

Devon and Cornwall Police Authority Human Resources Committee  
27 January 2009  
Open for the purposes of FOI  
Report of Director of Human Resources

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## Senior Women in Policing Conference 2009

### Recommendation(s):

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| (i) Committee Members are asked to note the contents of this report and consider any further information they require at this stage |
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### Introduction

1. Detailed below is a summary of the 2009 Senior Women in Policing Conference, being hosted by Devon and Cornwall Constabulary at the University of Exeter 30 March – 1 April 2009.

### Background Information

2. The Senior Women in Policing Conference is an annual three day event for 350 – 400 delegates hosted each year by a different force or group of forces in England and Wales. It has been greatly supported by the British Association for Women in Policing and the Association of Chief Police Officers Senior Women's Forum and has run in its current format since 2000, having started in 1995. It brings together a cross representative section of women within the police service to address issues affecting women and to inspire women's contribution to the development of the service.
3. This year the conference is being hosted by Devon and Cornwall Constabulary at the University of Exeter Streatham Campus from 30 March to 1 April 2009.
4. The decision to host this event in Devon and Cornwall was taken in July 2007 by the Gender Agenda Two Steering Group, chaired by Deputy Chief Constable Tony Melville in his role as Diversity Champion for the force, for the 2010 conference. This was brought forward to 2009 when the original hosting force, Surrey, had to withdraw its offer to stage the event in 2009. Holding the conference in Devon and Cornwall will provide a focus on gender issues within the force.
5. This prestigious event has traditionally attracted senior female officers and staff and it was felt that making the event as inclusive and accessible as possible would attract a more diverse range of delegates, including fast track programme candidates and aspiring leaders. The choice of venue (University of Exeter Streatham Campus) reflects this aim and was secured in November 2007.
6. A conference registration partner was tendered for and this was successfully concluded in August 2008 with the appointment of Olive 360. They deal with all aspects of registration and invoicing on behalf of the force.
7. A conference committee was set up in March 2008, which includes Police Authority representation (Joy Norris, Eelke Zoestbergen and Eleanor Tanner), Women in Policing Network members and a range of police staff and officers. There are dedicated finance and marketing leads. This committee has met regularly since then and has achieved the following:

- The conference theme and logo (Policing in the 21<sup>st</sup> Century – women’s contribution)
  - The conference workshops (21 comprising national, organisational and individual themes)
  - The design of the conference website ([www.swipconference.com](http://www.swipconference.com))
  - The conference themes (leadership, sustainability, performance and diversity)
  - The conference programme (see attached appendix)
  - Conference activities such as the Gala Dinner on 31 March.
  - The media partner (Jane’s Police Review) and marketing strategy
  - Keynote speakers (Stephen Otter, Tim Smit, Angela O’Connor)
  - Sponsors (Northgate, Rock the Boat Consulting, SFL World)
  - The development of a theatre piece for the conference, to be funded through the National Policing Improvement Agency.
8. Members are encouraged to look at the website, which provides information on workshops, exhibitor and sponsorship packages and the conference programme.

### Financing

9. Income for the conference is generated in four ways:
- Sponsorship (currently standing at £18 000)
  - Ticket sales (residential tickets cost £525 and non residential tickets cost £475)
  - Exhibitors (the cost of exhibiting is £650 for three days)
  - An interest free loan of £5 000 from The British Association for Women in Policing.
10. Current reports on income and expenditure can be provided, if required.

### Progress to Date

11. Below is a brief update on progress to date:
- There are currently 134 delegates registered; the maximum number is 350
  - There are currently 19 exhibitors; the maximum number is 32
  - Two workshops still require providers to be confirmed; 19 providers have been secured
  - Five out of six keynote speakers have been confirmed (the sixth may have to cancel due to surgery, but there is a list of potential speakers to consult)
  - All venue requirements have been agreed and confirmed
  - Three advertisements will be in Police Professional and Police Review in the next two months
  - The event will support a national charity, likely to be a Domestic Violence charity
  - The University of Exeter will be assisting at the conference to conduct some research on women in leadership roles within the service; this is part of ongoing national research
  - The event is to be webstreamed live to certain locations across the force and hosted on a micro site to allow footage to be archived and accessed at a later date.

### Conclusion

12. This report has provided a summary of the conference and the planning for its delivery. Devon and Cornwall Constabulary and Police Authority members are to be thanked for their support, together with the British Association for Women in Policing. This event promises to be exciting and

rewarding and assist the national debate on women's contribution to shaping and influencing the police service as it develops and modernises.

