



# GRAPEVINE

[www.bawp.org](http://www.bawp.org)

Autumn 2006



**Easy rider Eugenie's  
recruitment drive**

**Policing and the menopause –  
an incompatible combination?**

**Carolyn's new job as  
Lord's cricket steward**



## From the Editor

Another packed edition of Grapevine. The coverage of the September PDD is really thought provoking. For those of you who were unfortunate enough to have missed it, you will see that the subjects covered were hard hitting, but extremely relevant to many of us across the country. We hope everyone attended got a lot out of the day.

It is also really pleasing to see with the upcoming launch of the Gender Agenda 2 in October, many forces are using this momentum to establish local associations such as Suffolk's Association for Women in Policing, featured in this edition. My own force is also well on the way to launching the West Midlands Association for Women in Policing. These are just two examples, but I know there are many more.

By the time this issue goes to print I hope to be on my way up Mount Kilimanjaro – the highest mountain in Africa. If I make it to the top I promise to bring you a photograph of me, no matter what state I am in, for the next edition.

The deadline for the Winter issue will soon be upon us, so if you have any suggestions for stories or features please get in touch.

## Dates for your diary

### 2006

**Gender Agenda 2 launch** – Hotel Russell, Russell Square, London – October 30.

### 2007

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

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

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

**45th Annual IAWP Training Conference** – Denver, Colorado, USA, September 23-27

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



## NEWS

Durham's sharp shooters	3
Staff associations discuss affirmative action	4
Preparing for Gender Agenda 2	5
Suffolk launch own association	6
Sweeping the board at IAWP awards	7

## FEATURES

### Cover story:

### Sign up for the ride of your life 8-9

A look at life in the Special Escort Group



### Coping with the menopause 10-11

New research shows women need more practical support

### Stewarding at Lord's 13

BAWP Secretary Carolyn Williamson becomes the first female steward



### Discussing domestic violence 14-15

Get the lowdown from the Autumn BAWP Professional Development Day



### Membership details 16

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## A standing commitment

BAWP committee members have already had a busy year raising the organisation's profile at events up and down the country. The BAWP stand has become a familiar sight at conferences, launches and training courses.



Pictured on right, Liz and Committee Member Mandy Chapman.

National Co-ordinator Liz Owsley says these events are valuable networking opportunities, both commercially (for future sponsors and exhibitors at our own events) and for meeting members.

If you would like to request a BAWP stand (staffed or unstaffed) at your event please contact [sec@bawp.org](mailto:sec@bawp.org) or [coord@bawp.org](mailto:coord@bawp.org)

## Forum drives forward change

KEY POLICIES used by West Midlands Police have been updated thanks to a series of workshops hosted by the force's Womens' Professional Development Forum. The workshops took place at a personnel managers' conference and the feedback was given straight to the Director of Personnel, who has pledged to take it all on board. Forum Member Inspector Kim Rowley said flexible working was a hot topic. "It was clear that on more than one occasion the implementation of our flexible working policy had failed individuals. So in the workshops the personnel managers were presented with case studies and asked to discuss what had gone wrong, but more importantly what should have happened, in a bid to stamp out future problems."



## From the President's Desk

In August 2001, after eighteen months work by women representing ACPO, the Superintendents' Association, the Federation and Home Office the Gender Agenda was launched. The overarching aim was to ensure the service recognised and maximised the talents of women officers for the benefit of the whole organisation and the public. We believed, and still believe that if strategies and policies are not shaped by men and women, the thinking and decision making processes will not benefit from all the brain power, insights and judgement available and the result will be a lopsided organisation delivering a lopsided service. From the outset we were determined that the Gender Agenda should not alienate; it was pro-women but not anti-men. The focus was on identifying problems and solutions not whinges and moans, and we were determined it should not sit on the shelf and gather dust as previous reports have done. The fact that five years on we will be launching Gender Agenda 2 means that we have succeeded in thwarting stagnation.

The Gender Agenda became a component of government policy and was included in the Police Reform Programme, the National Policing Plan and Her Majesty's Inspectors Inspection Regime. Many forces in England, Wales, Scotland and Northern Ireland have introduced their own Gender Agenda action plans and developed networks and forums for women staff.

As a result the percentage of women in the service has gone up from 16 per cent in 2001 to 22 per cent and in many forces women make up over 33 per cent of recruits. There is also a better proportion of women in specialisms and in the ranks.

But despite these successes we mustn't forget difficult decisions are being made by women across the country on a daily basis. Whatever our rank or role sometimes our families and personal sanity, have to come first as Maria Wallace, Chief Constable of Devon and Cornwall Constabulary has realised. We wish her all the luck for the future.

With only four substantive female chief constables and two acting female chief constables left, I hope the changes brought about by Gender Agenda 2 will encourage more women to strive for the top to fill our shoes when we have moved on.



## Secretary's Snippets

These last few months I have been going through the 'joys' of moving house from Staffordshire to Hampshire (to be near my ageing parents). I have considerably down-sized, due to the differing house prices between Staffordshire and Hampshire, and so had to dispose of all sorts of household items. I commend the 'Freecycle' system, which has got to be the ultimate in recycling usable household items. To quote their website "Freecycle groups match people who have things they want to get rid of with people who can use them. Our goal is to keep usable items out of landfills". All you do is

visit [www.freecycle.org](http://www.freecycle.org) and follow the links to find a group in your own area.

Elsewhere in this edition you will see I have managed to find something else to do in my spare time – stewarding at Lord's Cricket Ground. It actually came about through BAWP, as they were doing their normal annual advertisements for stewards, and contacted me because they particularly wanted to increase their stock of female stewards, and felt (quite rightly in my opinion) that policewomen (retired or serving) may possess all the skills necessary for the job.

I was sufficiently intrigued to get more information myself and decided to apply. Turn to page 13 to find out more.

By the time you read this we will have held our Autumn PDD and AGM, and there will be a new committee in place. Some of us will also be in Saskatoon at the 2006 IAWP Conference – and I am really looking forward to attending an event that I have had nothing to do with organising.

Finally, because of my house move, the PO Box 3413 address in Cannock has changed – find the new one on page 16.

## Jacqui gets top job

JACQUI Cheer has become the new assistant chief constable for Suffolk Constabulary replacing Peter Worobec who retired in July.

Jacqui has wide ranging operational policing experience which she gained during her 22 years service with Essex Police. In recent years she led the policing at Stansted Airport, managed the Professional Standards Department and was the BCU Commander at Southend-On Sea.

Most recently she has been working in the Home Office Reform Unit as temporary assistant chief constable to reduce the bureaucratic burden for frontline staff.



## Uniformly unsuitable

FEMALE officers at British Transport Police are appealing for help from colleagues across the country in finding a uniform which is practical, comfortable and smart.

