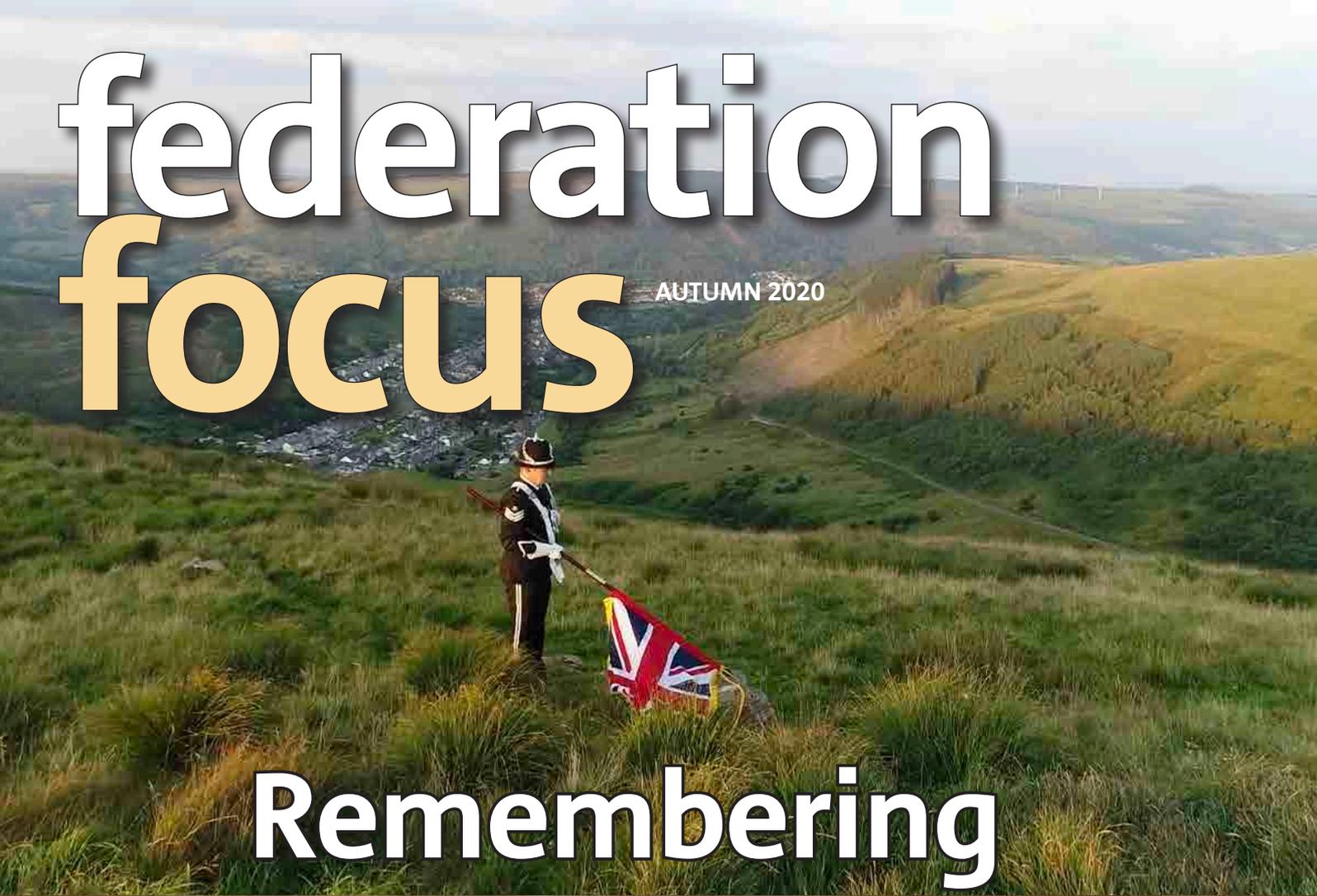


federation focus

AUTUMN 2020



Remembering fallen colleagues

See Pages 8 and 9



South Wales Police Federation
Member services and Federation views
www.swpf.org

Helping the Police Family financially



Stress-free borrowing

We are here to look after you, so sit back and relax

- Loan decisions are based on affordability and not just your credit score alone
- No representative APR meaning our rates won't change based on your credit score
- Repay your loan direct from your payroll
- Loan calculator available on our website
- No fees for early repayments



Apply online at www.no1copperpot.com

All loans and mortgages are subject to affordability and our lending criteria.