**Contact: for further information**

Name: Annie Broadbent

Job Title: Conference Co-ordinator

Telephone: 07764 775487

E-mail: [annie\\_broadbent99@hotmail.com](mailto:annie_broadbent99@hotmail.com)

Sponsor: Chris Haselden, Director of Human Resources

## Senior Women in Policing Conference Agenda and workshops (subject to change)

### Monday 30 March

- 13:00 Arrival / Registration / Networking / Lunch
- 14:00 Welcome
- 14:15 Keynote speakers 1 and 2 – The National Perspective
- 15:15 Refreshments / Networking
- 15:45 Workshops (see below)
- 17:00 Close / Networking
- 19:00 Evening Meal

### Tuesday 31 March

- 09:00 Welcome
- 09:15 Keynote Speakers 1 and 2 – Diversity and Performance
- 10:15 Workshops (see below)
- 11:45 Refreshments / Networking
- 12:15 Development of Best Practice Across Police Service
- 13:00 Lunch / Networking
- 14:00 Keynote speakers 3 and 4 – Leadership and Sustainability
- 15:00 Workshops (see below)
- 16:30 Refreshments / Networking
- 17:00 Close
- 19:00 Gala Dinner

### Wednesday 1 April

- 09:00 Welcome
- 09:15 Theatre led workshop
- 11:15 Conference Feedback
- 11:45 Close / Departure

## Workshops

The conference explores the theme of women's contribution to policing in the 21st century through a series of workshops from an individual, organisational and national perspective. These promote the four key cross cutting themes of the conference, namely Leadership, Diversity, Sustainability and Performance.

A brief outline of each workshop can be found below.

### Individual

**Personal Leadership:** how to build influencing and negotiating skills and personal assertiveness and confidence to achieve personal and professional aims.

**Springboard/Navigator:** Personal & Work Development - 83.5% of people have a more positive attitude to work and their personal development as a result of Springboard Consultancy programmes. Find out how to maximise the benefits of existing and future programmes for yourself and your service. As recommended by Julie Spence, Chief Constable, Cambridgeshire Constabulary.

***How to set up a mentoring relationship:*** whether you want to become a mentor or a mentee, pick up tips on how to set up and maintain a highly successful mentoring relationship for your personal professional development.

***Work life balance:*** this workshop looks at the very real pressures that contribute to work life imbalance and offers tips, information and advice on how to redress it.

***Stress Management:*** how to look for the warning signs of stress and take preventative action, both for yourself and others.

***Corporate Professional Image:*** pick up tips on how to achieve a confident and positive corporate image, including colours, style and make up.

## Organisational

***Under representation – women in policing:*** this workshop looks at what your organisation can do to redress under representation of women in key roles at all levels.

***Interview and promotion preparation:*** how your organisation can best nurture and develop its talent through the provision of support to those preparing for interview and promotion, including relevant competency and national behavioural frameworks.

***How mentoring adds value:*** learn how mentoring partnerships can contribute to organisational effectiveness through the development of leadership skills and the promotion of best practice, both within and outside your organisation.

***Work life balance:*** this workshop looks at the very real pressures that contribute to work life imbalance and offers information and advice on how to redress this organisationally.

***Solution oriented coaching:*** learn how coaching to achieve a specific outcome can make a real contribution to organisational objectives.

***Managing expectations and demands – internal and external customers:*** the steps your organisation can take to manage and meet the demands of its customers, both internal and external.

***Women's contribution in specialist roles:*** this workshop takes an honest look at potential organisational barriers in this area and offers common sense approaches to resolve this.

***Individual performance management – discretion and accountability:*** how proactive people based performance management can impact on organisational performance is explored in this workshop.

## National

***Police in the 21st century – direction of travel for women:*** how can women actively influence and shape policing in the 21st century? Come along to this workshop and find out.

***New and emerging issues:*** what are the key national issues that will shape policing in the 21st century? This workshop offers an overview of the new and emerging issues, together with how the police service might address them.

***Environmental sustainability in policing – supporting and policing green partners:*** the green agenda is a national policing priority and this workshop looks at how the green agenda can be both policed and supported.

***Reducing bureaucracy:*** the recently published Flanagan Report examines bureaucracy in the police service and ways in which it might be reduced. Come and find out what this means for you and your organisation.

***Equality standard:*** this workshop gives an overview of what the equality standard is and the implications for the police service nationally

***APACS and performance management:*** APACS (Assessment of Policing and Community Safety) combine performance management with accountability to the public. Learn more about them and their impact for the service.

***Policing Opportunities in Other Cultures:*** This workshop explores the opportunities offered for working within peace support operations in other countries, experiencing different cultures whilst assisting with police capacity building. Come along and find out more.