The force is reviewing the female police officer uniform and has already gathered feedback from staff, but now is looking for a force where the uniform already fits the bill.

PC Wendy Freeman said: "The main problem for women appears to be trousers. If there is a force out there where they have got the uniform right it would be great to know so we can perhaps trial that uniform."

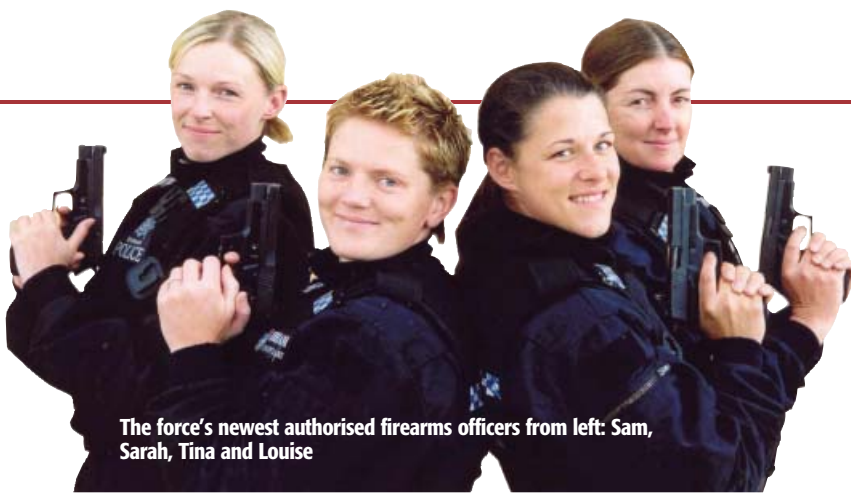
Please pass any information onto Tara Doyle by email [tara.doyle@btp.pnn.police.uk](mailto:tara.doyle@btp.pnn.police.uk)

## More women in the job

THE percentage of female police officers across the country has risen by one per cent in the last year – up to 31,723 officers, which is 22 per cent – according to the latest statistics published by the Home Office.

The Police Service Strength report (which uses figures from March 2005 to March 2006) revealed that a quarter of all women officers are constables.

The proportion of women in senior ranks "remains low" said the report, "with only ten per cent of officers at the rank of chief inspector and above".



The force's newest authorised firearms officers from left: Sam, Sarah, Tina and Louise

# Durham's shooting stars

Durham Constabulary firearms specialists, who set their sights on recruiting more sharp-shooting women officers to their ranks, have notched up a series of notable hits.

No fewer than four women were among the six Durham constables who successfully completed the latest seven-week training course – in one stroke doubling overnight the number of the force's firearms-authorized female officers.

The quartet – Tina Smith, Sam Jackson, Louise Rex and Sarah Hindmarsh – are now all qualified to use pistols, a series of Heckler and Koch carbines and baton guns.

Durham currently boasts 104 authorised firearms officers (AFOs) and the eight women among their number puts it ahead, in percentage terms, of many other forces around the country.

But Inspector Jim Tray, who heads the £6 million state-of-the-art training centre at Urry Nook near Stockton-on-Tees, is far from complacent.

The latest batch of women recruits came in the wake of two specially organised familiarisation days – supported by the diversity unit - that attracted interest from 120 male and female officers from across Durham Constabulary and Cleveland Police, who jointly run the centre.

"We wanted to show what firearms training in

the 21st century is all about, dispelling some of the stereotypical myths. Policing is a male-dominated environment and firearms have been seen as even more so. We have been working really hard over the last couple of years to convince people that our AFOs should reflect the make-up of the total workforce," said Jim.

Thirty-year-old Tina and 38-year-old Louise who have nearly 17 years of service between them are both advanced drivers with the road policing unit. Sam, aged 27, is currently based in Barnard Castle while Sarah, aged 30, is a beat officer in Stanley. Both are hoping to join the road policing unit in the near future.

Speaking for all four women Louise said: "After attending the familiarisation days we all came to the conclusion it was something we were comfortable with. And we are all agreed the training has been challenging, exciting and rewarding."

Inspector Ken Pullan, the force diversity officer, added: "The success of this course is an example that clearly shows this force is putting into practice its commitment to the creation of an entirely non-discriminatory working environment. It is all about fairness and equal chances."

*Article and photograph reproduced courtesy of Durham Constabulary*

# Drama explores despair in forced marriages

**The issue of forced marriages was brought to the fore in Cambridgeshire through a play commissioned by the force's diversity unit, led by Mina Jesa.**

'Karma' was watched by a 300-strong audience, including police chiefs, community representatives and key figures from minority groups.

While the play and its characters were fictitious, the message was based on hard-hitting facts that women do take their own lives after being forced into a marriage.

The audience was told that as many as 1,000

young women in Britain are forced to marry against their will each year. These marriages mostly involve young women and girls between 13 and 30, although there is evidence to suggest that as many as 15 per cent of victims are males.

"Forced marriage is not in itself illegal," said Mina. "But the police can get involved through crimes which often accompany it, such as kidnapping and physical violence."

The play was staged to lay bare some of the difficulties faced by the people involved and those trying to help.

# Action needed for service to be truly diverse

**R**epresentatives from five police staff associations joined forces to discuss ways in which the police service can become representative of the communities it serves.

BAWP President Julie Spence spent the day with colleagues from the Gay Police Association, the National Black Police Association, the Police Federation of England and Wales and Police Superintendents' Association.

The group released a joint statement after the event in which they acknowledged that to achieve their goal a "range of actions including cultural change, positive action, meaningful consultation with communities, and increased confidence in the police service from both the public and police family" would have to be addressed.

They pledged to explore affirmative action—where suitably qualified candidates from under represented groups are given preference in the

recruitment procedure until the group is equally represented – at future meetings. This action is not legal under current legislation.

Julie said: "At the BAWP we recognise current recruitment profiles mean that the seven per cent BME target will not be reached for seventeen years and a 35 per cent female target will not be reached for fourteen years, presuming of course that officers are retained within the service. Poor retention will mean that the time frame to achieve a true representative workforce will be extended even further. Although we believe that all lawful positive action should be explored, we also believe that in this period of low recruitment, radical solutions need to be considered to ensure a diverse workforce within the foreseeable future."

- What are your views on affirmative action – should it be legal? Email the editor with your views. Contact details are on page one.

## BTP get national diversity accolade

**British Transport Police's North Western area, which is headed up by BAWP member Chief Superintendent Martyn Ripley, has been highly commended for its exceptional work on diversity at a national business awards ceremony.**

BTP was nominated for the 'Morgan Stanley Diversity Award' at the Business in the Community (BITC) Awards for Excellence for its extensive work in attracting, retaining and developing a diverse workforce.