Number One Police Credit Union Limited trading as No1 CopperPot Credit Union is authorised by the Prudential Regulation Authority and regulated by the Financial Conduct Authority and the Prudential Regulation Authority. Firm Reference Number 213301. For details visit <http://www.fca.org.uk>.



Contact us:

For general divisional enquiries, please first contact your divisional Federation representative as the staff at the office are unable to deal with divisional issues. You can contact the Federation office as follows:

Write to:

Federation Office
Pencoed Police House, Heol y Groes,
Pencoed, Bridgend CF35 5PE

Telephone:
01656 869900

Or you can email us as follows:
office@swpf.org

For other matters, please contact:
Steve Treharne, chair
STreharne@swpf.polfed.org
Internal 21-763

Clare Biddlecombe, secretary and equality lead
CBiddlecombe@swpf.polfed.org
Internal 21-760

Danny Ahearn, case adviser
DAhearn@swpf.polfed.org
Internal 21-764
(Discipline/UPP)

Darran Fenton, health and safety lead
DFenton@swpf.polfed.org

Kay Bennett, general manager
KBennett@swpf.polfed.org
Internal 21-762
(Flint House/Group Insurance Scheme)

More information about the Federation, regulations and latest news items can be found at www.swpf.org

Every care is taken to ensure that advertisements are only accepted from bona fide advertisers. The Police Federation cannot accept liability incurred by any person as a result of a default on the part of an advertiser. The views expressed within this magazine are not necessarily the views of the South Wales Joint Branch Board.

Federation Focus is published by South Wales Police Federation.

Produced by XPR (UK) Ltd www.xpruk.com

A view from the chair

By **Steve Treharne**
Chair of South Wales Police Federation



Welcome to the autumn edition of our members' magazine which we hope will give you an overview of the news and issues affecting you at work.

Of course, 2020 has been dominated by the pandemic with the police service having, inevitably, being at the forefront of the nation's response.

As everyone knows, it has not been easy. Each time different restrictions are imposed, it has been down to forces to work out how they would affect the way in which they policed their communities.

Above all else, officers have sought to follow the four Es – engage, explain, encourage and, as a last resort, enforce.

They have adapted and worked with the public while also having their own concerns about contracting the virus or passing it onto their families.

I think what has been one of the most shocking things for me throughout the last six months though has been the way in which some people have sought to weaponise this ghastly virus.

Not only have assaults on police officers still continued to escalate – despite an overall drop in crime – but we have also seen people claiming to have Covid spitting and coughing at them.

Thankfully, we are seeing the Government taking steps to double the maximum sentences available to courts when dealing with these offenders. They should soon be able to hand down a two-year jail term rather than the one-year sentence brought in with the Assaults on Emergency Service Workers (Offences) Act of 2018.

I hope that when that is the case we

see courts actually imposing those maximum sentences both to punish those who carry out these disgusting attacks but also to act as a deterrent to others.

During the pandemic, we have, of course, seen many events cancelled. On a personal level, people's weddings have been postponed or have gone ahead with fewer guests, limits have been put on mourners at funerals, other family celebrations have been put on hold.

From a policing perspective, the Police Federation's annual national conference due to be held in Manchester over two days was reduced to an online event lasting just a few hours and then only to enable a critical vote on member subscriptions. This was the second year in a run that the national conference had to be cancelled with 2019's event hit by the cyber-attack on Federation systems.

However, I am pleased that while the actual service could not be held in Lincoln as planned, the organisers of National Police Memorial Day did manage to ensure this special day in the policing year was still observed.

An online service, which you can read about on Pages 8 and 9, proved a fitting alternative and was particularly poignant given the tragic death of Metropolitan Police Sergeant Matt Ratana just two days earlier.

