

# Grapevine

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# BAWP

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■ Front cover: UK delegates at the IAWP Conference Parade.  
Photograph reproduced courtesy of West Yorkshire Police Imaging Department

## SPRING PROFESSIONAL DEVELOPMENT DAY

March 27<sup>th</sup>-28<sup>th</sup> 2006

Forest of Arden Marriott Hotel & Country Club, Warwickshire

A chance to network, make new contacts and develop both  
personally and professionally.

This season's workshops are on superworking and managing politics.

The winners of the BAWP awards - see page two - will be presented at the dinner.

Look out for more details on [www.bawp.org](http://www.bawp.org)



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please email:

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# Grapevine Editor's Comment



■ Sarah Francis

IS IT that time again? Grapevine I mean, although if you were thinking Christmas I could excuse you.

Last year I seem to recall having mixed feelings about the joy of Christmas, balancing spending time with family and friends against the demands such as extra duties and pressure to work overtime on Bank Holidays when our families want us home.

This year I am really looking forward to it because I've managed to plan ahead and get some time off.

This Grapevine is once again packed with some great articles, including a full low down on the IAWP Conference in Leeds. Congratulations to everyone involved in organising such a magnificent event and I hope you are enjoying a well earned rest, or in the case of Jane Kitchen, honeymoon.

We have had a lot of comment about how good the new layout is looking and I would really appreciate more letters and views on articles you have read or news you want to share, so please, write in.

Finally, following the events in Bradford, I would like to offer my condolences to the family of Sharon Beshenivsky and I wish Teresa Milburn a speedy recovery.

## VINE VIEWS

THE centre page spread in the last issue of Grapevine certainly inspired some comments to the BAWP mailbox. Thanks to everyone for your comments and here is a selection of your letters - it is nice to know our stories are being read. Ed.

### JUST BRILLIANT

BRILLIANT article. It is great that these issues are now being discussed in the national arena. The National Black Police Association has championed this cause for some time now, but it doesn't appear to have been taken seriously. Who knows what could be done together.

The negativity expressed by the Federation on this subject always strikes me as uninformed and trying to protect the privileged position white males have had for too long.

Karin Mulligan Chief Inspector, GMP



### ARTICLE IS TOO SHORT

FIRST of all I like the look of the new 'Grapevine', very punchy and full of useful material and views. However, perhaps it is the shortness of the article on affirmative action that opens it to a little criticism.

Firstly, however, I would like to say that the points made a valid and worthy of discussion. But there are other sides to the question that could or should have been included. Whilst accepting that everyone who is successful under affirmative action meets the required standard this does not mean that the best folk for a job are selected. Indeed they may be 'selected out' if they are not of the right minority group. Further, the article stated that Home Office research indicated that if standards were raised, proportionately more women and ethnic minority people would be in the pool and not less. Thus, with less recruiting going on now than previously

[the article said] perhaps a way forward is to raise the standards. This might be expected at such a time and would also have the benefit of proportionally increasing the number of women and ethnic minority staff recruited.

The statistics in the article did cause me some confusion, again because the article is necessarily short perhaps. But I had thought that at least 25% of British youth now went to university and so if 12% are from the minority ethnic communities how can this be, "... many more than from the white community." My initial view is that the police should increase its positive action approach, not difficult from its current poor position, rather than not recruit the best candidates that it can.

John Wilson.



### AWARD NOMINATIONS NEEDED

WOMEN across the policing family are set to be rewarded for their accomplishments in British policing through a series of new awards.

THE BAWP is setting up its own 'Officer of the Year Awards' for 2006. The winners of which will become the automatic entries to the annual IAWP awards ceremony with a chance to go to Saskatoon, Canada for the conference.

The award categories, which at the time Grapevine went to press were still being finalised, are as follows: officer of the year, leadership, community service, mentoring, excellence in performance, medal of valour and police staff achievement award.

Find the most up to date information along with details on how to make nominations for the awards at [www.bawp.org](http://www.bawp.org)

# Gender Agenda II

## A roadshow coming to a venue near you

DETECTIVE Chief Inspector Ellie Bird and Liz Owsley, national co-ordinator, will by February 7 have travelled the length and breadth of the country with one mission: to launch Gender Agenda II.

Four years after the success of the original launch the pair are determined not just to engage with female officers, but police staff too making the Gender Agenda II truly representative of all women in policing.

Ellie says through the workshops they hope to develop the BAWP's five long-term aims.

"We will be reviewing the existing elements of the strategy and then identifying what issues and barriers remain and how we can address them," said Ellie. "But we will also be looking at good practice across the country, what work is already in progress to find positive new ways of working and challenging negative attitudes, inflexible thinking and old fashioned practices."

The 2001 Gender Agenda launch has set standards that both Ellie and Liz feel they have to live up to.

"Clearly we have achieved a considerable amount," said Ellie, "but recognise that there remains a lot to do. This time round the launch has been exciting rather than daunting and we know that we must take this valuable resource forward so we can seek improvements for all women in the police service."

At the time Grapevine went to press the pair had completed three of their 14 roadshows

"Our aim is to ensure everyone who attends feels that they have made a positive contribution and that they leave feeling inspired that BAWP is committed to bringing about change and making a difference," said Liz.

The Gender Agenda II roadshow will be in your area on the following dates:

#### DECEMBER

16 Leicestershire

#### JANUARY

11 Lincolnshire

Guy.collings@lincs.pnn.police.uk

12 Northumbria

Barbara.cornfoot.8275@northumbrian.pnn.police.uk

13 West Yorkshire

ks947@westyorkshire.pnn.police.uk

18 MDP Aldershot

Claire.pitcher@tesco.net

20 Gloucestershire

sally.crook@gloucestershire.police.uk

26 Kent

jan.stephens@kent.pnn.police.uk

27 Bedfordshire

manjit.sohal@bedfordshire.pnn.police.uk

#### FEBRUARY

1 North Wales

Nicola.carter@nthwales.pnn.police.uk

2 Devon & Cornwall

Eelke.zoestbergen@devonandcornwall.pnn.police.uk

6 City of London

Julie.hall@city-of-london.police.uk

7 West Mercia

sharon.gibbons@westmercia.pnn.police.uk

Contact any of the email contacts listed if you want to attend. If you want to contribute to Gender Agenda II and cannot make any of the listed events please send you views and ideas to Ellie or Liz by email, their addresses are listed on page 16.

## SUPPORT FOR MET'S TOP FEMALE POLICE STAFF



■ Ann Middleton

SENIOR female police staff in the Met are being supported with the launch of an association just for them.

The new network kicked off with talks from Catherine Crawford, Chief Executive of the Metropolitan Police Authority (MPA), and Commander Cressida Dick, representing the Met's Association of Senior Women Officers (ASWO).

Over a hundred women attended this first event at New Scotland Yard. Flexible working arrangements and the balance between men and women in management were hot topics for discussion.

Ann Middleton, from the Specialist Crime Directorate, helped to organise the event with the support of the BAWP and ASWO.

She said: "This will be one of seventeen staff support associations in the Met and was set up to support women police staff as they reach senior management team (second line manager) level."

At the launch Catherine Crawford, who has kindly agreed to become the association's first patron, set the group a challenge to do itself out of a job in the next 12 to 18 months as fairness and equality becomes a reality throughout the organisation.

Ann added: "A lot of people have told us that they have been waiting for something like this for a long time. The majority of the Met's police staff are female, but only a quarter of staff in the most senior roles are women." The launch follows the 'Dancing on the Glass Ceiling' events, organised by Denise Milani, which identified remaining challenges for women in the Met since the launch of its "EnGender" strategy in 2002.

It is hoped that association members will work alongside the human resources and diversity directorates and ASWO to help female staff excel within the force.