Left to right – BITC Regional Director Raksha Pattni, Chief Superintendent Martyn Ripley, HR Director Linda Scott, Sgt Baseem Akbar

## Carers get support at GMP event

**Staff at Greater Manchester Police (GMP) are holding a carers' event in November to raise awareness of the support available both within the force and from external organisations for those with caring responsibilities.**

The event is being organised by the force's Childcare Co-ordinator Amanda Venables, who was tasked earlier this year with finding out the impact caring responsibilities have on GMP officers and staff, and Ruth Hannan from the Equal Opportunities Unit.

Amanda first held focus groups and then a carers' survey to which 355 staff responded. "There are an estimated three million working carers in the UK and from the responses to the survey it is apparent many of our staff have such responsibilities. It is also clear there is a pressing need for information about the support available for these people," said Amanda. "We decided to arrange an event which will plug this gap and provide information about the support they can draw on within the force and what help charities, carers' organisations, government bodies and local councils can provide.

"To lighten everyone's spirits the event will kick off with a large-scale 'Laughter Yoga' session provided by Happystance who are supporting carers groups across the country."

The event is taking place on November 16, 2006 at New Century House in Manchester.

While the event is aimed at GMP staff with a caring role, police officers, police staff and representatives from carers' groups from across the country are welcome to attend.

Contact Ruth Hannan on 0161 8561123 or by email [Ruth.Hannan@gmp.police.uk](mailto:Ruth.Hannan@gmp.police.uk) for more information.

# Parade of solidarity

**More than 700 black and ethnic minority officers took to Manchester's streets in what has been described by BAWP Committee Member Chief Inspector Robyn Williams, as an "extraordinary parade of solidarity."**

Robyn, who joined delegates from the UK, Canada, USA, Africa and Jamaica, said: "Local residents applauded us and came out of their homes and businesses to acknowledge us."

The march marked the mid-way point of the first week-long International Education and Training Conference jointly hosted by the National Black Police Association, UK, and National Black Police Association, USA held in August.

Photographs reproduced courtesy of Khalid Lone



The march through Moss Side, Manchester



▲ Robyn Williams with American colleague Fabinan Brown

Delegates heard from keynote speakers including Mike Todd, Chief Constable of Greater Manchester Police, Tarique Ghaffur, Assistant Commissioner, Denise Milani, Deputy Director of the Diversity Unit at the

Metropolitan Police, Anil Patani, Assistant Chief Constable at West Midlands Police, and Gail Mathurin, High Commissioner for Jamaica. There were 28 workshops including a daily seminar dedicated to the experience and progression of black and ethnic minority women.

Robyn, who is a lead staff officer with Her Majesty's Inspectorate of Constabulary, led a workshop called 'Women of Colour in Policing', during which she said how it was encouraging to see a 50 per cent increase in the number of black and ethnic minority women being promoted from constable to sergeant in the last twelve months.

## Gender Agenda 2 launch

**Uniform and equipment, flexible working and development opportunities for police staff are three of the themes set to form part of Gender Agenda 2.**

The new document will be launched at an event in London on October 30, which is expected to be attended by the great and the good in policing.

Invites to the multi-media event went out at the end of August to Chiefs and Chairs of all 43 forces. It is hoped representatives from every force will attend to hear from Police Minister, Tony McNulty, HMI Sir Ronnie Flanagan, Jan Berry from the Police Federation, ACPO Race and Diversity lead Peter Fahy and, of course, BAWP President Julie Spence.

BAWP National Co-ordinator Liz Owsley said: "The original Gender Agenda sought improvements for women officers through increased dialogue and a greater understanding about the challenges and dilemmas women face. This theme will be taken forward with Gender Agenda 2, but will look at improvements for all women working within the police service.

"For example the long term aims in GA2 will include issues highlighted specifically for female police staff."

Liz added: "However the workshops we held across the country earlier this year again identified the problem of forces issuing women with men's clothing, particularly in specialist departments. It amazes me that some forces still have not got to grips with issues highlighted time and time again, and this will be a key message at the launch and part of GA2."

BAWP President Julie Spence has urged all Chiefs and Chairs to make time to attend the launch. "It is a must for everyone who values their female staff," she said.

• The original Gender Agenda was launched in 2001. It had been developed by a group representing BAWP, Action E, the Senior Women's Conference, the Police Federation, the ACPO Women's Group, The Metropolitan Association of Senior Women Officers and the European Network of Policewomen. View it in full at [www.bawp.org](http://www.bawp.org) Read Gender Agenda 2 on the BAWP website from October 30, 2006.

## First woman to win Police Bravery Awards

FORMER West Midlands PC Sarah Hobson (now serving with Devon and Cornwall) has become the first female officer to win the top award at the Police Bravery Awards, organised by the Police Federation of England and Wales and sponsored by The Sun newspaper.

The unarmed officer earned the coveted title for single-handedly capturing two men in the process of raiding a Wolverhampton nightclub as staff members were enjoying an after-hours drink. PC Hobson tackled and arrested the two armed raiders in a narrow alleyway from which there was no escape after a fire door slammed closed behind them.

The awards, established 11 years ago, recognise those who put themselves at risk of death or serious harm performing their duties. In addition to winning the top title PC Hobson was among 16 officers in total to receive regional awards.

Sarah was presented with her award by Home Secretary John Reid (pictured). Photograph reproduced courtesy of The Sun



## Julie gets OBE

BAWP President Julie Spence is to receive an OBE for her work in driving forward the agenda for change for women in policing.

The award was announced in June in the Queen's Birthday Honours list.

Julie, who is Chief Constable of Cambridgeshire Constabulary, was also praised for the successful handling of complex and contentious organisational issues at Cambridgeshire, Thames Valley, and Avon and Somerset Constabularies.

The OBE citation said: "Her leadership of the Gender Agenda and the British Association for Women in Policing has been a major driver of the national agenda for gender equality in British policing."

Julie described the OBE as a great honour. She said: "I am particularly pleased that the work I and others have done to advance British policing and the role of women in policing has been recognised in this way. And my achievements have only been possible thanks to the co-operation, professionalism and support of many colleagues and friends."

# Suffolk launch forum for change

Suffolk Constabulary launched their own association for women in policing in June at a half day conference attended by more than 100 people.

Senior officers from Suffolk and colleagues from other forces attended the event at which BAWP President Julie Spence made a key note speech charting her journey from cradle to chief constable.

The event which was titled 'How far we have come', included a 'Have I got news for you' feature which demonstrated some of the challenges faced by women in the police service, both past and present.

Superintendent Liz Pettman played a key role in the creation of the Suffolk Association of Women in Policing (SAWP) and led the launch committee, who all invested a significant amount of their own time in ensuring it was a success.