The memorial day gives the policing family the opportunity to honour those officers who have paid the ultimate price while serving their communities and we should never forget their sacrifice or that of their families who will continue to feel their loss for the rest of their lives.

It also serves to show the unique role police officers play in society as they run towards dangers while others run away.

Finally, before signing off, I would just like to thank all officers for their efforts during the pandemic. It has been a challenging time but police officers, police staff and our Special Constables have risen to that challenge.

In this edition...



PC shares his fears over coronavirus cough attack
Page 4

BWV can help protect officers says Federation chair
Page 7



Prince of Wales honours fallen officers
Pages 8 and 9

Supporting and promoting women in policing
Page 11



PC shares his fears over coronavirus cough attack

A South Wales Police officer has spoken of the moment he feared being infected with Covid-19 when he was coughed on by an offender following an arrest.

PC David Roberts-Ablett said it “played on his mind” that he’d contracted the disease when he was assaulted in Cardiff by a thug who claimed to have coronavirus symptoms.

David said: “In these times of Covid, there’s a concern. It was a very worrying moment.

“He had been quite aggressive, so I asked him to calm down. It was a very deliberate motion by him, he turned his head, his eyes, fixated on me.

“It was almost like he was targeting me, and he picked my face, and then deliberately looked straight at me and coughed at me.

“Fortunately, I was wearing my glasses and a mask at the time so I was protected.”

David was coughed on by Darrell Glen

Humphries, who claimed he had coronavirus symptoms after he was arrested for being violent towards staff at a Tesco supermarket in Cardiff.

Humphries, who did not have Covid-19 and is from Cardiff, was jailed for 26 weeks for the attack.

David said: “It was a very worrying moment, thinking ‘have I now got Covid?’”

“I thought what do I do? Where do I go?”

“There is being a police officer and dealing with the criminal aspect of things, but there’s a more humane side to it as well, where there’s a lot of implications on me and my family, my colleagues and the people I am serving in Cardiff.

“It does play on your mind because for a while you just don’t know.”

South Wales Police Federation chair Steve Treharne praised David for speaking about his ordeal.

Posting on Twitter, Steve said: “Really important for officers to tell their story about the impact of assaults upon them.

“Often the impact of cold data does not present the actual reality of the crime. There are humans behind the figures and the effects of an assault can be significant.”

According to research by the BBC, 55 of the 167 charges of assaults on officers in South Wales in the first three months of lockdown, related to officers being spat or coughed on.

In neighbouring Gwent, assaults against officers rose from 54 to 57, but decreased in Dyfed Powys from 111 to 96.

In North Wales, 30 of the 157 recorded crimes against officers were coughing and spitting, which has risen from 14 in 2019. From that, 23 were charged, up from 10 in the previous year, a BBC freedom of information request discovered.

Overall, there was a 21 per cent increase in assaults on officers across the UK in the first three months of lockdown.

South Wales Chief Constable Matt Jukes said: “What we’ve seen is a number of people effectively making a weapon out of spitting and then presenting that they’ve got or believe they might have Covid-19.

“A colleague who’d been involved in an incident said ‘in some ways I’d rather be shoved, or punched, than get bitten or spat out, because of that long-term worry about the impact on health’.

“What the spitting and biting does is leaves officers with real uncertainty, until they can get test results.

“It’s not always Covid-19, sometimes it’s other infectious diseases. Sometimes they have to wait for reassurance or knowledge that there may be another issue they need to deal with.”

“THERE IS BEING A POLICE OFFICER AND DEALING WITH THE CRIMINAL ASPECT OF THINGS, BUT THERE’S A MORE HUMANE SIDE TO IT AS WELL, WHERE THERE’S A LOT OF IMPLICATIONS ON ME AND MY FAMILY, MY COLLEAGUES AND THE PEOPLE I AM SERVING IN CARDIFF.

Changing Covid restrictions putting forces under pressure

The constant changes to coronavirus restrictions are placing huge demands on the resources of already stretched police forces, says South Wales Police Federation chair Steve Treharne.

Steve says officers often have little time to get to grips with new lockdown legislation and what it will mean in real-life.