### Restructuring

The BAWP's President Julie Spence has expressed her concern at the effect the current process of police force restructuring will have on the number of senior posts held by female staff. She said in a letter to the Home Office, "will stereotyping mean that women will not be recognised for the 'big' postings? Out of the 200 BCU commander posts only 31 are held by women to date. Will this number diminish further?"

Mrs Spence said that women had "fought hard" to attain such positions especially those in protective services and specialist departments and that the BAWP "was concerned about the impact of change".

### Senior women's conference 2006

A DATE for your diary is the 2006 National Senior Women in Policing conference which is being jointly hosted by the Welsh police forces at the Celtic Manor Resort.

With a theme of 'inspired' the conference organisers promise anyone who attends will be.

The conference runs from February 28 to March 2.

Places are still available. For more information visit

<http://www.ncsw.police.uk/>

The BAWP are hoping to host the 2007 event to mark the 20th anniversary of the organisation.

### Eastern region day

OVER 100 delegates from Norfolk, Suffolk and Cambridgeshire forces took part in a Personal and Professional Development Day at Norwich City Football Club. The conference, held on Wednesday November 2, was aimed at inspiring and motivating all women in policing and was themed "Feeling good about me".

Conference organiser Heidi Tubby hailed the day a success. "We can always make improvements to enrich our careers and personal lives and this conference gave us a wonderful opportunity to meet new people in similar circumstances from around the Eastern region," she said.

The event will be held again next year and will be hosted by Cambridgeshire Constabulary.

## Blueprint for modernisation

THE Association of Chief Police Officers (ACPO) are developing a Blueprint for 'workforce modernisation' to address what Chief Constable Bob Quick says is an "outdated and inefficient" way of working.

Mr Quick, ACPO Lead on workforce modernisation, said: "True reform must, at its core, deliver new ways of organising frontline policing so that services are better, faster and more cost effective."

He added that the service currently has an outdated pay structure, inflexible recruitment practices and considerable constraints on how local commanders and chief constables are able to deploy resources. He expressed concern that the Crime Fighting Fund limits the roles available to those who do not hold fully-warranted powers, and leads to highly skilled officers, who have been trained at great expense, performing simple and routine tasks.

## Consultation for change

THE Department for Trade and Industry has launched the consultation period for the forthcoming gender equality duty: 'Advancing equality for men and women: Government proposals to introduce a public sector duty to promote gender equality.' The Equal Opportunities Commission, which has been campaigning for such a duty for the last six years, described it as "the most significant change in sex discrimination law for thirty years".

The duty will mean that public sector bodies will need to set gender equality goals in the design and delivery of their services and their employment practices.

The consultation period ends January 12 2006. Find the consultation document at [www.womenandequalityunit.gov.uk/publications/gender\\_duty\\_oct2005.pdf](http://www.womenandequalityunit.gov.uk/publications/gender_duty_oct2005.pdf)

## What women want

BAWP Member have been invited to an exhibition looking at greedom, equality security, adventure and domestic bliss.

Called 'What Women Want' the project is being hosted by The Women's Library based at London Metropolitan University.

The collection of art will be shown alongside historic artefacts from the suffragette movement such as photographs, banners, books and magazines. The exhibition runs until August 26 2006.

Guided group tours can be arranged. Contact 020 7320 3505 or email more info@thewomenslibrary.ac.uk for more information

# PRESIDENT'S PONDERINGS



Julie Spence

THE progression up the ranks is never easy and as a senior woman in policing, I am in a minority. However, I have never been as reassured as I am now by the volume of work being done at both a governmental and local level to address the issue.

The BAWP is represented on a number of national working groups. It is through these representatives that we are getting a chance to vociferously make our collective views known.

On a more local level, we are bringing the 2001 Gender Agenda bang up to date by including police staff. DCI Ellie Bird and our national co-ordinator Liz Owsley are doing a sterling job of trekking around the country spreading the word about Gender Agenda II.

The workshops are interactive and I know the pair refuse to allow anyone to leave without feeling they have made a positive contribution. Please do try and attend an event if you can and do your bit to give all female staff a level playing field where policing is concerned.

The Home Office's recent announcement about the creation of strategic forces has left many women with an uncertain future. Will it mean fewer opportunities for both police officers and police staff? Could it mean possible redundancies for police staff

and female ACPO officers? Only time will tell – but we have made our views heard.

On a happier note, I want to congratulate Lynn Harris from Derbyshire who was awarded the Queen's Police Medal at the end of November for her work around domestic violence, child protection and galvanising partnership working across Derbyshire. Well done Lynn.

Finally, the BAWP has been campaigning on your behalf for the last 18 years and at a recent meeting we discussed how we could mark our 20th anniversary. Suggestions included a reception at the Houses of Parliament and charity ball at the 2007 Senior Women's Conference. If you have an idea, we would love to hear it. Please contact Liz, our national co-ordinator – details on page 16.

# SECRETARY'S SNIPPETS



Carolyn Williamson

I NOW feel that I have truly started to leave the Leeds conference behind me, though there is still some administrative clearing up to do of course. I

have just got back from a wonderful holiday in the north of Canada, where I stayed out on the tundra in a unique 'vehicle' for three days, and went out each day polar bear watching. I was with a group of people from Australia, USA, UK and Canada, and we saw many bears, arctic foxes and hares, snowy owls and even a couple of caribou (or reindeer as we know them).

Overall, the whole week was a fantastic experience, and worth every penny of the far from cheap price. I have 170 still photographs and about an hour of movie to jog my memory later, so if anyone wants to view them, let me know.

Much is being written elsewhere about the Leeds conference, so I will not add anything here other than to thank all those who participated in any capacity whatsoever – delegate, volunteer, sponsor – you were all necessary to the success of the event and I hope you feel that you got something worthwhile out of your involvement.

As for the future, I shall at least be able to concentrate a little more on BAWP matters, and I hope to be re-launching the website with additional features in the near future, so if you have any thoughts on that, please contact me on [webmaster@bawp.org](mailto:webmaster@bawp.org).

# NEW COURSE DECLARED SUCCESS

Staffordshire Police host first Positive Action Leadership Programme

A NEW leadership programme developed especially for under represented groups in the police service has been declared a success by the pilot force.

The CENTREX developed Positive Action Leadership Programme ran for the first time in Staffordshire last month (November). Participants praised the course and one woman said she had returned to her duties with a "sense of worth and purpose" and that it made her realise "how much I still have to offer".

The course, which developed from a Black Police Association funded course run two years ago, is aimed at black and minority ethnic, gay, female and disabled police staff and officers along with those from specific faith groups regardless of their rank or grade. It recognises that people from these groups continue to be under represented at all ranks and grades within the police service.

Project Leader Sergeant Gary Chapman, who works at Bramshill, said: "Our aim is to encourage officers and police staff – particularly constables, sergeants and police staff of similar grades – from these under represented groups to stay in the service and apply for progression either



Sgt Gary Chapman

laterally or by way of promotion when the opportunity arises. "The course is divided into two phases. The first phase is run over four days and looks at values, beliefs and conditioning, communications, decision making and conflict resolution, leadership and management, mentoring, coaching and networking, personal growth and development and the work/life balance."

"Phase Two supports the participants through the CENTREX created Core Leadership and Development Programme. They will be able to attend workshops run especially for under-represented groups, take part in E-Forums and

gain help and advice through mentoring and coaching schemes and a network of contacts," said Gary.

The course can be delivered to single groups – such as all women – or to mixed groups. It is aimed at constables and sergeants and police staff equivalents and delivered in partnership with the staff associations.

The pilot course was supported by Staffordshire Police's Assistant Chief Constable and BAWP Vice President Suzette Davenport, who said: "It was a great opportunity for a number of staff from the force to experience a different type of learning and development programme. Having spoken to the participants at the end of day three, it was clear that they had derived significant benefit from this bespoke opportunity. I look forward to many more staff benefiting from this programme in the future."