She said: "I joined Suffolk Constabulary in



**DCI Sharon Fielding from Humberside Police (pictured left) spoke about mentoring at the launch. Also pictured is Suffolk Chief Superintendent Carl Puiy (speaking), BAWP President Julie Spence and Chair of Suffolk Constabulary's Police Federation, Inspector Jim Keeble**

1974 when there was still a policewomen's department. Women earned nine tenths of a male officers' pay and didn't work after midnight. There was an establishment for

women officers and a number of supervisors.

"The Sex Discrimination Act 1975 meant that by 1976 these departments had gone but many forces, including ours, still maintained a quota of women officers which was no more than 10 per cent of the total.

"Over the past 30 odd years I have seen many changes, but I feel there is still a lot more to do both for officers and police staff. I want to give women a forum where they can address issues and make sure women are considered when policy is being decided. I also want to make sure that women feel valued by the organisation and are helped to fulfil their potential."

- Since the launch more than sixty police officers and police staff, including male colleagues, have registered to join the SAWP.

## Wiltshire women are inspired



**The first "Women in Policing Conference" staged by Wiltshire Police has been described as 'inspirational' and 'motivational' by the 90 people who attended.**

The event, which was a mix of speakers, workshops and displays to encourage more women to join specialist units, attracted police officers, police staff and members of the Police Authority.

Speakers included Merseyside's Assistant Chief Constable Patricia Gallan, Wiltshire's Superintendent Maria Smith who is currently on secondment as Head of the National Public Order Intelligence Unit, based in London and Lynne Copp who is a consultant on work/life balance and managing director of The Worklife Company.

The conference was designed and organised by a working group led by Business Manager Victoria Gregory who says the feedback post-event has been encouraging and made the hard work all worthwhile. "One police officer said it had inspired her to look more closely at her career and where she was going and even encouraged her to think about taking the sergeants exam", said Victoria.

She added: "Delegates voted Lynne Copp as the most impactful speaker. They said her experience and passion for what she does creates motivation and change in others. Lynne's goal is to support employers to create inclusive working environments where all people can contribute to their true potential, and she certainly had a positive effect on the day."

## Course puts spring in their steps

**Cumbria Constabulary's first Springboard development programme for women has been praised by staff who dubbed it 'enlightening', 'enjoyable' and simply 'excellent'.**

The course was delivered by licensed trainer Sue Hewitt, and attended by a mix of police officers and police staff.

At the last of the four sessions, the Acting Director of

Personnel and Development, Joanna Bancroft, presented the participants with certificates and encouraged



**Cumbria Constabulary's first Springboard graduates**

the group to continue to take advantage of opportunities as they arise. She also expressed her support for ongoing personal development.

Personnel Assistant Barbara Stables said the course helped them all to be more confident and positive. "It was also great to get to network with other women from different parts of the organisation," she said.

There is now a waiting list for the next programme, which will be delivered by in-house trainers, due to be trained and licensed this Autumn.

# IAWP award winners

**FOUR of the nine recipients of the first BAWP awards have now earned international recognition by winning their categories in the International Association of Women Police (IAWP) awards. The winners (listed below) are now set to be presented with their awards at the association's annual conference later this month (September) in Saskatoon, Canada.**

- Deputy Chief Constable (HMIC) Huw Jones is set to be awarded with the President's Special Recognition award for his commitment to the recruitment, retention and progression of women.
- Metropolitan Police's Senior Occupational Health Physician Dr Eileen Cahill-Canning, will receive what is termed the Civilian Award. Dr Cahill-Canning has driven the standards of occupational health management forward reducing sickness levels and proactively tackling health management. She also provided extensive support to the Asian Tsunami disaster operation supporting both UK and overseas police officers in the field.
- Humberside's DCI Sharon Fielding will be awarded with the Mentoring Award.
- British Transport Police's Constable Debbie Russell-Fenwick and West Yorkshire Police's Constable Teresa Milburn will both receive IAWP Valor Awards.  
PC Russell-Fenwick was on duty in London on July 7 2005 and

helped survivors of the Tavistock Square bus explosion even when other rescuers were retreating for fear of a second explosion. PC Milburn was on duty with PC Sharon Beshenivsky when she received fatal injuries after responding to an alarm at a Bradford Travel Agents in 2005. Despite being seriously wounded she managed to alert colleagues to the situation and help prevent further tragedies.

- In a separate submission by the Metropolitan Police, Elizabeth Kenworthy an officer from their force will receive a Valor Award.

Chief Inspector Jane Townsley, who jointly organised the BAWP awards, said she was overwhelmed that the UK was set to scoop so many of the awards: "I know that all our nominations were up against stiff international competition, so I am particularly delighted that this year we have the largest number of IAWP winners from the UK ever."

Nominations for the 2007 BAWP Awards will open in the near future. The winners of the categories will again be the UK's nominations for the IAWP awards in 2007.

All categories are open to female police officers, special constables, PCSOs and police staff. The award categories are: Officer of the Year, Leadership, Community Service, Mentoring, Excellence in Performance, Police Staff Achievement, Bravery and a Special Recognition Award which is open to men and women.



DCC Huw Jones



DCI Sharon Fielding



PC Theresa Milburn



Dr Eileen Cahill-Canning



Debbie Russell-Fenwick

## Course inspires positive action from delegates

A diversity unit administrator has learned she can be "quite a bully" and contingency planning officer has been inspired to take her career to new levels – thanks to a Centrex run course they both attended.

The four-day Positive Action Leadership Programme promises to "encourage police officers and staff from under represented groups to stay in the service and apply for promotion" and urge delegates to take a close look at themselves.

On this occasion the course, run especially for BME women, has delivered a double success with City of London administrator, Andrea Parris, 37, discovering herself anew and Naheed Kausar, 26, from

**"The course made me look at how I do things, especially deliver instructions and organise people"**

Cambridgeshire Constabulary clambering for a new challenge.

"The course made me look at how I do things, especially deliver instructions and organise people," said Andrea. She admitted that being a mother of two children she "likes to get things done", but realised that this trait meant others may see her as a "bully" at work.

For Naheed the course was a real motivation for change. "It showed me how others see me and gave me the confidence to want to get involved in management. Back in force I have already signed up for the Core Leadership and Development Programme."

Interested? Contact PALP Programme Support Officer Sharon Crook on 01256 602410 to find out more.



# Open shop for female

In the second in the series of features looking at the roles performed by specialist officers, Sergeant Eugenie Brooks tells *Grapevine* why she is actively encouraging more women to join her as motorcyclists on the Metropolitan Police's Special Escort Group, which is part of the Royalty Protection Unit (SO14).

After yearning to join the Special Escort Group for many years I finally joined it in January 2006. I spent nine years in traffic and had always been impressed with the group's motorcycling skills, smartness and professional manner. I thought it was a closed shop, open only to the chosen few. But, when I went on an attachment to the unit, I met their one and only female constable. She told me about the courses I would need to complete and although it was all very daunting I seriously considered it. However I then took promotion and transferred to Heathrow where I obtained my firearms qualifications and watched the SEG coming and going at the royal suite.

result in being unable to go any further.