Speaking on national radio, he said the demand on members during the pandemic has been "exceptional".

"It's been incredibly difficult since the lockdown began," said Steve. "We've had changes in legislation, changes in guidance.

"The Government pushed legislation and guidance out and then the police have to get a very quick understanding of matters.

"It's constantly changing. It's extremely difficult for a lot of officers in that respect."

He added: "As we know, legislation will be published on one particular day and it's enacted.

"We're expected to align ourselves with that legislation but there is a learning part where we have to understand the implications of the legislation, what the guidance actually means and the real-life scenarios surrounding it. It's incredibly difficult."

Steve was speaking on BBC Radio Wales Breakfast with Claire Summers during a debate on lockdown measures.

Asked whether he welcomed calls from Mark Drakeford, the First Minister, for Prime Minister Boris Johnson to ban people travelling to Wales from lockdown parts of England, Steve encouraged people to "stay local where they can".

And he said that policing such a ban would be a huge strain on resources.

"We can see pockets of increased coronavirus cases in various areas of the UK now, and we've got it in Wales," said Steve.

"There's a greater risk of travelling and spreading the virus around the country so, absolutely, we would advise people to stay local where they possibly can."

He added: "It's difficult to enforce. I make no bones about that because of the issues within policing.

"As we know, policing faces great demands just in the normal line of business in addressing crime.

"We've done that with reduced

resources over a number of years and, yes, we're starting to get increases in officer numbers, but the demand is still exceptional on our officers.

"They come to work every day doing the absolute best they can possibly do, but it's another demand upon officers.

"Place the confusion around the legislation and guidance on top of that and it's not a good picture."

Asked how things could be done better, Steve said: "I don't know the answer to that. It's a fluid situation we're facing. It's a public health crisis, the likes of which we've never seen before.

"Governments are going to be changing their policies and approaches to deal with this issue and they're going to bring in legislation where they're directed by the evidence and the medical guidance.

"At that point, when they bring in the legislation, as police we've got to react to it."

“IT'S BEEN INCREDIBLY DIFFICULT SINCE THE LOCKDOWN BEGAN. WE'VE HAD CHANGES IN LEGISLATION, CHANGES IN GUIDANCE. THE GOVERNMENT PUSHED LEGISLATION AND GUIDANCE OUT AND THEN THE POLICE HAVE TO GET A VERY QUICK UNDERSTANDING OF MATTERS.

Physio scheme helps officers return to work

Officers who are injured on duty and subscribe to the South Wales Police Federation Group Insurance Scheme can access physiotherapy to help them return to duty.

They can get six free physiotherapy treatments.

Steve Treharne, chair of South Wales Police Federation, explained: "This is a great way to get injured officers the treatment they need quickly which then means they can return to work sooner.

"The Federation policy gives clear eligibility clarity for those officers in the insurance scheme who need physiotherapy and it provides the framework for applications to be considered, providing the officer meets the necessary criteria.

"Officers who are not members of the insurance scheme are unfortunately not able to apply for any treatment, even if an injury was received while on duty."

The policy states that the treatment is only accessible for 'an injury received in the

execution of an officer's duty as a constable'.

Once an application is completed, the officer will be contacted by the physiotherapist who will arrange a suitable time and date for an assessment appointment including the number of sessions required.

Steve added: "South Wales Police Federation recognises that officers will have to travel for treatment so we will assist by giving them a £25 gift voucher to be used at four supermarket fuel stations."

Extra funding for coronavirus enforcement

The Force is being given a £670,000 boost to help fund extra patrols as part of coronavirus enforcement measures.

The Government surge funding comes as part of £60 million to be shared equally between police forces and local authorities. South Wales Police will £678,267 of the £30 million allocated to policing.

Steve Treharne, chair of South Wales Police Federation, welcomed the extra funds but expressed concern that it would inevitably have to be used to fund over-time.

"I cannot see that the Force has much alternative other than to use this money to fund over-time," says Steve, "It can't suddenly find extra officers to provide the visible policing patrols that the Government is seeking so instead our officers will be asked to do more.

