



## **People for Proper Policing in North Wales**

### **North Wales Police ... A Professional Development Day**

**A police professional development day aimed especially at women** has been hailed a success.

Held at **Venue Cymru in Llandudno** yesterday (Wednesday 8th April), the Professional Development Day was organised and hosted by **the Women's Association of North Wales Police** and was an opportunity for all women officers to have a taste of the different roles available to them within North Wales Police.

The day was organised in **the style of a career fair** where there was an opportunity to discuss specialization, promotion, fitness, flexible working and the demands of different roles with female officers who are already doing the jobs.

Members from the Conflict Management Unit, Hi Tech Crime unit, Joint Underwater Search Team, Air Operations, the force dog section and Scientific Support were on hand with information regarding their work.

**Chair of the Women's Association of North Wales Police, Supt Sasha Hatchett** said: *"I am absolutely delighted with the turnout today and with all of the effort that divisions and departments have gone to exhibit and showcase the opportunities available.*

*"This was an informal event where officers and staff had the opportunity to gain an insight into the training involved for some posts, try some of the equipment used and discuss the challenges and rewards of specialisation and advancement with female practitioners."*

She added: *"In excess of 200 police officers and staff from across the force attended and I very much hope they gained a valuable insight into what career opportunities are available within North Wales Police."*

Amongst the attendees on the day were **Chief Constable Richard Brunstrom and Assistant Chief Constable Ian Shannon**. ACC Shannon was extremely pleased with the day. He said: *"I am delighted with the enthusiasm of the officers and staff that put on this excellent event. The day was an ideal opportunity to show case the various roles and responsibilities within the force and give officers and staff an opportunity to discuss in depth career prospects and opportunities available to them."*

Although significant progress has been made in recruiting more women to the service they remain significantly under represented in certain operational areas of policing and yesterday's **professional development day followed the success of a similar event held in 2007.**

**Detective Chief Inspector John Hanson** from the force's Major Incident Team was pleased with the level of interest shown towards his department. He said: *"This was an excellent opportunity for police officers and staff to come and view our work. We undertake a lot of interesting and varied investigations and a number of staff came over to see us to gain a better understanding of the work we do. This was an extremely valuable way for staff to seek the opportunities that are available to them."*

Sgt Scott Gallagher from the Air Operations Unit was also in attendance on the day. He said: *“We received numerous enquiries from lots of interested female members of staff who are interested in the work we do. A number of those will now come and visit the airbase in Rhuddlan for a familiarisation on the kind of things we undertake.”*

Notes:

**The North Wales Police Women’s Association was launched in 2003** and since then it has achieved some significant changes – such as increase in the recruitment of women, changes in fitness testing, presentation skills courses as well as Springboard and Spring Forwarded courses.

Figures from November 2008 show the female members in North Wales Police (not including acting ranks) as follows:

16.67% Ch. Superintendents - 1      0% Superintendents - 0

5% Ch. Inspectors - 1                      10.6% Inspectors - 8

15.8% Sergeants - 278                      29.25% Constables - 351

**63.9% Police Staff - 684**

**The PPP comments .... Women should be recruited, serve and progress within NWPF purely based on merit and performance. This exercise shouldn’t be necessary and is inherently sexist , costly and time consuming. They are always finding things to do other than REAL policing. We are forever being given staff shortages as a reason for not fully covering community policing demands whilst the 1000s of staff hours are frittered away. Every year we are faced with above inflation rises in the precept and threats of withdrawal of frontline policing.**