The techniques course involved learning to ride and drive in the SEG style, which is completely different from any other. Our bikes have blue lights, but no two tone sirens as we like to escort our VIPs in a quiet and professional manner – plus the royals don't like to draw attention to themselves. It was an interesting experience riding into junctions blowing your whistle, putting up your arms to stop vehicles and hoping they would stop. We also had to learn to map read under pressure, with a mobile and



After five years I finally decided to apply and following a competency based interview was successful. To apply then you had to be an advanced driver (now the SEG considers applications from response drivers) and a standard motorcycle rider, skills that I obtained in traffic division – yet I still had a long way to go. I was already firearms trained, but I still had to pass a two-week SEG techniques course, a week's firearms tactics course at our firearms training establishment at Milton, a two-week advanced police solo course at Hendon and a two-week anti hi-jack driving course. Failure at any stage would



# bikers

pager going and a VIP in the rear of the car asking difficult questions. I also had to learn the art of bulling boots and shoes – a bit tedious, but all part of the image. Polishing motorcycles is of course part of a daily routine – the nails do need some tender loving care sometimes.

I took each course in my stride and at the beginning of the year became PS 2006 R and the first ever female supervisor in the SEG. In fact I am now the only female on the unit, which is made up of 40 constables, seven sergeants, one inspector and one chief inspector. That has its pros and cons: I have a lovely locker room all to myself, but sometimes miss the company of other women especially when the conversation turns to sport. However I can honestly say that I have been made to feel welcome and part of the team by all. I

recently became one of only three female officers in the Met Police to pass the advanced police motorcycle course – an achievement I am very proud of.

## A way into the unit

Any department where you get a standard bike course and riding experience is a way into the SEG. Solo motorcycle courses are offered by Traffic, Transport for London, the Diplomatic Protection Group, the Territorial Support Group, and some boroughs offer them where they have a problem with youths riding stolen bikes etc.

The Met is the only force to have a full-time Special Escort Group and our skills are called upon daily. Other forces have traffic officers who perform the role as required and help us on ceremonial occasions – although I have never seen any female from a county force helping out as I understand they are few and far between.

## What attributes do you need?

**You don't have to be a certain height to join the unit, but your feet obviously need to touch the ground when you get on your bike. You also need to be relatively fit. The bikes we use are the BMW R1150RS, they have adjustable seat heights which makes life much easier. We have to pass a fitness test each year to be allowed to carry a firearm – all SEG carry a side arm pistol called the Glock 17 and a Heckler and Koch MP5 carbine .**

Mental strength is also just as important. You have to believe you can perform the role and although it is the 21st century, there is still a feeling that you have to prove yourself to your colleagues to be accepted.

I enjoy being a role model to others and dedicate time to helping and mentoring other women into specialist roles, be it close protection, residential protection, traffic or the SEG.

I am mentoring two female officers who are considering joining the SEG and have held, with Sergeant Katrina Smith, a 'Ladies Day' to encourage more women to join me. It was a great success and 14 women turned up to learn more about the role. The event was also very rewarding as I saw women develop from worrying about putting a bike on a

stand to riding them around the standard bike obstacle course. We did alter the seat heights on some of the bikes to allow the women a chance to ride all of the bikes, no matter what their leg length was.

Initially there was a lot of worried looks on their faces when they saw the Pan Europeans and various BMWs all lined up, but, under the watchful eye of Sergeant Chris Latham from the motorcycle wing of Hendon Driving School, they played follow the leader with Chris leading the way. If he stood up on the foot pegs they did, if he rode along with one arm out, they did. It was great fun and the best bit was when he was kneeling up on the saddle as he rode past us on the pavement, followed

by all the girls doing exactly the same. Hopefully the event, which I intend to repeat, will encourage more women to take an interest in the SEG.

I don't know why there are not more women in the unit. I could guess it is the fact you have to pass so many courses which are perceived to be male orientated such as firearms and motorcycling. Or because no-one else wanted to be the only woman. My message to others is simple: I am here and am already actively recruiting. It was a long journey to finally get here, but I know it's worth it and will always encourage others to come and join me.

**"I can honestly say that I have been made to feel welcome and part of the team by all"**



## My role

We escort visiting VIPs, members of the royal family, high value loads, Category A prisoners and force funerals. Each day is different and can change at the last minute as jobs come in. Some weekends off and no night duty is a great bonus – travelling to and from work is either by train or private motorcycle and can be a bind. But, I get a great buzz from sitting on the forecourt of Buckingham Palace waiting for a royal to appear from behind the gates.

My proudest moment to date is when I was the 'easy rider' and escorted Her Majesty the Queen to Kew Palace. We picked her escort up on the M4 that evening and as I led the royal car around Chiswick roundabout and over the bridge we passed hundreds of people cheering and sounding their horns. As I turned into the final road it almost appeared to be daylight from the amount of camera flashes going off.

# Menopause for thou

**C**hanges to the workplace environment may help female police officers who are experiencing menopausal symptoms to cope better, according to a recent study commissioned by the BAWP.

The study explores the experiences of women police officers working through the menopause, and found that the working environment can magnify symptoms and lead to poor work performance.

The Institute of Work, Health and Organisations at The University of Nottingham was asked to carry out the study. Its brief was to explore health and workplace performance issues linked to the menopause and making some recommendations for future practice within forces.

“... It is in all our best interests to have a workforce which is firing on all cylinders...”

Detective Superintendent Jackie Alexander from Nottinghamshire Police was part of the BAWP team that worked with the researchers. She explains:

“BAWP feel it is really important to raise awareness of subjects that are of specific significance to women. Menopausal symptoms and their impact on work life was an issue raised by a number of our members, but when BAWP looked into it further, it was clear very minimal research had been carried out on this issue in the past.

## Common menopausal symptoms:

- Tiredness
- Insomnia
- Lower levels of physical fitness
- Lack of concentration
- Forgetfulness
- Hot flushes
- Night sweats
- Irritability
- Weight gain

“It was agreed to use some of the BAWP research budget to commission this report in order to get a clearer picture of the situation. However, part of the BAWP ethos is not just to raise issues but also to seek solutions and make recommendations for best practice, and we hoped

this study would offer some useful suggestions too.”

“Ultimately, we are all in our jobs to serve and help the public and it is in all our best interests to have a workforce which is firing on all cylinders. If we can find realistic ways to make work life easier for women experiencing the menopause then that can only be good for everyone.”

## Information gathering

Researchers began by interviewing 24 officers in detail about their personal experiences related to the menopause at work and adjustments to policy or practice which they believed could make work life easier for women police officers over the age of 40.