"While this may be OK in the short-term, I am concerned at how this could affect officers in the longer-term. Police officers carry out a challenging and demanding role, there are, of course, times when they need to do over-time for operational reasons but if they work longer or give up rest days over a longer period of time it is going to have a detrimental impact on their physical and mental health.

"Police officers are stepping up to the mark when it comes to policing the pandemic but we also need to see the public doing their bit too."

John Apter, national chair of the Police Federation of England and Wales, has also welcomed the extra funding saying any genuine new money which helps ease the current pressure on policing can only be a positive thing.

But he added: "My question is, what is expected in return? Policing is over-stretched and colleagues are already doing all they can during this pandemic. Any suggestion that this extra money would take away the discretion which permits police officers to do their jobs to the best of their ability would be counterproductive and damaging. Alongside this announcement must be an effective public information campaign. This must make it crystal clear what is expected of the public.

"Police officers are already targeting those who wilfully breach Covid-19 regulations and this will continue. The new money will assist policing, but what we really need are more officers and a better communication strategy from the Government."

The Government announcement said the aim was for police to be more visible to ensure members of the public comply with the restrictions in place to try to halt the spread of coronavirus while councils would get funding and guidance to support compliance and enforcement.

It would, ministers explained, enable police to increase patrols in town centres and ensure that people are complying with

the new restrictions, particularly in high-risk areas. The police would also, they said, provide more support to local authorities and NHS Test and Trace to enforce self-isolation requirements.

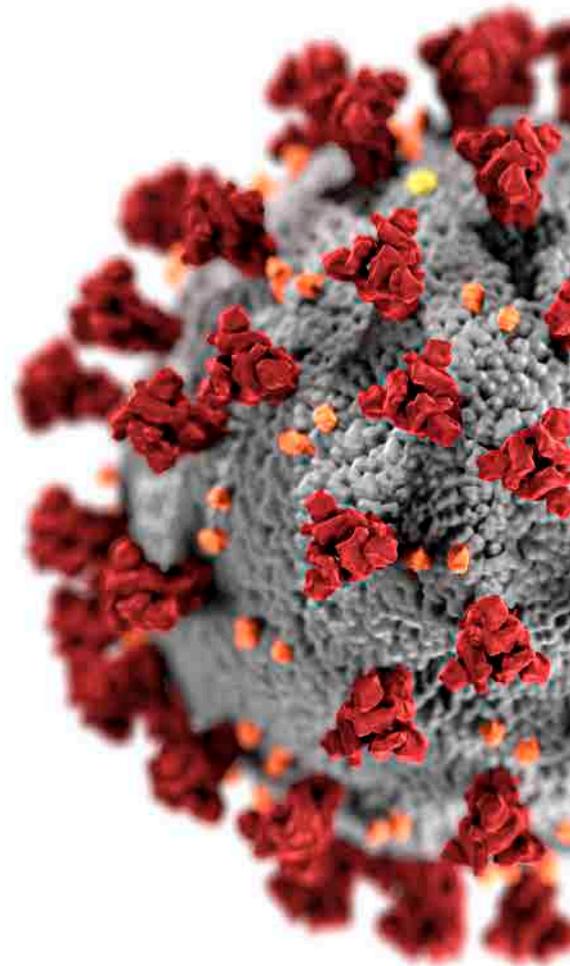
Home Secretary Priti Patel said: "The vast majority of the British public has come together, followed the law and helped prevent the spread of this virus.

"But we've been clear that, with infections rising, we will not allow a small minority of people to reverse our hard-won progress.

"This extra funding will strengthen the police's role in enforcing the law and make sure that those who jeopardise public health face the consequences."

Forces will be required to provide the Home Office with enforcement plans to demonstrate how the money is being used to tackle non-compliance with public health rules.

“ POLICE OFFICERS ARE ALREADY TARGETING THOSE WHO WILFULLY BREACH COVID-19 REGULATIONS AND THIS WILL CONTINUE. THE NEW MONEY WILL ASSIST POLICING, BUT WHAT WE REALLY NEED ARE MORE OFFICERS AND A BETTER COMMUNICATION STRATEGY FROM THE GOVERNMENT.