If you are interested in running a Positive Action Leadership Programme in your force contact Sgt Gary Chapman at Bramshill's Leadership Academy for Policing on 01256 602887 or by email [Gary.Chapman@centrex.pnn.police.uk](mailto:Gary.Chapman@centrex.pnn.police.uk)

## Fife's innovative recruiting venture

THERE seems to be something in the water on Fife Constabulary's central division as no fewer than 19 of the area's officers are now new or expectant mums. The force's internal newspaper had deduced that the staff have "embarked on a novel approach to increasing the numbers of front-line operational staff, although the results might not be evident for another 18 years or so."



Photograph reproduced courtesy of Fife Constabulary

## Justice Shield Award

A NOTTINGHAMSHIRE team who cut the re-offending rates of prolific offenders they were working with by 55 per cent have scooped a top criminal justice award.

The Sherwood Persistent and Prolific Offenders Project in Nottinghamshire which is made up of police officers, probation and Prison Service staff, was the overall winner of the Government's second annual Justice Awards.

Other winners included a 76-year-old woman who set up the first Victim Support office in Manchester, a HMP Dartmoor prison officer, who developed a scheme helping prisoners record bedtime stories for their children to listen to at home and a senior Crown Prosecutor from Bristol who has been instrumental in recruiting more people from BME communities into the public services.

## Website revamps

BOTH the Home Office and ACPO have launched new-look websites. The revamps follow feedback from the users and aim to make them easier to navigate.

The BAWP is also following the trend and employing Bucks.net to redesign its site.

Secretary Carolyn Williamson said this is the third re-design in ten years. "We are trying to maintain a site which is easy to navigate and gives BAWP a professional image." "We are always looking for suggestions from members on how we could improve the site and I would ask anyone with any ideas, comments or feedback to email [webmaster@bawp.org](mailto:webmaster@bawp.org)," added Carolyn.

## BAWP 'invited' to Oxford

THE BAWP was invited to give a presentation on the role of women in the police service to students and lecturers at Balliol College, Oxford. DCI Ellie Bird took up the offer on behalf of the BAWP. She said: "The college have a women's network and were interested in hearing about the barriers women have had to face in policing and how they have been addressed."

The women's network now hopes to make the talk a regular feature each term.



# CONNECTING COMMUNITIES

## International Association of Women Police Training Conference

### Delegate numbers

THE conference attracted 386 full delegates, 93 day delegates and 30 companions who had a programme designed especially for them. The attendees came from 29 different countries – with the majority coming from England who sent 220 people (from all 43 forces, some police authorities, federation branches and associated organisations such as PITO and IPCC), the USA who had 106 attendees and Canada who sent 47 delegates.

### A world representation

THE world was represented at the conference with women attending from the following countries: Albania, Antigua and Barbuda, Argentina, Australia, Austria, Cambodia, Canada, Cayman Islands, China, England, Germany, Ghana, Gibraltar, India, Ireland, Japan, Jordan, Kosovo, Macedonia, Netherlands, Nigeria, Poland, Scotland, Spain, Sweden, Trinidad and Tobago, Uganda, USA and Wales. Interpreters – who were occasionally mistaken for noisy delegates and told to be quiet – were on hand to translate for delegates whose first language wasn't English.

### Presentations

OVER the four days of formal conference presentations, 121 people took to the stand and spoke at 73 different presentations. At any one time, delegates had six presentations to choose from on the day's theme. Monday's presentations focused on 'Practical Policing in a Global Environment', Tuesday's looked at 'Professional Development and Leadership', the theme for Wednesday was 'Confidence in the Diversity of Policing' and the final day's presentations focused on 'Technological and Scientific Developments in Policing'.

THE FIVE-day training conference brought together delegates from 29 different countries. Delegates started arriving in Leeds on Saturday (September 10) for IAWP Board meetings and the British Police Symphony Orchestra Gala Concert held in Leeds Town Hall that night. Sunday saw the opening ceremony and over 300 policewomen and staff in full uniform parade through Leeds City Centre to the Royal Armouries to the awards luncheon event which drew spectators from across the city.

On Monday the conference began in earnest with 21 different sessions held throughout the day. The exhibition was opened with a civic reception at 4pm that day and delegates were treated to a real English afternoon tea. IAWP regional meetings and a social event hosted by next year's conference team from Saskatoon, Canada, followed Tuesday's training sessions. After a full day's training on Wednesday and morning on Thursday a 'pink' banquet marked the end of the event on Thursday night. The marriage of Chief Inspector Jane Kitchen, one of the organisers, and

Simon Townsley was also blessed in front of the delegates. Over the next seven pages read about some of the lectures, hear first hand about the events and get a taste of the conference through the pictures taken by West Yorkshire Police's Imaging Department – to which we are extremely grateful. For those of you who wished you had gone – there is always next year and while Leeds is undoubtedly a fantastic city, for those of you born and bred in the UK - Canada is definitely a more exciting conference destination.

## PROUD TO PARADE

■ BY CAROLYN WILLIAMSON

WHEN I first announced we would need to have a parade from Leeds Town Hall down to the Royal Armouries I was met with a certain amount of scepticism from colleagues. However, they had reckoned without the professionalism of the various departments and individuals within West Yorkshire Police, who did us proud.

Much to my amazement, being a 'veteran' of many IAWP conference parades, we were all lined up and ready to go with time to spare. Although I no longer wear a uniform, being retired, I was determined to be in the parade of 'my' conference, and felt a real glow of pride as we swept along The Headrow in Leeds, round the roundabout and over the bridge, bringing traffic to a halt - what power!

The Yorkshire Post had carried an item about the event the previous week, and there were quite a few spectators cheering us on, which was refreshing for some of my British colleagues, I think, as they are more used to being shouted at - or worse.



THE BRITISH Police Symphony Orchestra, accompanied in parts by the West Yorkshire Police brass band, played to an audience of several hundred in Leeds Town Hall. With pieces from Shostokovich,

We had the bands from West Yorkshire Police and Humberside Police, two women officers on horseback, and flags carried by girls from the Air Training Corps, Army Cadet force and Sea Cadet Corps, so it must have been quite a sight for the Sunday crowds in Leeds. The whole Parade had been meticulously planned by

Berstein and Tchaikowsky it was "wonderful evening" said Chief Superintendent Sarah Brown. She added: "The musicians were superb and I felt it was a fitting start to what was a great conference."

PC Michael Wadsworth of West Yorkshire Police, and everything went like clockwork. I feel the final word should go to him, as we certainly could not have done it without him. When responding to a small presentation from us later, he said: "Never before have I had 400 women under my command and they did as I told them!"

## WEDDING MAKES THE AGENDA



CONFERENCE Co-ordinator Jane Kitchen officially became Jane Townsley when she married partner Simon at Leeds Town Hall during the conference week and then held her wedding reception as part of the final banquet. Jane said they had both been married before and wanted this time share their happiness with as many friends as they could. "Many of our friends are, like us, members of IAWP, so it made sense to take advantage of their presence in Leeds," said Jane. She added: "Simon is a Yorkshireman and has even joked himself that how else could you have a reception with 500 people most of whom have paid for their own meal." The pair were taken to their ceremony in a conference car and then walked out to a full guard of honour. The wedding was blessed at the final banquet by serving West Yorkshire Police officer, Inspector Andy Earl. Jane added: "The whole occasion was so memorable, everyone made it a day to remember."

## Ann's only UK winner

WEST YORKSHIRE Police sergeant Ann Drury was the only UK officer to receive an award at the annual IAWP award ceremony.

Ann was presented with an 'Excellence in Performance' award for her 'resilience, compassion, pride and professionalism' following the murder of fellow officer Ian Broadhurst in 2003.