The results of these interviews set the framework for a questionnaire, which was then sent to over 2,200 female police officers from seven forces across the country. The high response rate of 42 per cent was an indicator for the researchers about how important this issue is to women police officers from all ranks from constable to ACPO.

A range of subjects was covered by the questionnaire including:

- General wellbeing
- The respondent’s menopausal symptoms
- The respondent’s own experiences of the effect on menopausal symptoms on work life
- Physical and social aspects of work which affect the intensity of menopausal symptoms
- Adjustments which could be made to make working life easier during the menopause

## Findings

Previous research has shown that some physical symptoms of the menopause can be difficult to deal with in the work environment and may even affect work performance. The findings of this study revealed that the main menopausal symptoms affecting female officers’ ability to function at full capacity at work were:

- Tiredness
- Insomnia (made worse by shift work)
- Lower levels of physical fitness
- Loss of concentration
- Forgetfulness

In addition to knowing that symptoms can affect work rate, this study particularly looked at whether the work environment itself can have a detrimental effect on menopausal police officers by magnifying their symptoms. The women who responded to the survey did seem to find a number of

environmental and work factors problematic, such as:

- Temperature of the working environment
- Inadequate ventilation in the working environment
- Workload
- Physical demands of the job
- The pressure of strict deadlines

... a clear link between workplace environment and commonly reported symptoms...

Specifically, those responding to the survey indicated that not having a comfortable rest room, poor ventilation in their workspace and a lack of fans made working more difficult during the menopause. It is easy to see a clear link between these issues and the commonly reported menopausal symptoms of fatigue and raised temperatures.

During the interviews researchers noted that women police officers varied in their willingness to discuss their menopause related issues with managers and colleagues. While over 50 per cent



# ght

By Libby Hill

of respondents did tell their colleagues about their menopausal status, only 33 per cent told their line manager, and when they did so it was overwhelmingly because the symptoms were obvious, and affecting their ability to cope at work, or to justify poor performance. The only time women seemed happy to discuss their symptoms was to offer support to a female colleague who is going through the same experiences.

The majority of those who did not report their symptoms said it was because they had a male manager or they were embarrassed. Comments received by interviewees during this study revealed that many women feared discrimination if they admitted their symptoms and did not feel they would get any useful support anyway.

## Moving forward

All the women who contributed to this study had their own ways of coping with menopausal symptoms, including ignoring them, distracting themselves with work and even using humour as a cover.

However, when the respondents were asked what they would like to see happening within the police service, either through changed policy or more practically, to support women who are

## FACTFILE

- 2,242 women across seven forces were asked to complete questionnaires
- 943 (42 per cent) responded
- Average age of respondents was 45
- The length of service ranged from six months to 35 years

working through the menopause, the suggestions clearly addressed the issues that had been highlighted as problematic. Common suggestions included:

- Flexibility of working hours and role – including ability to adjust working hours, no night shifts, option to move to less physically demanding role
- Raising awareness and understanding among colleagues and managers – education and awareness training especially for male managers
- Improved formal and informal support – creation of support groups for menopausal women, direct confidential access to Occupational Health

## Recommendations

### ...a cycle of work affecting symptoms and symptoms affecting work rate.....

The survey highlighted some clear links between women officers' experiences of menopausal symptoms and their work environment, indicating a cycle of work environment affecting symptoms and symptoms affecting work rate.

The recommendations look to stop this process by:

*1 – Raising awareness of ageing and health issues in general and the menopause in particular, among management and colleagues, in order to reduce embarrassment for women and increase knowledge of how changes to work practice and environment could be beneficial. Specifically:*

- Additions to diversity training
- General awareness raising
- Management training

*2 – Increasing access to informal and formal sources of support for women officers aged 40 plus including:*

- Improving access to and support from Occupational Health
- Encouraging women's support network groups within forces – staff who share their work or health concerns are often able to resolve them with the support of colleagues which reduces the impact on the organisation.

*3 – Improving aspects of the physical work environment that have been highlighted as problematic*

- Providing comfortable rest rooms
- Increasing ventilation/supplying fans
- Better women only facilities such as toilets and showers
- Access to cold drinking water

*4 – Allowing more flexibility in job role and working arrangements for women going through the menopause.*

- This should be addressed at senior management level within forces

## What next?

President of BAWP Julie Spence, is keen to see the findings of this report used to improve the work experience for all women police officers going through the menopause and for those who will in the coming years.

"I think all women police officers, regardless of their age now, should be interested in the results of this study and be keen, as I am, to see all of these recommendations implemented in forces across the country.

"Women police officers experiencing the menopause should not be feeling inadequate because their symptoms may be affecting their work. I think it is really important forces do all they can to improve the working environment for menopausal women in order that the symptoms are not further exaggerated while at work, enabling them to concentrate on the job they love.

"The BAWP board members will be discussing these report findings in more detail and sending our recommendations to all forces with a strong encouragement to act upon them. Copies will also been given to Policing Minister Tony McNulty and the ACPO lead for Workforce Modernisation Chief Constable of Surrey Police Bob Quick.

"It is a report which shows small changes can make a big difference to the capability of many staff to do their jobs."

## For more information...

On the menopause:

Go to [www.nhsdirect.nhs.uk](http://www.nhsdirect.nhs.uk) and search for menopause

See your GP or practice nurse

Women Police Officers:

Ageing, Work & Health was written by Professor Amanda Griffiths, Dr Sara Cox and Rhian Griffiths from the University of Nottingham.



## Stress causes women to snack

Women are more likely to snack, smoke, drink caffeine and exercise less when they work long hours according to a new study funded by the Economic and Social Research Council.

The research found that men and women respond very differently to the stress caused by such long working days and nights. Men, the report said, work longer hours without it having any impact on exercise, their caffeine intake or smoking habits.

The findings were part of a wider study conducted by psychologists from Leeds University into the effects of stress on eating for 422 men and women.

Researchers examined the stress caused by minor events, both in and outside work such as having an argument with a colleague or friend, a meeting with your boss, giving a presentation at work, missing a deadline or even losing your keys. Findings show that those who experienced one or more such hassles

during the day reported consuming significantly more between-meal snacks than usual, but fewer portions of vegetables, no fruit, and a smaller main meal.

BAWP Vice President Suzette Davenport, says the report makes worrying reading. "We know that for many women working is a real juggling act. Not only do they have to cope with long hours at work, it doesn't stop there with the pressures of home to contend with as well.

"Policing hasn't yet escaped the long hours culture and we have a real core of staff who without a more flexible working environment will just literally keel over with health problems and are more likely to leave the service.

"However this need for flexibility applies just as much to male staff, as women, and the police service as a whole needs to take heed of this research before it is too late."

