be supplying noise-cancelling headphones, because we have a lot of open-plan offices. Or for our neurodiver-

pass their exams and become Detectives, or they have gone up the promotion pathway from PC to Sergeant, Sergeant to Inspector. It's significant."

Kelly is now trying to grow the offering and create the same pathway for staff and officers with autism, ADHD, dyspraxia and other neurodiverse conditions.

She said: "It's nice now that we've got new support pathways because our neurodivergent staff, like me, feel valued, we feel supported, and we feel safe to be ourselves."

This initiative should be rolled out across police forces nationally, Kelly added. She said: "We are

"We have a lot of neurodiverse talent. We are understanding how to utilise it and play to the strength of team differences"

A lot of demand, it turns out. Among other initiatives, Kelly has now implemented 22 dyslexia assessors within the force, with "significant" results.

She said: "There are people coming forward, sharing that they are neurodivergent, and I support them by completing a workplace assessment, listening to the challenges they have, and then I look at how we can remove barriers, especially for staff going for promotions or specialist roles.

"Some staff are undiagnosed, but they present with indicators for a suspected neurodiverse difference. If there are challenges within their role that impact them day to day, the force has covered

gent members of staff, we supply laptops with software so they can use the accessibility tools. We also supply coloured overlays for people to read through – that can show a marked improvement, increasing people's reading speed, retention of information and reducing visual stress.

"We are receiving feedback that people have changed their career pathways. A lot of neurodivergent staff have seen exams as a barrier – they've tried to do them and failed. But now that we're investing in people's learning styles, putting reasonable adjustments in place, we're removing that barrier. People have successfully gone on to

all working together to create the best practice, because we want to recruit and retain neurodiverse talent in the organisation. An inclusive environment is a place staff come to work and be themselves and enjoy coming to work.

"We also need the out-of-the-box ideas that neurodivergent thinkers bring to the table, especially with projects, because they're going to give us a angle that we might not have seen before. That's the talent we need to retain for organisational growth. We have a lot of neurodiverse talent within the force and now we are understanding how to utilise it and play to the strength of team differences."

Breaking Boundaries

Ch Insp Lynsey Hernandez is Chair of the Civil Nuclear Constabulary's Gender Affinity Inclusion Network (GAIN). Previously a firearms instructor, she talks about the challenges of being a female firearms officer in a male-dominated environment

Q What was your first experience of firearms training when you joined the police service?

A In 2004 I applied to be an officer for the Civil Nuclear Constabulary (CNC), which required me to be a firearms officer. I went away on my basic course and unfortunately, I was unsuccessful with the handgun – the Glock.

I was 19, I'd never picked up a gun before, I was intimidated. I reapplied to the CNC to become a staff member. A couple of years later they re-advertised the role of firearms officer in Dounreay, where I'm from, so I reapplied. Although it was still difficult, I passed – I wasn't a brilliant shot but I was comfortable.

Q You were later promoted to Sergeant, so how did you end up becoming a firearms instructor?

A I passed my Sergeant's board in 2011 and I became the first female Operational Firearms Commander at the unit. Then a senior officer asked me if I'd considered becoming a firearms instructor. My response was, 'Have you seen my shooting? I couldn't be a firearms instructor. No chance'.

But it planted a seed – actually, you don't have to be a fantastic shot to be a good teacher. So in 2013 I applied to become an instructor. It was a big commitment to move eight hours away from my family and friends and set up my life in Cumbria. I was successful, and then I came back to work near Sellafield as an instructor.

It was out of the frying pan into the fire – into an environment that was really male-orientated. I was the only female and for a while it was difficult. There was a bravado and an old-school attitude about young women, because I had just turned 30. One guy said to me, 'What are you doing here? What do you know? You're just a wee lass from Scotland'. That was the attitude with a lot of them.

But I took the time to understand the role and learn the ropes. I became a temporary Inspector, and then I ended up having the role of Inspector and running this department, which at the time was 14 Sergeants and 60-odd instructors. I started to think: how do we break down barriers and get more women into the team?

Q How did you encourage female police officers in training to consider going into firearms?

A I stood up in front of people and said, 'You're here today because you're struggling to qualify on this Glock'. But I, in



2004, failed on the Glock and now I'm an instructor. If I can do it, anybody can. To actually help people pass their qualifications, it was a huge thing.

Other instructors would say, 'Don't tell them that you couldn't shoot that well, you have to show them you're the best'. And I thought, well that's rubbish, because why set the bar so high and make people feel intimidated when actually, if you're just a real person and you say, 'I struggled to do this', that motivates and inspires people, and often those people were women.

By 2018, we had 14 females across three firearms training centres, and our then-Chief Constable said this was unheard of. We had female officers on the line, being coached and mentored by female instructors, and the range was being run by me as a female Sergeant Instructor. Three layers of females in a range environment is few and far between.

Q You have twin sons but struggled when you went for promotion after your maternity leave. How did you use that frustration to drive your career?

A I was Deputy Chief Inspector in the firearms training unit for a few years when I fell pregnant. I wasn't massively supported on my maternity leave and I didn't feel like they wanted me to return. I decided to go for a promotion, but the framework they were going to assess me on had changed while I'd been on maternity. Nobody had helped me develop or supported me, and I didn't get the promotion.

I tried again and got the Chief Inspector role and moved to Sellafield Operations. I've learned a load of new stuff – all when I had two babies at home, and trying to balance that with a 40-hour working week as a Chief Inspector at a really busy unit. I also took on the role of Chair of the Gender Affinity Inclusion Network. I'm now the tactical lead for violence against women and girls in the Constabulary.

Q Why is it important that female officers know what they want in their careers and go for it?

A You have to have the confidence that you can do it. Other people's opinions shouldn't influence that. What influenced me to do more was seeing other people, respectfully, perform poorly in the roles. I'd think, 'Hang on, you're either doing very little or you're not doing it very well, and I think I could probably do better'.

Sometimes that frustration drives you to apply for more. I want to help other women by leading the way and breaking down the barriers, and allowing them to feel supported and encouraged.

Q What would you say are the unique challenges of the job facing female firearms officers?

A Men aren't going to go through all the things we go through in life. Even if you don't have children, you'll still have menopause, and that affects people in many different ways. In the beginning, if your mind's set, you can put the effort in to be stronger and fitter and learn. Anybody can achieve that. But it's maintaining the skills, it's maintaining the pressure, the fitness and the weight of equipment that you have to carry. In our force, we have a really good ratio of female firearms officers, but getting older is the struggle.

Q Tell us something Grapevine readers might not know about you.

A There are 214 peaks, known as the Wainwrights, dotted across the Lake District. I decided to start climbing them all before I fell pregnant. I've completed 62 and I managed to do 20 while I was pregnant with twins – albeit the lower ones. So the challenge now is to bring the kids up the hills with me!