After the incident, in which Neil Roper was also seriously injured, Ann cancelled her holiday to support her team and those closest to the officers.

Ann says the award means a lot her and she describes it "as a testament to the wonderful team I have working around me." She added: "I was honoured to have been nominated and then I felt somewhat shell shocked to find out I had actually won the award. I am proud that my work has been recognised at an international level."

Sgt Sandra McLaren from Ottawa Police Service also won an award in this category.

Other winners included: Staff Sergeant Eva Katalin Reti from Durham Regional Police Service who got 'Officer of the Year'; Constable Bernie Chapman from the Royal Canadian Mounted Police, Constable Lisa Lambert from Ontario Provincial Police and Sergeant Sylvia Morrow from San Francisco Police Department who were all awarded the 'Medal of Valour'; Sergeant Amy Ramsay from Ontario Regional Police Service who was given the 'Leadership' award; Sergeant Myra James from Hamilton Police Service who earned the 'Mentoring' award; Staff Sergeant Heidi Schellhorn who was presented with the 'Community Service' award and Brenda Radix who was given the 'Civilian Service Award'.

Superintendent Abhilasha Bisht from Utteranchal, India was awarded the International Scholarship. This annual prize is given to one female serving police officer from outside the USA to attend that year's IAWP conference. In 2005 applications were received from 51 women from 18 countries. Retired Superintendent Ann Georgiana Duncan was awarded the IAWP Dr Lois Higgins-Grote Heritage Award.

■ Shown Right: Ann with West Yorkshire Police's Chief Constable Colin Cramphorn



## Working together to promote equality

THE BAWP and Police Federation have pledged to communicate more effectively, work together to promote equality and diversity and to support federated ranks. The commitment was made by BAWP's President Julie Spence and Jan Berry, chairman of the Police Federation, when they signed a service level agreement in front of delegates at the conference. Under the agreement the BAWP and Police Federation commit to work together to improve equality for female police officers in England and Wales.

•Read the Service Level Agreement in full on the BAWP website [www.bawp.org](http://www.bawp.org)

■ Julie Spence and Jan Berry show off their signed agreement



### Exhibitors



DELEGATES had 31 different exhibitor stands to look at during their coffee breaks. This included: Recognition Express, PNLD, Police Mutual Assurance Society, Operation REFLEX, McQueens Target Division, National Savings and Investments, Protect Systems, Armor Holdings, Open University, Benenden Healthcare Society, Cancer Research UK, Springboard, Police Superintendents' Association of England and Wales, Haztec International Ltd, HAIX, Busy Bees Childcare Vouchers, the Silent Auction, Home Office HPDS, KIT, Virgin Vie, Centrex, Gore, Galls Europe LTD, Thorntons, PS5/REACT and Saracen International.

Thank you to all the exhibitors from the IAWP. The BAWP, Christian Police Association, National Black Police Association and Gay Police Association also had stands.

### Planning is key



■ Superintendent Philip Trendall

SUPERINTENDENT Philip Trendall from the British Transport Police says "there will always be confusion" when a major incident happens. "A disaster should be measured on how long that confusion and chaos lasts," he told delegates at the conference. Supt Trendall was referring to the events of July 7 in a lecture titled 'Disaster Management on the Rail Network'. He recalled that he had been two and half hours away from the scene of the devastation when he heard the news. "By the time I was in a position to do anything the details were understood," he said. "But the underground communications were very limited, in fact the first sign of a disaster is the phones go into meltdown. I thinking where is so and so, and were any of my officers injured."

He said how it was "quite possible, even likely that a large number of us will attend only one such incident in the course of our careers," and urged everyone listening to make use of simulation training exercises or play the simple 'what if game' in different situations.

# A PARADE IN PICTURES



■ Over 300 officers from 29 different countries took part in the parade through Leeds City Centre

## STALKING THE STALKER

FROM posting petals through a letterbox to following a victim to work – stalking takes many different forms. But as the UK's leading expert on the topic, retired Metropolitan Police Officer Hamish Brown, explained to a jam-packed room, it is simply "another way of being nasty to someone".

Technically a colloquial term for harassment anyone listening to Hamish's presentation was left in no doubt how devastating it can be. He recalled a case where a 17-year-old girl's whole life, and that of her family, was taken over by a stalker.

The young man, who was eventually caught by

Hamish's team, was 'infatuated' with the young woman. But it was a destructive infatuation in which he followed her, sent her 64 anonymous letters, signed 'The Stalker' or 'The bad guy'. With a lack of stalking law Hamish charged the man with grievous bodily harm to her mind and proved in court his actions had caused her to suffer from post-traumatic stress type symptoms. It was this case that led Hamish to champion for police officers to take such cases seriously. "the police attitude is getting much better," he said, "but there is still a long way to go." Hamish urged officers to "look at the totality of the [stalker's] actions". Individual actions may not be criminal – but put them all

together and often you have a case. He said how many victims – both men and women – don't want to go to court they "just want it to stop". He advocated "appropriate words" as a starting point to "nip it in the bud" and urged officers to use the harassment laws "sensibly and carefully" but to remember "court orders are bits of paper, not bullet proof jackets," he said.

Hamish has written a guide for police officers on how to deal with stalking incidents – which also has three pages which can be photocopied for victims – it can be downloaded for free from his website: [www.hamishbrownmbe.com](http://www.hamishbrownmbe.com)

# Shelter for change

IN A country where women are sold as brides in exchange for cows and domestic violence is not classed as a crime it takes a strong character to lobby for change.

Uganda Police Superintendent Helen Aleyk has made that stand and has helped over fifty women in the last year alone escape domestic violence by giving them somewhere safe to stay.

The shelter, which Helen and colleagues have at times built with their own hands, provides refuge for 20 women and children at a time.

It has been partly funded by donations from both BAWP and IAWP members. Helen told delegates at the conference that the



■ Helen Aleyk

country "has too few police for 25 million people" and that those they do have "are not trained in handling domestic violence cases".

She recounted cases of women

learning through her awareness campaign that what they were suffering was not right and going to the police for help. But the officers had no where for them to stay and many returned back to the violence. Helen is trying to raise money to extend the shelter and improve the sanitary facilities. Contact her at [ruralppolice@infocom.org.uk](mailto:ruralppolice@infocom.org.uk)

• Helen has passed on her thanks to IAWP members for the recent donation of computers. "The computer you gave me, it is going to help us in keeping records of women victims at the shelter and another one for field work, we are so grateful."

## AFTER THE GENOCIDE

*TEACHING the people of Rwanda about human rights and promoting the creation of a new 'transparent' police force was always going to be a challenging task. Undeterred Debra Willoughby from ioda (Individual and Organisational Development and Assessment) took it on, as Nicky Phillipson reports...*

RWANDA has a very 'oral culture' explained Debra when she spoke to a packed audience in a room deep in Leeds Town Hall. There are few televisions or radios in the remote villages, many people cannot read or write. The only way to 'connect with these communities' is by speaking to them 'face-to-face' and using picture boards to explain about human rights. "Focus groups could take up to six hours," said Debra, who even held one in a goat market. While the task was mammoth, if not unrealistic – to consult with half the population – the Rwandan Government were insistent. They wanted to consult about their new police force with as many members of the community as possible and educate them about human rights. So Debra and a local team trekked across deserts and jungles, up mountains and even went into prisons – where nearly half the population live – and where Debra says they had "a captive audience". They managed to interview 7,000 people and reached many more through the

local media – which turned Debra into something of a local celebrity. The work Debra did with the newly recruited officers on human rights also helped spread the word. They were asked to put on a play to educate people about the results of the consultation and human rights, but there were no women in their group, so they turned up at Debra's house one evening asking to borrow her dresses. "The guys believed in what they had been learning so much so that they were willing to dress up in my clothes and wiggle their bottoms," said Debra.

