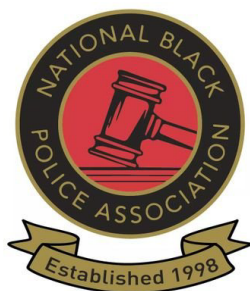


BAME Women in Policing Awards 2020



College of
Policing



BAME Women in Policing Awards 2020

Foreword

The overall aim of the BAME Women in Policing group is to improve representation, progression and retention of women from ethnic minority communities at all levels of policing. Representation of this group has been historically low, which reflects on our weakness as police forces to support their recruitment and progression. This is exacerbated by the lack of this group's visibility in UK policing, and subsequently a lack of recognition for the vital contribution that women from ethnic minority communities make.

A diverse and gender-balanced workforce that is representative of local demographics, and of modern-day society, brings with it a wide range of assets – in terms of cultural awareness, language skills and specialist capability – and engenders a culture of diverse thinking in organisations. These benefits will ultimately be seen in the provision of a better service to the public and in the visible role modelling of women from ethnic minority communities.

Diversity in policing needs to be meaningful, transparent and sustainable. Prioritising diversity at all levels of policing will help to shape a more responsive police service for the British public. By having a long-term vision supported with accountability, it is anticipated that significant improvements within wider policing will follow.

Following on from the resounding success of the national BAME Women in Policing conferences held in Leeds, London, Wakefield, Leicester and Scotland in 2019, a virtual BAME Women in Policing event was hosted in Kent on 3 December 2020. The event was kindly supported by Kent Police, the College of Policing and the National Police Chiefs' Council Race, Religion and Belief group. Over 200 people attended from police forces across the UK.

This event allowed us to introduce the annual BAME Women in Policing Awards, where we recognised the amazing achievements made within UK policing by inspirational women from ethnic minority communities. We also recognised our allies, who have supported BAME Women in Policing since its inception in December 2018.

It was an honourable moment for the National Black Police Association (NBPA) to recognise Sislin Fay Allen's pioneering contribution to UK policing. Sislin, who joined the Metropolitan Police Service (MPS) in the 1960s, was the UK's first Black female officer. The event also gave the NBPA an opportunity to create a Lifetime Achievement Award in Sislin's name. This will be awarded at future NBPA conferences, which will recognise Sislin's achievement and maintain her legacy for years to come.

We hope to carry on this work through an established and representative BAME Women in Policing tactical group, which will deliver progress and development on ground level and will also spearhead the vital work required to make the 'invisible more visible' in policing. This group will feed into the NPCC Race, Religion and Belief portfolio, and will ensure that the work has a national focus and influence.

Given our ongoing challenges around race, diversity and inclusion – on a local, national and international level – this agenda is more important for policing than ever. We would like to take this opportunity to thank all our partners and allies for supporting us through this journey.

Kerrin Wilson

Assistant Chief Constable
NPCC Strategic Lead – BAME Women in Policing

Rozila Kana

NPCC Tactical Lead
BAME Women in Policing



Lifetime Achievement Award – Sislin Fay Allen

Sislin, a pioneer in policing, was the first Black female police officer in the UK. For many who lived through the civil rights struggles of the 1960s, Sislin was a symbol of success, progress and change. Her desire to have a career in policing, despite the discrimination she suffered, has inspired many more women to follow in her footsteps. Although there is still much work to do in ensuring that more women from ethnic minority communities join policing, Sislin demonstrated what can be achieved if you have the courage to step forward – even when the odds are against you.



Sisley Fay Allen Lifetime Achievement Award – Alicia Shaw, Hertfordshire Constabulary

During three decades of dedicated public service, Alicia championed Black equality issues in Hertfordshire Constabulary, supporting frontline staff and advising senior leaders on a regular basis.

Passionate about policing, Alicia also played a pivotal role in the recruitment of staff from ethnic minority groups in her early career, putting herself forward as a public role model for both the organisation and the wider public.

Beyond her day-to-day policing duties, Alicia successfully studied for a master's degree at Cambridge University and shared her learning with colleagues in her typically open and engaging style. Alicia was the Chair of Hertfordshire Black and Asian Police Association twice during her career and has mentored many of the force's future leaders.

Alicia was highly respected for her wise judgement and for her commitment to fellow colleagues from ethnic minority communities. Her generous personality, compassion and kindness made her a popular officer throughout her career and her professional legacy remains a positive force within the Constabulary.