BWV can help protect officers says Federation chair

South Wales Police Federation chair Steve Treharne is urging members to make more use of body-worn video (BWV).

Steve says footage from body-worn cameras can protect members against fictitious and vexatious complaints and offer reassurance to the public that officers are doing a professional job.

He says BWV can help speed up complaints and is an excellent tool for investigations in general.

"Body-worn video is there to protect you and the public and I'd encourage members to think about when they use it," Steve said.

"BWV ensures that any actions you take are transparent and any footage recorded can be reviewed at a later date.

"We know that wearing cameras can lead to a reduction in false claims against officers. Research led by the University of Cambridge's Institute of Criminology, shows the use of BWV is associated with a 93 per cent reduction in citizen complaints against police officers.

"Where complaints are made, footage can help speed up or shed light on investigations.

"It's also a really good tool for our own investigations and is a valuable means of gathering evidence. It can also act as a



deterrent for offenders who may be prepared to attack on officer, as they will be caught on camera."

Steve said that BWV can also help members avoid "trial by social media".

The Federation is campaigning for forces to be permitted to share video and audio footage when selected clips of incidents

involving the police are posted on the internet.

The campaign follows a rise in the posting of such clips on social media, and the Federation has voiced its concerns about members being subjected to personal abuse because of one-sided videos.

Home Secretary Priti Patel has also supported calls for forces to be allowed to share BWV.

Steve said: "We've seen these so-called trials by social media where selected clips of an incident are posted on the internet to whip up a storm. It can be incredibly difficult for officers in the eye of that storm.

"Where the narrative is quite clearly false, we should be able to challenge it, which is why the Federation is campaigning to protect and support our members by being able to share body-worn video in such circumstances."

“ WE KNOW THAT WEARING CAMERAS CAN LEAD TO A REDUCTION IN FALSE CLAIMS AGAINST OFFICERS. RESEARCH LED BY THE UNIVERSITY OF CAMBRIDGE'S INSTITUTE OF CRIMINOLOGY, SHOWS THE USE OF BWV IS ASSOCIATED WITH A 93 PER CENT REDUCTION IN CITIZEN COMPLAINTS AGAINST POLICE OFFICERS.

Prince of Wales honours fallen officers

HRH The Prince of Wales told this year's virtual National Police Memorial Day (NPMD) that the UK's police officers had faced the invisible threat of coronavirus with visible courage and commitment.

The service was due to be held at Lincoln Cathedral but ongoing coronavirus restrictions made that impossible. Instead, the families and colleagues of fallen officers were encouraged to join in from their homes and share images of a virtual candle. They were also able to write messages and share memories or thoughts on a Tribute Wall to remember and celebrate the lives of their lost loved ones.

Prince Charles, patron of NPMD, opened the ceremony and said: "We can't meet as usual but we can all take a moment to honour those who have paid the ultimate price and who have given their lives in the service of others."

"We've faced an unseen and deadly threat this year but throughout all the uncertainty we have learned to value those things we can always be certain of, such as the steadfast dedication of our police forces in the UK."

"Officers have met this invisible threat with visible courage and commitment, providing calm reassurance that has been essential to our communities day and night."

He paid special tribute to the seven officers who have lost their lives since the last NPMD and spoke of the shocking killing of 54-year-old London Metropolitan Police Sergeant Matt Ratana two days before the memorial service – an incident which gave the event special poignancy.

"What happened on Friday is the latest heart-breaking evidence of the risks faced by our officers daily. These are losses we can never replace, sacrifices we can never repay but of which, as a society, we can only strive to be worthy. We owe our police service and its remarkable officers the most profound debt of gratitude for their continued selfless commitment and dedication," he added.

The Home Secretary Priti Patel, read The Beatitudes and expressed her gratitude to police officers and staff for their "selfless work", adding that the courageous officers who made the ultimate sacrifice would "never be forgotten".



HRH The Prince of Wales.