Debra said the officers wanted to show their fellow men how women were treated and how wrong it was. She said that as the play began all the women in the audience were seated on the floor, the men on the few chairs. As the story unfolded and one of the 'actors' challenged the fact that women always sit on the floor it prompted a realisation in the women in the audience too, who got up from the floor, something which Debra recalls was a momentous moment.

Debra said the consultation work changed perceptions across the country – as one focus group member summed it up: "This is a historic moment – never before in the history of Rwanda have we been asked how we wish to be policed. Never before have the police been open about their flaws – truly a historic moment."



■ Debra Willoughby

### Trio of views



■ Della Cannings

BAWP President Julie Spence, North Yorkshire Police's Chief Constable Della Cannings and Jenny Deere from Centex took part in a discussion looking at women and power in policing.

Delegates were given the chance to quiz the panel on topics from promotion to force performance. Mrs Spence ended the debate on a positive note and said: "I want every woman in this room to maximise their potential and never to retire and ask themselves could I?"

### Northern Ireland's plan



■ Maura Muldoon

CREATING a Gender Agenda Plan for Northern Ireland was a challenge Maura Muldoon took on. Now 15 months down the line, Maura says there have been 'triumphs' especially with cross-border co-operation between the Garda and Police Service of Northern Ireland. She admitted they still hadn't achieved their aim of encouraging a shared understanding of the importance of diversity training in police training. "We have come a long way, but obviously have got a long way to go," said Maura.

She told the group that often the obstacles were 'bureaucracy', 'unrealistic targets' and sheer logistics. "We had simple problems such as we wanted to deliver e-learning but they said 'we don't have computers'".

### Representation from the ranks

FROM constables to chief constables, corporals to sergeants women officers from across the ranks attended. The age range at the conference also spanned the eight decades from eight to 80 – if you include all the volunteers who supported the event.

**Honour killings**


"HONOUR killings are not specific to any community... and killing isn't the only crime committed, just the most violent" Dr Aisha Gill, from Roehampton University (pictured above) told delegates. She said in most cases the victims are women and families and sometimes even law enforcement agencies "use the private context as an excuse for non-intervention".

But what of the victims who speak up? They can expect to be isolated said Dr Gill.

She urged forces to raise awareness of the problem rather than lobby for laws which may have an adverse affect, and to engage communities and encourage their 'rejection' of such crimes.

**Thanks to sponsors**

A BIG thank you from the organisation committee should go to the following organisations who sponsored the conference: British Transport Police, Conference Leeds, Yorkshire Bank, PS5 and REACT Tactical Solutions, GORE-TEX, HAIX, CENTREX, Recognition Express, Partners Against Railway Crime, West Yorkshire Police, Bucks Net, Police Federation, Serco, Saracen International, FFI, Lion Apparel, Scotsgreat, WA Shearings, Ioda, Land Rover, Strategic Direction, GNER and Police Professional.

**And thanks to volunteers**

From Carolyn Williamson,  
Conference Director

THE conference could not have functioned without the army of volunteers that came to our aid, and we are very much in their debt. The main tasks undertaken included marshalling on the opening day, introducing and hosting speakers, helping with the Silent Auction, and driving our loan vehicles, with some of them doing more than one of these. They were diversity in action, being a cross-section of ranks, serving and retired, police staff, men and women. There really are too many to list individually, but special mention must go to the 'NARPO ladies' - Amy Midgley, Phoebe Revill-Johnson and Flo Thorley. These three ladies are, shall we say, well-advanced in years, and Amy was one of the first policewomen to serve in Leeds, so it was really great to be reminded of our history.

# FUNDRAISER

CANCER has touched the lives of so many IAWP members, so it seemed apt that Cancer Research UK was chosen as the conference charity. Many fundraising events were held throughout the week - as BAWP National Co-ordinator Liz Owsley gives us a snapshot...



THROUGHOUT the three days of the exhibition the Cancer Research stand was selling pink wrist bands, key rings and brooches. Lion Apparel was offering Bavarian teddy bears for a donation, and they raised £550.19.

Three committee members had their heads shaved during the Saskatoon hospitality night. Jim McLean had lost his wife, Beverly, to cancer, just a few months after organising and completing the Edmonton conference. Joy Mundy was a breast cancer survivor of four years, and has raised thousands of dollars for cancer. Wendy Wilson thought that it would be a good idea at the time! They raised over £730. It was difficult to work out a total amount because we had American dollars, Canadian dollars, Euros, and many other different coins.

There was a specific collection in memory of IAWP member and regional co-ordinator Mary-Jo Blahowski, who lost her battle with breast cancer two weeks before the conference. Friends and colleagues also signed a pink ribbon flag, which will be presented to her partner.

The silent auction, which was running over three days, donated over £1,330, and the raffle on the night of the final banquet raised over £650.

The generosity of everyone at the conference was fantastic, and the approximate total amount raised for Cancer Research UK was £3,700. To top this, Steve Tyrrell, a staunch supporter of BAWP events, added a cheque to take the total well over the £5,000 mark. Steve also donated the huge bottle of champagne for the 'best dressed in pink' attendee at the banquet.

## THREE FOR ONE



PROFESSOR Jennifer Brown (pictured) from Surrey University managed a triple whammy at the conference by being a speaker, a delegate and then a surprise award winner.

Jennifer spoke about police decision making and rape allegations in drug assisted rape on the Wednesday afternoon. She was then invited to stay for the rest of the conference including the final banquet the following night.

What Jennifer didn't know was the conference team had secretly nominated her for the IAWP President's Recognition Award for Outstanding Service to Women in Policing for her research into gender issues.

Afterwards Jennifer said: "It was a great surprise and for once I was at a loss for words. I really appreciated the honour and will keep the research coming."

• Norfolk Constabulary's Deputy Chief Constable Simon Taylor was the second recipient of this award but couldn't attend the banquet in person to receive it.

# Thanks and see you in Saskatoon

THE messages of thanks and praise have poured into the IAWP conference team. Here is an edited selection of some to show the conference really was an experience to remember.

**Kirsten Aldridge, North Yorkshire:** "I would just like to thank you for a great conference, it was my first experience of the IAWP. I have a lot of good memories, I learnt plenty and also made some new friends along the way. I am only new in service so this is all good experience."

**Deborah Stevenson, Washington DC:** "Just wanted to thank you all again so much for your kind hospitality and friendship during my visit to your country and the conference. The conference was interesting and so unique to attend a wedding ceremony as well."

**Sarah Ackroyd (speaker):** "We really enjoyed doing our workshop - it was great to then be around all day and get so much positive feedback - one woman summed it up, (I was introduced to her later in the day not knowing she had been at the workshop). I asked her if she thought she would go for promotion and she said 'if you had asked me that before 9am today the answer would have been a definite no, but by 10.10am today your workshop had really made me think about how women can hold themselves back.... so the answer now would be yes, very possible.'"

**Julia Causer, Staffordshire:** "The IAWP Conference was excellent and I enjoyed every minute of the week that I spent in Leeds. You and Jane did a fantastic job getting everything organised."

**Cande Ackler, IAWP Chaplain:** "I just wanted to let you know how much we enjoyed our trip to your hometown and the wonderful hospitality we received. The conference was wonderful, and the historical locations were so impressive. I thought Boston was old until I got to England. We had a wonderful time

and made memories that will last a lifetime! My mom and sister were very impressed with the professionalism demonstrated and enjoyed the companions program very much."

**Hellen Alyek, Uganda:** "It is a blessing to have such big global conference and it ended successfully, this shows hard work and commitment by organizers and volunteers."

**Jennifer Brown, Surrey University:** "Just a brief note to say congratulations on organising a splendid conference. It was friendly and lively as well as having a number of great sessions."