• Read the report in full at: [www.esrc.ac.uk](http://www.esrc.ac.uk)

## Leaping ahead in development stakes

### City of London Police offer Spring Forward Programme to staff

The City of London Police has joined the three dozen police forces in the UK offering the Spring Forward development programme to staff.

It was a decision that went down a storm with staff who made sure the self nominating courses were quickly over-booked until 2007.



Spring Forward is designed to supplement the original Springboard programme, but take personal development on to a higher level. It is a three-month programme during which delegates attend a two-day and then one-day workshop, have coaching support and individual project work to carry out. The Springboard Consultancy cite improved individual and team communication, improved performance from reduced stress levels, clearer goals and self motivation as likely course outcomes.

City Police Officer Detective Sergeant Sandra Evans and Acting Sergeant Christine Phillips both took the licensing course to enable them to become trainers. They have already been impressed with the results of the courses they have run. "I was amazed at the programme's impact on every individual who attended," said Sandra. "Previous research has shown there are longer-term results too, so we're looking to introduce feedback up to a year later. We're asking managers to consider using the Spring Forward programme in the PDR appraisal process to help personal development."

The course was offered to officers who had passed Part 1 or Part 1 and 2 of the sergeants exam, substantive sergeants, acting or substantive inspectors and support staff above a certain level. Early reactions have been highly positive.

PC Peter Folland said: "The course has served to give me a jolt and helped me realise I can take some control of my career, and how this can be achieved." He has now completed work for a degree that he'd previously abandoned. He has made a successful application for a trainee investigators post within CID and has applied to sit Part 2 of the sergeants exam having previously thought he would not do so.

Sandra added: "Any organisation can benefit from staff who become happier in themselves, are more motivated, better able to reduce stress and achieve improved work-life balance – and that's what this programme has shown it can deliver."

• Find out more about Spring Forward at [www.springboardconsultancy.com](http://www.springboardconsultancy.com)

## Parm is positive role model

The most senior Asian woman in the Metropolitan Police was among those honoured at awards to celebrate positive female Asian role models.

Chief Inspector Parm Sandhu won the public sector award at the Asian Women of Achievements Awards.

This was the first time a police officer has won the award, which recognises those who have achieved success within senior executive or non-executive roles in the civil service, quangos, universities and national institutions such as the NHS.

Parm has been with the force for 16 years having joined at a time "when such a career choice required courage, commitment and resilience," read the citation.

She is one of the most senior female Asian police officers in the UK and was promoted to chief inspector after joining the Home Office's High Potential Development (HPD) scheme.

This scheme gives officers access to an individually tailored development programme, which provides them with training and support to suit their own needs.

Parm is currently responsible for the policing of events such as film premiers and sporting fixtures.



BAWP Secretary Carolyn Williamson has found a novel way to watch cricket for free – by becoming a steward at Lord’s Cricket Ground. However she says you don’t just get to watch the game – there are rules to enforce in a ‘firm but fair’ way. This was a challenge Carolyn was happy to rise to, even when she discovered she was the only female steward in the Pavillion.

# Lording it up

I get sent quite a lot of requests for job adverts to be placed on the BAWP website, and one that particularly caught my eye back in the dark, cold days of winter, was from Lord’s Cricket Ground in London for stewards.

I was sufficiently intrigued, so applied and after an informal interview was deemed suitable and sent on a one-day training course at Lord’s.

The course was attended by about 50 people from a wide range of ages and ethnic backgrounds. It gave a flavour of the work required, the ethos of Lord’s, and some practical experience in searching the stands for unusual devices, and in fire-fighting. Finally after a written multiple choice test I was accepted into the pool.

Due to other commitments, I was not able to work until the Test Match against Pakistan. So on one of the hottest days in July I duly reported for duty at 7.30am and was astounded to be told that I had been allocated to work in The Pavilion – which is the holy of holies. Needless to say, I was the only female steward there, but was made to feel very welcome by my colleagues, and received nothing but courtesy and help from everyone I came into contact with.

The Pavilion is, effectively, the clubhouse for

Marylebone Cricket Club, one of the most exclusive member clubs in London. Until a few years ago, women were not permitted to become full members, and as most of the men have had to wait up to 20 years to get in, there are still very few women who are MCC members. One notable one, whom I was fortunate to meet on my first day, is Rachael Heyhoe Flint. She is now on the committee and acting as a catalyst for change.

For the first three days, admission to the stands in the Pavilion was open only to full members, so apart from the catering and domestic staff I was once again in a serious minority – not an unusual situation, of course, after 25 years in the police service. The job of the stewards in the Pavilion is really to make sure that the members keep to their own rules. Men must wear a jacket and tie at all times when in the building, nobody should have a mobile phone on at all whilst play is in progress, and smoking is permitted only in designated areas, amongst others. We also have a safety function, of course, and have to make sure that gangways are kept clear, etc. Due to the present legislation, however, should it ever become necessary to physically restrain or eject someone, then we call in the ‘Green



Team’, who are all licensed under the Security Industries Act.

Being a bit of a phenomenon – the new lady steward – I was conscious that I was very much on show, but was able to muster all my inter-personal skills and remembered the old adage for football matches: ‘firm but fair’. As far as I know no complaints were made about me, even though I did have to be quite firm with phone users on occasions, and I have been asked back – which is a good sign.

I do, of course, get paid for being there, but it is not a means to a fast fortune. However, the compensations are being able to work in a wonderful building, with friendly and polite people, and the opportunity to show that a woman in a man’s world is sometimes an advantage.

Interested? Visit [www.lords.org](http://www.lords.org), or call the head steward’s office on 020 7616 8676.



# Tackling violence against

Domestic violence isn't exclusive to any particular race, class, culture or religion. It can happen to anyone as delegates at the Autumn Professional Development Day, held at the Forest of Arden Hotel in Warwickshire, found out. Nicky Phillipson reports...

## Change in law needed



**DCC Brian Moore has called for a change in the law to prevent officers who discover a colleague is responsible for domestic violence being forced to choose between their obligation to the Code of Conduct and that of confidentiality.**

In his presentation Mr Moore, who is ACPO lead on domestic violence, said: "It has to be crystal clear that everyone is protected by law at all times."

He said that the police service has to create a working environment where staff feel they can confide in colleagues without putting either of their jobs at risk. "We have to understand what is going on in our workplace," he said.

The Code of Conduct places a duty on officers to report any conduct of a colleague which falls below the standards expected.

This quandary deters men and women in the service from confiding in trusted colleagues and causes them to suffer for longer, said Mr Moore. He continued: "Is the law adequate – I don't believe it is. We have got to produce something to keep our people safer than they currently are."

## Stigma of domestic violence

**Police officers are often prevented from reporting domestic violence "for fear of the stigma which may become attached to them".**

Such problems are only highlighted when performance management measures are invoked following poor performance, careless mistakes, lack of initiative and excessive lateness.