In addition, Prime Minister Boris Johnson sent a message of support: "The terrible killing of an officer in Croydon on Friday is a reminder of the risks police officers face every day. They show extraordinary courage by going towards danger rather than away from it to protect the public. The officers we remember today laid down their lives to prevent us from coming to harm and for that

we owe them a huge debt."

The Archbishop of Canterbury, the Most Reverend Justin Welby, gave a blessing and the British Police Symphony Orchestra played a moving rendition of 'I Vow To Thee My Country' as speakers from the four corners of the UK spoke about what Memorial Day means to them.

Louie Johnston, son of Reserve Constable





Standard bearer PS Ian Cameron of South Wales Police.

David Johnston of the Royal Ulster Constabulary George Cross, who died in 1997, aged 30, said NPMD is an occasion to “look past the uniform and to celebrate the character, the memories and the special place that our loved ones will always have in our hearts”.

Jayne and Lowri Davies, the widow and daughter of PC Terry Davies of Gwent Police, who died in 1990, aged 34, recalled attending the inaugural NPMD, not knowing what to expect but found it was source of comfort. Lowri is now a serving officer with Gwent Police and wears her father’s collar number.

Rumbie Mabuto, the widow of DC Joe Mabuto of Thames Valley Police, who died in 2016, aged 42, said the event is something her family looks forward to each year, adding: “We’re grateful for the support we receive and hope everybody will be able to meet again next year.”

And Donna Alcock, widow of PC John Alcock of Grampian Police, who was injured in 2003 and died in 2017, aged 54, said: “When they say police are a family there is no truer statement.”

The service also included a recorded message from Samantha Dixon whose husband, PC James Dixon of Thames Valley Police died in a road traffic accident on duty three years ago. She was pregnant with their son at the time.

“The Police Memorial Day is somewhere I can take our son, who sadly never got to

meet his father, and he can be remembered in a proud way rather than with the sadness that is normally attached to it,” she said.

Candles were lit to represent the four nations of Great Britain and Northern Ireland and to symbolise the flame of devotion and commitment exemplified by those acknowledged by the service.

England was represented by Lissie Harper, widow of PC Andrew Harper of Thames Valley Police, who died on 15 August 2019, aged 28. Lighting a candle for Wales was Rebecca Davies, daughter of PC Terry Davies of Gwent Police, who died on 23 August 1990 aged 34, and for Northern Ireland, Louie Johnston. Scotland’s candle was lit by its Chief Constable, Iain Livingstone QPM.

South Wales Police Federation branch chair Steve Treharne, said: “We were determined to still pay tribute to fallen colleagues this year. Despite the restrictions placed upon us, I think this year’s service proved to be a fitting tribute to our fallen colleagues and showed their families that their sacrifice will never be forgotten.”

John Apter, national chair of the Police Federation of England and Wales, added: “National Police Memorial Day ensures that police officers who gave their all are never forgotten. We must always remember them - their commitment and ultimate sacrifice to public service. Every day, police officers selflessly put themselves in harm’s way for the sake of others – I thank them, and I am

proud to represent them.”

One of the last images of the service was a reminder of the Book of Remembrance which pays tribute to the almost 5,000 British police officers who have been killed or died on duty or as a result of duty since the first recorded death on duty of an officer in 1680.

The National Police Memorial Day was founded in 2004 by retired Kent police sergeant Joe Holness and is supported by the Police Federation of England and Wales. Next year’s service is scheduled for Sunday 26 September at Lincoln Cathedral.

[Watch Sunday’s service.](#)

Roll of honour

The service included a tribute to all officers who have died since last year’s National Police Memorial Day.

PC Chris Miller, Metropolitan Police
Special Constable Resham Singh Nahal, West Midlands Police

PC Matthew Lannie, South Yorkshire Police

PC Nick Dumphreys, Cumbria Constabulary

DC Jonathan Mark Hicken, Dorset Police

PC Roy Buggins, Police Scotland

PS Matt Ratana, Metropolitan Police.

Those who have died as a result of the Covid-19 pandemic were also remembered.



Authorised and Regulated by the Solicitors Regulation Authority.

"It's nice to relax knowing my divorce settlement is sorted."