**Christine Knights, BTP Police Authority:** "I attended the first two days, and found the programme informative and inspiring. Also, the smooth running of the conference and the wonderful people helping out meant that the atmosphere was great. I didn't meet all the volunteers, but the ones I did were so friendly."

**Diane Round, GMP:** "I had a fabulous time at the conference from a personal and professional perspective. I met up with former colleagues of mine from my UN mission in Kosovo and I met a lot of inspirational men and women."

**Linda Brumfield, Chicago:** "On behalf of the Chicago Police Women's Association, we want to thank you, for the opportunity to have participated in attending the 43rd Annual Training Conference. In addition to say we acknowledge the outstanding and truly magical event that was presented, one that was enhanced by your leadership."

# GENDER 8

## Dismantling barriers, maximising potential

POLICE OFFICERS and staff working for police forces across the north were urged to 'dismantle barriers and maximise their potential' at a professional development day held especially for them.

Over 200 delegates, who represented all ranks, roles and grades within the police service, attended the professional development day hosted by Northumbria Police.

Three women spoke at the event and shared their thoughts that "sheer hard work and determination" leads to success.

Northumbria's Superintendent Judith Common reflected upon the changes she has seen in policing during her 28 years service, raising a few eyebrows and smiles when she showed the small wooden truncheon and handbag traditionally given to female officers.

Amanda Green, business manager for South Tyneside and one of the highest ranking members of police staff, reinforced that, "no-one said this was going to be easy" and talked about putting yourself forward and grabbing every opportunity that comes your way, and not just sitting back waiting for things to happen. The BAWP's DCI Ellie Bird shared her policing experiences and spoke about the launch of Gender Agenda II.

Eight hour-long workshops were put on for delegates to attend. Topics included: leadership, the High Potential Development Scheme, neuro linguistic programming, emotional intelligence, confidence building, assertiveness, coaching and mentoring and health issues.

Stands at the event were filled with prospectuses from all of the local colleges and universities and



information about the Fulbright Fellowship and the International Police Association.

The Health Promotion Co-ordinator for the Breast Screening Unit at Newcastle upon Tyne's Royal Victoria Infirmary was also on hand to answer questions about breast cancer. Delegates were shown, using a breast prosthesis, exactly how to carry out a breast examination. "This display was very well attended and staff were bombarded by questions from people seeking further information on the subject," said PC Barbara Cornfoot from Northumbria's diversity training unit.

She added after the event: "Without exception, everyone I have spoken to today has said how worthwhile the day has been and that they hope there will be similar events in the future."


**The conference committee**

Carolyn Williamson  
Conference Director

Jane Townsley  
Conference Co-ordinator

Sarah Brown  
West Yorkshire Liaison

Bev Adams  
Exhibition & Imaging

Ray Brown  
Transport Co-ordinator

Diane Doyle  
Conference Administrator

Michelle Flint  
Press Liaison

Muriel Lewis  
Office Manager

Chris Spriggs  
Speaker Manager

Simon Townsley  
Companions' Programme

Tom Walsworth  
Marketing Adviser  
& Awards luncheon



# In the Spotlight



WELCOME back to Grapevine's newest feature. This issue we have kept with the international theme and put Inspector Jill Wood from Australia's Victoria Police in the spotlight.



Age: 52

**Brief Career History:** Joined Victoria Police in 1973 and worked at Women Police Division, Special Branch as an undercover officer and then Criminal Investigation as a divisional detective. A spell back at Women Police followed before I became a Law Instructor at the Police Academy. I then returned to operational policing until promotion to the Sexual Offence and Child Abuse Unit. I was then further promoted to officer and spent three years as Women's Liaison Officer. Currently working as district inspector in Sale.

**Family:** Single, but looking. I work very strange hours between various places and am currently renovating my house in Sale. I grew up in this town and have returned after 32 years - the best thing I have ever done as I love country policing.

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

I have always loved horses and when I first left school I went to work at a racing stable and then became a 'horse whisperer'. I trained horses all over Australia and spent time on cattle stations and horse studs. I had never thought about the police force until I was coming home for Christmas one year. I saw two policewomen standing on a railway station and the next day I put in my application. Six weeks later I was in training. I love every day I come to work and really enjoy the people I work with.

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

My current boss. He is a big gentle man who gives me 100 per cent support. I have a reputation as being a bit outspoken and fighting for others, so I've had to jump a few hurdles in my time. When I arrived into his division he said to me, 'you're part of the team now, great to have you with us', every day he makes me feel important, this has in turn motivated me.

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

Marching in the Pride March with the Chief Commissioner. Every year we hold a gay, lesbian, transgender celebration with hundreds of groups, there is usually about 50,000 people involved. In 2001 we asked our Chief, Christine Nixon if she would march with us, she agreed and my heart nearly burst out of my uniform, I was very proud to march beside her. The impact this had was enormous, I personally think it was the best public relations exercise I had ever seen.

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

I'll take on anyone who treats another unfairly and have done since my school days. This has been detrimental to me as people I have taken on have long memories and my reputation has sometimes preceded me. The way I deal with this is to say I know I am doing the right thing and I stand up for what I believe in, if this gets me in trouble, so be it.

**How have you achieved a satisfactory work / life balance?**

I have now, but in the past work was always my first priority. I spent 12 hours a day at work and would take work home. This doesn't help any one, relationships and family suffer, as well as your health. I made a major lifestyle change by coming to the country. I have now joined a number of women's groups and have become involved in community activities. I go fishing after work and on weekends, spend quality time with my loved ones, and have regained health and vitality.

**What advice would you give to an ambitious new officer?**

Always follow your truth but pick your fights, become strategic. Develop advantage of people you can trust. Continue your education and take advantage of any opportunities that come your way. Most importantly always act with integrity and compassion.

**What three words describe your personality?**

Happy, compassionate, honest.

**What are your vices?**

Pints of English beer, good food and wine.

**Where is your favourite holiday destination and why?**

It's now England, I had a wonderful holiday on a tour through England, Scotland and Wales, if I had to pick one, maybe the Lake District - the beauty of that place just amazes me. I also have a special fishing place up the east coast of Australia, that's my getaway where I can be feral for a week.

**Where do you see yourself in five years time?**

Superintendent in the same area where I am now. This district has sea, lakes and mountains, some of the most beautiful places I have ever seen and I have the honour of being able to work here. As a Superintendent I will be in charge of about 20 police stations with a geographical area of approximately 10,400 kilometres. As you can see this will keep me very busy but it is a challenge I'm looking forward to.

Who would you like to see under the spotlight?

Send your ideas to [comms@bawp.org](mailto:comms@bawp.org)

# HIGH POTENTIAL DEVELOPMENT

THESE aren't many careers where you'll face making critical life and death decisions on a daily basis. But if you want to take your career a step further and progress through the ranks then the High Potential Development Scheme may be for you.

NOT all officers are cut out to be future leaders in the force. If you see yourself as a leader, are constantly looking for the next challenge and want to be involved in the bigger policing picture, then the High Potential Development (HPD) scheme could be the right route for you to progress your career.

The HPD scheme is now in its fourth year of developing the most talented and ambitious officers into the future leaders of the service. The programme is designed to give recruits the chance to progress through the ranks by excelling in operational roles and taking on some of the biggest and most challenging assignments.

Don't expect HPD to be an easy ride. The application process is tough and only the best officers secure a place. Chief Inspector Parm Sandhu is 41, and is the highest-ranking Asian female officer in the Met. She was determined to gain a place on the scheme: "The first time I applied for HPD I got through the first two stages of the

selection process, but failed the final part in the assessment centre. I was then given a development plan to work towards and a year later I went through the process again. I was delighted when I found out that I'd passed and secured a place on HPD. It was really worth persevering."