In her presentation Julie Nesbit, from the Police Federation of England and Wales, said that police officers "have an image to protect" and that being a victim of domestic violence doesn't fit this image.

She said that wearing excessive clothing, having unexplained injuries, receiving an excessive number of phone calls or text messages and avoiding socialising were also potential signs managers should look out for. However she explained: "The impact of emotional abuse in domestic violence should never be underestimated. Mind games and blaming are a large part of domestic violence."

Julie urged forces to put policies in place to support the possible 6,500 staff who could become victims of domestic violence at sometime in their lifetime. She also shared DCC Moore's concerns about the pressure the Code of Conduct places on police officers who are aware that a



**"The impact of emotional abuse in domestic violence should never be underestimated. Mind games and blaming are a large part of domestic violence."**

colleague is the victim of domestic violence. "This prevents victims from having the confidence to confide in friends as they are then forced to share this information with the organisation," said Julie.

- Only two forces in the UK have a workplace policy for dealing with domestic violence.

## AGM News

Two women have become honorary members of the BAWP.

The country's first female chief constable Pauline Clare, who headed up Lancashire Constabulary before her retirement and Maria Wallace, who has recently retired as chief constable from Devon and Cornwall Constabulary were made honorary members at the association's AGM.

BAWP members also agreed to amend the association's constitution to ensure members of

SOCA (Serious and Organised Crime Agency) and other similar personnel are eligible to join the BAWP and voted in four new committee members. They are: Louise Angel from Cambridgeshire, Jane Parry from West Midlands, and Jane Lam from Surrey.

- Find out more about the whole committee in the next issue of Grapevine. Contact details for all committee members are on page 16.



# Women

## Conference Programme

**Monday September 4**

**BAWP Annual General Meeting**

Pre-dinner speaker – DCI Ellie Bird  
‘Trek to Everest’

**Tuesday September 5**

**Officers as victims** – Julie Nesbit,  
Police Federation of England and Wales

**Working with same sex domestic violence**

– Patricia Fletcher, Waterside Counselling  
and Training Services

**ACPO policy on dealing with violence  
against women** – DCC Brian Moore

**Love, Honour and Disobey, domestic  
violence in black and ethnic minority  
communities** – Pragna Patel,  
Southall Black Sisters

**The work of Unifem UK** – Dr Kay Morgan

**Women in the Criminal Justice System** –  
Holly Dustin, Fawcett Society

**Helping women to keep safe** –  
Paul Cragg, Red One Tactical Training

**Maximising your personal brand** –  
Sarah Brummitt

## Culture is no excuse for violence

**It is easy to fall into the trap of believing culture is the reason for violence in minority communities. But culture is no more the cause than drugs, poverty or alcohol, said Pragna Patel from the Southall Black Sisters.**

The support group has helped hundreds of women across the country escape domestic violence and believes while religion can bolster domestic violence it happens to people of all nationalities, races, classes, culture and religion.

However on average BME women suffer for longer and Asian women are three times more likely to self harm or commit suicide because of the tight knit communities within which they live. If they leave their family they have “no legitimate arena to live out their life,” said Pragna. “They often shoulder the burden of making the marriage work and will go to great lengths to preserve their marriage.” If they decide to leave they are stigmatised,



isolated and even punished.

It is clear, said Pragna, that “behind every woman there is a community telling her what to do.”

These women need support, counselling, advice and practical help, Pragna said. “You don’t need a degree in cultural anthropology or sociology to deal with domestic violence victims. You just need good common sense.” She added.

- Find out more about the services the Southall Black Sisters, which is a not-for-profit organisation, offers at [www.southallblacksisters.org.uk/](http://www.southallblacksisters.org.uk/)

## Zayna joins in too

ZAYNA Ahmed became the youngest attendee at the Autumn PDD when she joined her mum Shahina.

Shahina had been reluctant to leave eight-month-old Zayna behind to attend the event as she was still breast feeding her. But thanks to Secretary Carolyn Williamson a cot, highchair and space at dinner for Shahina’s husband who looked after Zayna during the presentations, was swiftly provided and Shahina didn’t miss a thing. “I can honestly say that this type of response has exceeded my expectations and it shows that BAWP are fully supportive and immensely flexible with women who have families or other responsibilities.” Said Shahina, who is the Special Constabulary Co-ordinator for Cambridgeshire Constabulary.



## Domestic violence – a factfile

- On average two women a week die as a result of domestic violence
- One in four women and one in six men experience domestic violence at sometime in their lifetime
- Domestic violence can occur in any relationship regardless of sexual orientation – in fact 30 per cent of LGBT couples experience domestic violence
- On average women suffer from domestic violence for seven years before they seek help –BME women suffer longer
- Domestic violence accounts for 16 per cent of all violent crime
- Domestic violence isn’t a crime in its own right – offenders must be charged with a specific offence
- Domestic violence can take on many forms – it is not just physical violence

## The BAWP guide to Domestic Violence

A guide to help managers deal with staff who they believe are victims of domestic violence was launched at the PDD.

The leaflet, which was produced in conjunction with the charity

Women’s Aid, explains what signs to look out for in staff, how to approach the subject and where help can be sought.

Copies of the leaflet are available for use by all forces. Contact Liz Owsley by email [coord@bawp.org](mailto:coord@bawp.org) to request them.





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## How to become a member of BAWP



For further information contact: CAROLYN WILLIAMSON, Secretary, BAWP, PO Box 999, Bordon, GU35 5AQ.

Tel: 0870 766 4056 Fax: 0870 766 4057 E-mail: sec@bawp.org

Website: www.bawp.org

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

### Membership details

Full membership is open to all officers and police staff, female and male, serving in the UK, along with retired officers.

Associate membership is open to anyone with a professional interest in criminal justice.

Corporate membership is now available for £350 p.a.

Please contact BAWP Secretary Carolyn Williamson for more details.

Please complete the form below and send it with your payment to: BAWP, PO Box 3413, Cannock WS12 3WD.

Name \_\_\_\_\_ Rank/Title \_\_\_\_\_

Address \_\_\_\_\_

Postcode \_\_\_\_\_ Country \_\_\_\_\_

Tel: \_\_\_\_\_ Mobile: \_\_\_\_\_

E-mail: \_\_\_\_\_ Force/Organisation \_\_\_\_\_

Station/Dept \_\_\_\_\_ Type of work (if not police) \_\_\_\_\_

- Membership type (circle one) FULL/ASSOCIATE • Membership term (circle one) £20 for one year/£50 for three years

I believe I am eligible to join, and enclose a cheque payable to 'BAWP'.

(If for any reason, your application is not accepted, the fee will, of course, be refunded in full.)

Signed: \_\_\_\_\_ Date: \_\_\_\_\_

GVAUT06