Getting a divorce is never easy, especially on top of the pressures of police work. At Slater and Gordon we offer Police Federation members a free initial consultation, a divorce fixed fee package and discounted hourly rates. We'll be with you every step of the way so you can focus on your job and let us deal with everything else.

**Slater
Gordon**
Lawyers

For all life's legal needs and with offices throughout the UK.

0808 175 7710

slatergordon.co.uk/police-law

Supporting and promoting women in policing



South Wales Police Chief Inspector Lisa Gore.

For more than 100 years, the International Association of Women Police (IAWP) has strengthened, united and raised the capacity of women in policing across the world.

The IAWP aims to increase the number of women in policing internationally and ensure they're given the training, tools and support they need.

IAWP Western European co-ordinator and South Wales Police Chief Inspector Lisa Gore said: "All of us in law enforcement are dealing with the same issues all across the world, however, the context in which we are dealing with them varies according to location and the resources you have.

"Through the IAWP we talk, we share our experiences and our challenges so we can work together to find solutions to problems far quicker and more efficiently. The IAWP also offers the opportunity to make friends, acquire mentors and access professionals and experts in a multitude of law enforcement topics."

Lisa attended her first conference in Durban, South Africa in 2013.

"It was quite overwhelming to see so many other female officers in their different uniforms," she said, "To meet so many other women from all over the world in the same profession as you and have the opportunity to share experiences is really powerful."

Currently, female officers make up 31 per cent of the police forces in England and Wales, and an average of only nine per cent worldwide.

The IAWP has members from more than

60 countries and 26 affiliates in all corners of the world, including the British Association for Women in Policing.

Deborah Friedl, the association's president and deputy superintendent of Lowell Police Department in Massachusetts, USA, said: "The IAWP is a vibrant, dynamic and diverse organisation of officers in law enforcement in cities and towns around the globe.

"Our vision remains for women's lives to be free from discrimination, valued for their contributions, treated with respect and dignity and to contribute by being an example of excellence in securing a safe, harmonious workplace and society as partners in safety in the criminal justice system.

"Empowered women police can deliver real change, not only to their colleagues but also to their communities at large."

The association was established in 1915. It runs training programmes, conferences and workshops. The IAWP aims to influence the public and decision-makers about the role of women in policing and rewards and recognises their achievements.

It's also about tackling gender stereotypes, allowing women officers to share experiences, improve working conditions, opportunities and increasing the understanding of women in policing.

Carla Castillo, a major in the Ecuadorian Police Service and the Central and South America co-ordinator for the IAWP, said: "The network not only facilitates the exchange of knowledge and

best practices but also constitutes world-class support for all of us.

"Women strengthen other women. The richness of the discussions within the IAWP network generates new ideas and solutions that might not come to mind in isolation.

"Being a member of IAWP allows you to follow your police vocation, get better at it and facilitate others' improvement in your own country and the rest of the world.

"IAWP also provides training about how to attend to specific problems such as gender-based violence, sexual crimes and human trafficking."

The IAWP relies on member subscriptions and donations to allow it to deliver its work.

It holds an annual training conference where best practice and knowledge are shared and an annual awards ceremony to highlight its achievements.

Megan Dobbs, an Inspector with Victoria Police, Australia, was the IAWP's International Scholarship recipient in 2019.

Megan said: "The IAWP promotes women in law enforcement through these awards. And it delivers exciting training conferences across the globe. It also creates mentoring relationship opportunities.

"The IAWP's strength is it's built on the experience of women, and both current and retired women contribute to its future direction. Ultimately, it's about driving improvements for women in policing and helping them to overcome the barriers they face every day.

"It's really created a special form of camaraderie."



**“Now the
pressure’s gone,
I can get back to
my police work.”**

You never know when you’re going to need legal advice. Slater and Gordon have been advising and supporting Police Federation members for more than 60 years, taking the legal stress away and leaving you to focus on keeping people safe.

For all life’s legal needs and with offices throughout the UK.

0808 175 7805

slatertgordon.co.uk/police-law

24h criminal assistance

0800 908 977

**Slater
Gordon**
Lawyers