The lucky few who succeed benefit from a range of opportunities that reward vision, drive and determination to face the challenges before them. HPD is designed to stretch the potential of the most talented officers and give them rapid promotion and earnings that reflect the responsibility of the role. Christopher Dreyfus, for example, has excelled on the scheme since joining the force three years ago - he is an acting Inspector for British Transport Police at the age of just 27.

HPD is highly rewarding and has a real focus on preparing officers for future challenges. Officers have access to an individually tailored development programme, which provides them with training and support to suit their own needs.

What's more, the scheme offers continuous professional development and sponsorship of up to £6,000 for further education. That's a very exciting prospect for Chief Inspector Sandhu, who has never been to university and is hoping to start a degree next year.

HPD officers enjoy the opportunity for early and regular promotion as the programme offers a real focus on how far individuals can progress through the ranks.

For Jane Spraggon at Durham Police, this meant being promoted from Constable to Superintendent in just under five years. "The scheme has played a significant role in enabling me to fulfil my leadership potential and achieve rapid progression through the ranks."

If you are interested visit [www.policehighpotential.org.uk](http://www.policehighpotential.org.uk) or the police pages of the home office website <http://police.homeoffice.gov.uk>

## HPDS IN ACTION

**DI Lisa Winward, 34, is based in Hull City Centre Crime and joined the scheme as a sergeant in September 2003.**

**How long have you been in the force?**

"I joined the police force almost twelve years ago after a period working as a special constable in York. What appealed to me was the opportunity to move through the ranks and continually develop. I'd previously worked as a manager in retail after studying Psychology at University."

**Were you motivated by the possibility of gaining promotion by developing quickly on the scheme?**

"I think that the scheme is about a lot more than just gaining promotion. What appealed to me was the possibility for lateral development. The HPD scheme has provided me with the chance to see different aspects of police work which I usually wouldn't have usually seen. While at the same rank I've benefited from experiencing different positions and also enjoyed the academic side of the scheme. I'm currently taking an MA in Business Administration at Bradford University and already I'm finding that I can apply these academic skills to the job."

**Is the HPDS beneficial to your long term aspirations?**

"I aspire to a senior investigation officer position in crime and already the scheme is helping me develop the right supervisory and operational skills. I have previous detective skills, but without the HPD I wouldn't have had the opportunity to work and develop in my current role. One of the greatest benefits I found has been the identification of skills

gaps, with action then taken to fill these gaps. By giving you experience of a number of roles you gain a more rounded perspective of policing which helps you understand your role, what is expected of you and what you are trying to achieve."

**Have you found that your skills have developed?**

"Your skills develop constantly through the scheme. The academic aspect has provided me with report writing skills and the ability to effectively understand and utilise statistics to the benefit of the organisation. I've also found that I am increasingly able to support and advise other people."

**What particular aspects of the scheme have stood out for you?**

"Like most people on the scheme I've enjoyed and appreciated the networking and contact opportunities which enable you to broaden your knowledge and discover more about best practice across the country. Along with your mentor you are exposed to an extremely strong support mechanism throughout the process. I've made new friends and also enjoyed speaking at recruitment fairs. I've particularly enjoyed speaking to young women at these fairs, who don't always realise the management career opportunities for women in the force."



■ Lisa and colleagues

## Kate's victory



THE METROPOLITAN Police's Kate Balchin came top of the women entrants in Police Support UK's most gruelling events - the Olympic Distance Triathlon.

Kate completed the course made up of a 1500 metre open water swim, 38 kilometre cycle ride and finally a 10 kilometre run, in two hours nine minutes and 47 seconds - only 14 minutes behind the winner Matt Reece from the City of London Police.

Kate is pictured with Graham Berville, Chief Executive of the Police Mutual Assurance Society.

## Climbing high



A BAWP committee member is trekking to Base Camp Everest next February to raise much needed funds for a Birmingham Hospital.

Detective Chief Inspector Ellie Bird, (pictured), who is currently working for the National Policing Improvement Agency, has pledged to climb the 6,000 metres during the 17 day trip despite possible altitude sickness and the extreme cold. "I know it will be hard work", said Ellie, "but I am determined to be able to enjoy every minute of it." Ellie, who has funded the trip herself, says she aims to raise money for the Women's Campaign based at Birmingham Women's Hospital through sponsorship. The funds will go towards addressing issues such as domestic violence during pregnancy and female genital mutilation.

• If you want to sponsor Ellie please email: [ellie.bird@homeoffice.gsi.gov.uk](mailto:ellie.bird@homeoffice.gsi.gov.uk)

# TAKE TO THE SLOPES

A SKI club especially for disabled retired and serving police officers is looking for people to join them on their next holiday. The club aims to raise people's confidence levels, broaden their horizons and teach them there is more to life than rehabilitation and work.

Nicky Phillipson reports....

THE PEEL Ski club was set up by Scotland Yard based detectives to provide opportunities for their disabled colleagues from Northern Ireland to learn to ski. The first holiday was so successful that similar events have been staged every two years. Now Peel Ski Club events are open to disabled police officers and police staff, whether serving or retired, from all forces in the United Kingdom. The club, which is run by a small but 'enthusiastic' group of volunteers, believes adaptive skiing helps people develop both physically and mentally.

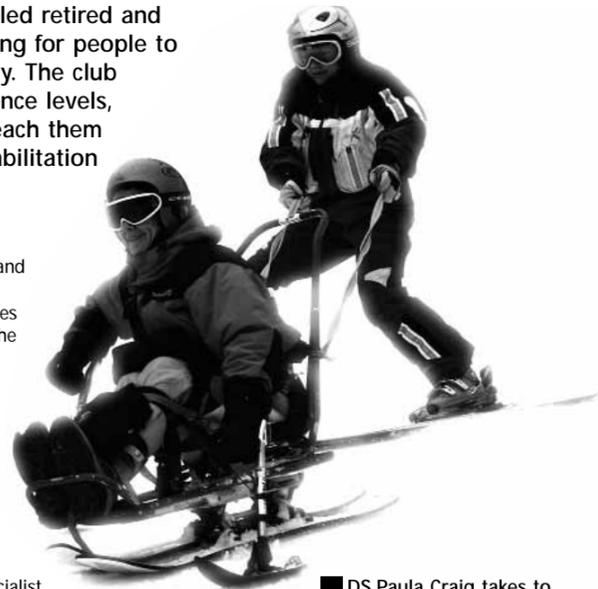
Organiser, Jan Plant from the Met's Specialist Crime Directorate, said: "Skiing is one of the most exhilarating sports in the world. By adapting equipment and/or teaching methods any person with any disability can take part. It enables disabled people to do something that they never thought possible."

Detective Sergeant Paula Craig MBE, who suffered spinal injuries after a road collision, took part in the 2004 holiday. "In no time, we were up the nursery slope and I was on my first descent - what a fantastic feeling! It's times like these that make being paralysed so easy to cope with. I absolutely loved it."

Peel Ski Club holidays are based in Spittal, an Austrian resort where a team of helpers and hosts ensure everyone is made welcome and individual needs accommodated.

Jan added: "We need help to identify people who might like to join any of our next holidays, which are open to people suffering from any form of disability."

The next holiday takes place in January 2006 - for further information contact Jan Plant on 020 7230 8879 or by e-mail [janice.a.plant@met.pnn.police.uk](mailto:janice.a.plant@met.pnn.police.uk).