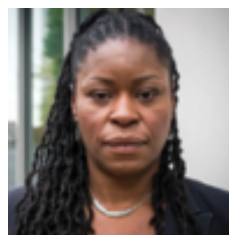


Lifetime Achievement Award – Janet Hills, Metropolitan Police

Janet Hills has been the Chair of the Metropolitan Black Police Association for the last seven years, and was the second female President of the NBPA.

Janet has dedicated her life and career to making the MPS a fair and equitable police service for ethnic minority officers, staff and communities, and she has served as a role model for Black women.

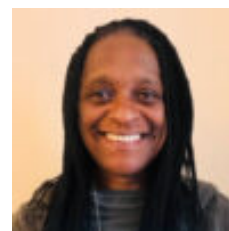
She is one of the few detective sergeants in the MPS.



Inspirational Woman in Policing Award – Dionne Johnson-Hey, Staffordshire Police

Before moving to Staffordshire Constabulary, Dionne Johnson-Hey was the Chair of Cheshire Constabulary Multicultural Network. She has held several roles for the NBPA and is currently the Vice President.

Dionne has worked tirelessly to ensure that police forces are more representative of the communities they serve. In doing so, she has produced sustained achievements that required moral courage, vision and the ability to make tough decisions.



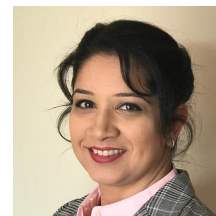
Inspirational Woman in Policing Award – Rani Gundhu, West Midlands Police

Rani Gundhu is the longest serving female police officer in West Midlands Police, and has represented the organisation nationally and internationally. Rani joined the organisation at a period when inclusivity wasn't a priority, and when women and members of ethnic minority communities faced unimaginable challenges – and she is still there now. Rani genuinely cares about the community, and continuously drives diversity and inclusion both internally and externally.



Inspirational Woman in Policing Award – Parvinder Kaur Dhaliwal, Kent Police

Parvinder Kaur Dhaliwal (Pav) is the Leadership Development Manager for both Essex Police and Kent Police. Prior to this, Pav was the forces' Talent and People Development Manager. Pav is also the first female chair of the Race Equality Network, which was recently rebranded from the Kent Minority Ethnic Police Association. As a graduate with an 18-year career in the private sector, Pav joined the police service in 2013. Since then, she has completed the collaborative high-potential programme (Police Staff Leadership Pathway).



She has also been recognised as a role model by the Chief Constable of Kent Police, for her work in driving the diversity and inclusion agenda forward through discretionary effort.

Inspirational Ally Award for BAME Women in Policing – Zehra Zaidi

Zehra started her career as a mergers and acquisitions lawyer in London and Brussels. Since 2010, Zehra has worked as a consultant in the UK in the field of social innovation and international development, and has helped to set up several charities. Zehra is a committed social activist, having volunteered and supported social justice and diversity projects for the last 20 years.



She is the founder of We Too Built Britain, a campaign group that has pushed for greater representation of ethnic minority Britons in public art, symbols and statues for the last three years. On 1 August 2020, the group secured the historic commitment to feature the first ethnic minority figures on legal tender in the UK. The first of a set of coins, a Diversity Built Britain coin, was unveiled by the Chancellor, the Rt Hon Rishi Sunak MP, on 17 October 2020 to honour the profound contribution that minority communities have made to the UK.

Inspirational Ally Award for BAME Women in Policing – Fiona Eldridge, College of Policing

Fiona Eldridge is Head of Diversity, Inclusion & Engagement at the College of Policing. She has worked with policing organisations since 2005. Fiona previously led the Strategic Command Course, the multi-agency Leading Powerful Partnerships programme, the High Potential Development Scheme and positive action leadership programmes, including Releasing and Realising Potential. Fiona has been an ally and a supporter of BAME Women in Policing since its inception.



Inspirational Ally Award for BAME Women in Policing – Chief Superintendent Paul Griffiths

Chief Superintendent Paul Griffiths is a Gwent police officer and the President of the Police Superintendents' Association. He has served in both uniform and detective ranks throughout his career. He has performed operational, investigative and organisational roles for his force. He is a senior investigating officer, strategic firearms commander, authorising officer and negotiator coordinator. Paul has been an ally and a supporter of BAME Women in Policing since its inception.

