

# Diversity rules

*Police Review* is recognising the brightest and best officers in the service at its 20th annual gala awards ceremony. This week, we feature the officers and police staff who have been nominated for the Diversity in Action Award.

This year is the 20th since the first *Police Review* Gala Awards took place. The event recognises the work of largely unsung police officers across the country.

The 2011 ceremony takes place at the London Hilton Park Lane hotel in central London on Thursday 3 November. All 159 officers and teams nominated in all six categories have been invited to attend.

*Police Review* is running a 12-week series to showcase every nominee in the six award categories. This week we are introducing the 18 groups of officers who have been nominated for the Diversity in Action Award.

The other categories are Special Recognition Award, Community Police Officer of the Year, Police Community Support Officer of the Year, Lifetime Achievement and Student Officer of the Year.

This year's judges are: Caryl Nobbs, chair of

Unison police and justice service group; Det Supt Ellie Bird, of the British Association for Women in Policing; Zaheer Ahmad, president of the National Association of Muslim Police; Jackie Muller, of the Scottish Police Federation; Everett Henry, head of equality, diversity and human rights at the National Policing Improvement Agency; Tony Smikle, vice-president of the National Black Police Association; Julie Nesbit, of the Police Federation of England and Wales; Vic Codling, national co-ordinator of the Gay Police Association; Irene Curtis, vice president of the Superintendents' Association; Steve Corkerton, of HM Inspectorate of Constabulary; Steve Otter, chief constable of Devon and Cornwall Police and ACPO lead on diversity; Andrew McCarthy, treasurer and temporary general secretary of the National Disabled Police Association; Juliet Simmons, of ACPO Race and Diversity Staff; and Chris Herbert, editor of *Police Review*.

*Police Review's*  
 Diversity in Action  
 Award is sponsored by



## Special Recognition Award

Five shortlisted forces

Derbyshire Constabulary, Greater Manchester Police, Metropolitan Police, Staffordshire Police and Police Service of Northern Ireland could win this prestigious national award

Get involved and cast your vote!

**VOTE NOW!**

<http://www.policereview.com/special-recognition-award>

**NAME: PC LOUISE DEMBICKI**

**FORCE: AVON AND SOMERSET CONSTABULARY**

### CAREER HIGHLIGHTS:

As the community schools officer for the Bristol Metropolitan Academy, PC Louise Dembicki works in a 'very challenging and culturally diverse' school, her force says. Having identified that many children at the school did not trust the police service and were reluctant to report incidents, she arranged for staff to be trained in restorative justice to resolve low-level criminal and anti-social behaviour. PC Dembicki has also developed the 'Impact on knife crime' project.

Her force say she has worked to 'gain the trust of pupils', with more students reporting incidents of abuse at home, as well as helping to bridge the generation gap through a burglary awareness project with a local residential home.

### WHAT OTHERS SAY:

A force spokesman says: 'Over the past two years, Louise has made a real difference to the children's lives, helping those socially excluded to integrate better within society and further their chances in life.'



Avon and Somerset/1411550

**NAME: NEIGHBOURHOOD POLICING UNIT**

**FORCE: BRITISH TRANSPORT POLICE**



### TEAM HIGHLIGHTS:

In 2010, the British Transport Police, working with Arc Theatre, commissioned *PACT*, a play aimed at teenagers that hopes to improve relations between young people and the police service. Insp Tom Naughton (above left, with Det Ch Supt Martin Fry) and other members of the Neighbourhood Policing and Partnership Unit consulted young people to accurately reflect in the play their perceptions of the police.

The production, which has received good feedback, tells the story of a teenager who witnesses the death of a young drug dealer and his dilemma over 'snitching' on gang members.

### WHAT OTHERS SAY:

A force spokesman says: '*PACT* has been hailed as groundbreaking, innovative and inspiring by community members.'

BT/1441559

**NAME: YOUTH ISSUES TEAM**

**FORCE: DEVON AND CORNWALL POLICE**



### TEAM HIGHLIGHTS:

When the team recognised a gap in the provision of personal safety information for young deaf people, PC David Woodland and Stephen Williams, the force's youth issues strategic support officer (left to right, above), worked with the Exeter Royal Academy for Deaf Education. They improved accessibility to the emergency text service for students, as well as guiding young people to the two personal safety websites for young people. In April 2011, the team produced signed videos for a personal safety website with four students from the Academy.

### WHAT OTHERS SAY:

A force spokesman says: 'PC Woodland and Mr Williams are highly motivated, committed and enthusiastic members of staff who are dedicated to the needs of children and young people.'

Devon and Cornwall Police/1441548