■ DS Paula Craig takes to the slopes with her instructor

## GRAPEVINE CLASSIFIED

**Florida villa** - LUXURY four bed/ two bathroom villa with private pool/jacuzzi situated in Kissimmee, Orlando just 3 miles from Disney. Air conditioning and all American expected mod-cons. On 'Windsor Palms' site with access to free gym, cinema, tennis, pool tables, air hockey tables, communal pool, children's play area, volleyball, basketball. £500 per week inc taxes and pool/spa heating. Contact: Cheryl Boyce on 07736 124517 or on [cherylmx@btinternet.com](mailto:cherylmx@btinternet.com) or visit [www.myorlandovilla.net](http://www.myorlandovilla.net)

**Florida, Orlando** - Luxury 4 bedroom/2 bathroom villa in prestigious Eagle Point. 15 mins from Disney attractions. Own heated screened pool, air conditioning. Owned by serving Officer. Contact: Sue Leleu for brochure and availability 01454 260431/07785 996810  
E mail [oandsl@frampton95.freeserve.co.uk](mailto:oandsl@frampton95.freeserve.co.uk)

**Southern Dunes Golf, Florida** - Four bed/3 bath villa, south facing pool, 20 mins Disney, discounted golf, PS2/Fussball. From £400 suit two families priced for one. [www.villagolfdisney.com](http://www.villagolfdisney.com) Contact: Fiona Dawson 07718 656 252 [fiona@dosville.freeserve.co.uk](mailto:fiona@dosville.freeserve.co.uk) quote BAWP for £10 a week donated to BAWP supported charity. Owned by serving Central Scotland Police Officer.

**Yorkshire stone cottage** - Wensleydale - Lightfoot House (built 1580) in Redmire, Leyburn. Sleeps four in two rooms (one king size and one twin), bathroom with bath and shower. Lounge with colour TV, video and CD player. Cot/highchair available. All heating, electricity, towels and linen included. Pets welcome. No smoking in the cottage. A 10% discount for all serving and retired police officers and police staff. Visit [www.lightfoothouse.co.uk](http://www.lightfoothouse.co.uk) and mention BAWP discount when booking.

**Costa Blanca** - Torrevieja - Modern apartment sleeps six, fully equipped kitchen, lounge, satellite TV, private solarium with BBQ, communal pool, near beaches and gold. Close to Alicante/Murcia airports. From £155pw. Phone Mike or Glen -1275 790591/07814 671031 [www.spanishsol.com](http://www.spanishsol.com) 10% discount for BAWP members.

**Northern Cyprus** - Brand new 3 bedroom, 2 bathroom air conditioned villa in the village of Lapta, 10kms from Kyrenia. Garden with own pool with views of mountains and sea. Sleeps 5. Owned by serving officer. £350 per week.

Contact: Sue Leleu for brochure and availability 01454 260431/07785 996810  
E mail [oandsl@frampton95.freeserve.co.uk](mailto:oandsl@frampton95.freeserve.co.uk)

**IF YOU have a holiday home for rent and want to tell nearly 2,000 people about it, then why not advertise for free in Grapevine.**

The service is open to serving and retired police officers and police staff.

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# TRIP OF A LIFETIME



**PACKING up your whole life to embark on a year-long adventure is a dream shared by many, but experienced by few. Diane Doyle from British Transport Police, did just that and has decided to share what she has learnt from the trip.**

JANUARY 19 2004 and I am sitting at Heathrow airport waiting for my flight to Delhi. I am about to commence a round the world tour and now all of a sudden I am scared. Turning into a drama queen a few months ago, selling my house, storing my worldly possessions and saying good-bye to all my friends and family doesn't seem like such a cunning plan after all. I no longer feel big and brave but very small and scared and I don't think I really should be out on my own. "Mum, Dad, anyone....."

January 10 2005 and I am on a flight from Ireland to England I am returning after a year and now I feel confident and strong. The year went too fast. I didn't see enough, learn enough, speak to enough people, and I need another year, maybe two, maybe three. I travelled to Nepal, India, Tibet, Malaysia, Singapore, Australia, New Zealand and Canada. My travels taught me among many things how fortunate I am to have been born into the society I was. How sometimes I need to be a bit more humble, and how lucky I am to have been able to visit the places I have always wanted to see: Taj Mahal, Himalayas and Kathmandu, Tibet, Kuala Lumpur and Ayres Rock. The names Kathmandu and Kuala Lumpur always conjured up mystery and excitement to me. Kathmandu lives up to its name but sadly Kuala Lumpur did not. To me it is a big city with too many shopping centres.

People keep asking me what I learnt? So here is a brief example of the things I learned traveling around the world.

I learned the thing I feared most, having to look after children in an orphanage was the most rewarding, happiest and heart-breaking five months of my life. I learned children all over the world love pizza, coke and ice cream. I learned when a child owns nothing, not even the clothes on his or her back making the effort to pronounce their name correctly is so important. I learned that having spent eight months in the East going back into West was scary and intimidated me. But the East was magical, funny, humbling, exciting scary and I'd repeat it all tomorrow. I learned when you are kicked off a bus, after a 15-hour bus journey in the middle of India where nobody speaks English, travelling on your own is not the big adventure you thought it was going to be. I learned those with the least to give would give the most. A very poor family in India taught me this.

I learned, the hard way, that in a country full of corruption and which exists on bribes pleading ignorance is not a good enough excuse for the trouble you may find yourself in. I learned when you drive into Tibet and are slowly raising to 5000 ft above sea level that altitude sickness is not a brain haemorrhage and it really does hurt.

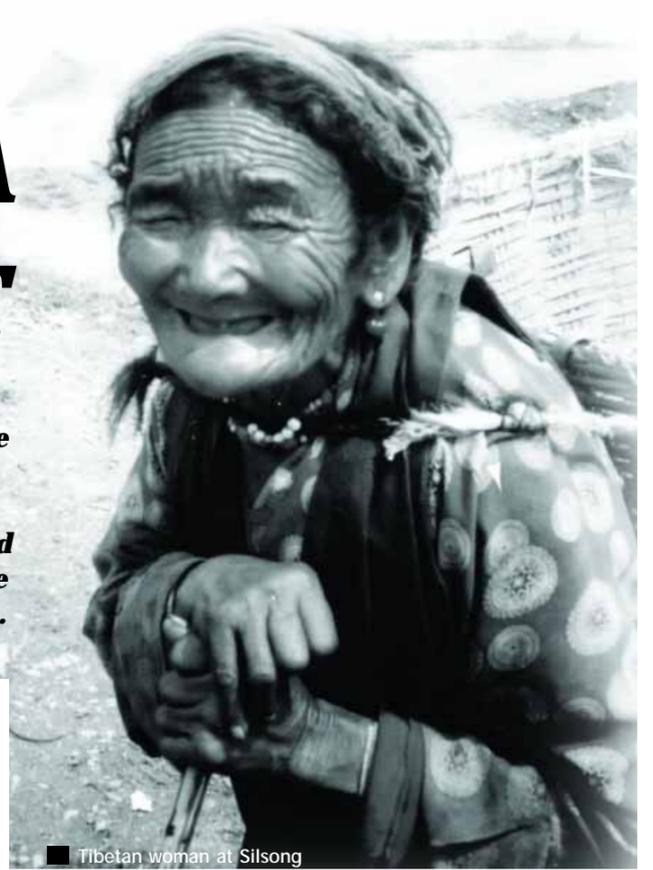
I learned that Uluru (Ayers Rock) is not to be climbed, but admired, and the wishes of the Aborigines are to be respected.

I learned the dream of swimming with dolphins terrified me. I kept thinking Flipper his 400 cousins that were circling me were going to ram me.

I learned I like skiing on Christmas day, but I also love sitting in front of the telly and stuffing my face. I also learnt when skiing in the rain or snow to ensure your mascara is waterproof.

I learned that after a year traveling around the world being in Ireland with my family and friends was not the best part of my trip, but the bacon and cabbage cooked for me and eaten whilst my family and friends sat beside me was a great way to say "Welcome home".

We all learn different things when travelling and if you don't then you haven't looked around enough or talked to enough people and you will have missed so much.



■ Tibetan woman at Silsong



■ My laundry in a Calcutta Street



■ Patan (Nepal) street market



■ Village of Siklas in the Himalayan Mountains

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