



## Police Academy hosts ENP Meeting

On 14 March 2016, marking the 27th anniversary of the European Network of Policewomen (ENP), a special course was held for policewomen from six countries at the Police Academy, Ljubljana, Slovenia. The 20 participants came from Ireland, Denmark, Lithuania, Germany, Spain and Slovenia.



The participants were welcomed by Director of Police Academy, Danijel Žibert.

The ENP unites female officers serving the law enforcement. Through co-operation and networking the organisation strives to facilitate positive changes in regard to gender mainstreaming, management of diversity and optimising the position of women. Even though a lot has changed for the better emancipation-wise, there is still progress to be made in raising awareness of the significance of women's role in police organisations.





The ENP was founded on 23rd March 1989 at the International Conference for Policewomen held in the Netherlands. The founders envisioned the creation of a professional network that could provide an information channel through which both policewomen could make constructive alliances in the field of equal opportunities within police organisation across Europe.



After the meeting, the participants were addressed by Deputy Director General of the Police Ms Tatjana Bobnar who said that »it would be impossible to imagine Slovenia's police without female officers. The recent migration-related events have shown how important it is to have both genders serving the force. Slovenian policewomen are engaged in all policing domains. The figures show that the majority of policewoman serve at the local level where they perform all policing tasks. Since 1973 when Slovenia's first woman took up her duties as a police officer, Slovenia's police organisation has seen a gradual rise in their numbers. Female officers already make up over 16 % of all employees.«



Slovenia nominated a female representative to the ENP in 2005, and a deputy in 2009. In 2015 Slovenia consolidated its membership in the ENP by submitting an application signed by Director General of the Police, thus committing itself to cooperation and fulfilment of obligations.



**From left to right: Montserrat Pina Martinez, ENP President, representative of the Spanish law enforcement, Apolonija Grobin, Head of ENP Slovenia, and Margaret Nugent, representative of the Irish police.**



»There are new challenges ahead. Meetings like this one definitely bring progress. I hope you will exchange a great deal of experience and good practice and make some friendly ties which are ever so important these days,« stressed the Deputy her speech introducing the social skills course.

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The participants attended a multi-day social skills and tools course. Martina Stergar and Stella Straus introduced the work of the Research and Social Skills Centre of the Police and the way gender equality is addressed within Slovenia's police organisation. The participants were given the opportunity to participate in interactive practical sessions of social content. Stanislava Zupan introduced the project Blazinice tolažbe (Security blankets).

Dr Džemal Durić, an NLP (a neuro linguistic programmer) coach, held a most interesting presentation on coaching and leadership, focusing on the qualities of a good leader and their knowledge, anticipation of a situation and distancing from it before making a decision. The participants were enthusiastic about top-class tools introduced by the lecturer and learned how to use them in an improved personal and mental response. The officers thought these techniques are useful in professional, working and private environments, and should be communicated across police ranks.



On the last day, Snežna Krek, a psychologist, held a lecture on psychosocial assistance and the role of psychologists and police consultants. The participants introduced the systems and practice in their national institutions. Internationally, psychological assistance has been gaining ground and Slovenia have been successfully keeping abreast of developments alongside European police organisations. Naturally, the situations dealt with by psychologists cannot be foreseen or prepared for in advance. Yet, much can be done if we know how to use a responsible approach and empathy, if we know how to listen and understand. This is why the role of a police consultant is so recognised, desirable and valued.



The attendants were given a tour of the Slovenian Police Museum and met Petra Nareks, a top judo athlete, who also serves the police.

This international event was a wonderful challenge for Slovenia's police as it strengthened their commitment to be part of a very important international organisation and showed we can and we know how to manage diversity.

## CAREER DEVELOP SEMINAR IN KAUNAS, LITHUANIA FROM 26th to 30th OCTOBER 2015



The **22<sup>nd</sup> Career Develop Seminar** was held in Kaunas, Lithuania, from 26<sup>th</sup> to 30<sup>th</sup> October, 2015. The purpose of the event, which was organised by the European Network of Policewomen within the framework of gender mainstreaming, was to provide an overall view of the current status of women who hold a certain rank or position of command within the police force.

The training was intended for women holding a certain rank in any of the European police organisations and for women seeking to hold such a post in the near future.

The Seminar took place at the Training Centre of the Lithuanian Criminal Police Bureau in Kaunas. For the whole duration of the event, the organisation of the space and the treatment offered to the participants was nothing short of excellent. The Seminar was run by the German Senior Consultant, Mrs. Susanne Thalheim, a renowned expert in training, coaching and organisational development with extensive experience and an impressive knowledge of these disciplines.

The participants were policewomen from a number of European countries such as Spain, Lithuania and Estonia; also present were more than a few representatives from several Lithuanian cities and even from specific units. Therefore,



people from many areas of expertise within the police force were in attendance, all of them highly professional, experienced women with extensive academic curricula.

The goal of the Seminar was to provide participants with the required tools to increase their insight into how to develop their own professional career by analysing setbacks, opportunities, skills and capabilities, and by exploring and applying the strategies needed to establish and present a personal profile by creating an action plan taking their own goals into account.

This highly fulfilling experience enabled people from different police cultures to interact with each other and to learn about their different working methods and also about their differences and similarities regarding outlooks, goals, social hardship and the acceptance of gender mainstreaming in police organisations.

There is no doubt that this experience has defined a before and an after in the professional and personal career paths of these women, who have had the chance to be trained by a great expert, who possesses extensive knowledge on the subject-matter and outstanding human qualities. In short, these five days have served to underline the true sense of being professional, police officers and above all else, WOMEN!

**GEMMA BOCHACA**  
**Police of Barcelona**  
**Catalonia – Spain**



**E**uropean  
**N**etwork  
**P**olicewomen



## SOCIAL SKILLS COURSE IN SLOVENIA FROM 15th to 17th MARCH 2016



I was invited to take part in the 25-hour Social Skills course which was held in Slovenia between the 14<sup>th</sup> and 17<sup>th</sup> of March, 2016. Participants from different countries in Europe had the opportunity to share experiences and knowledge whilst acquiring useful skills. Topics covered included Coaching and Leadership and Intervention on Psychological Assistance.

On the first day ENP members and course participants had the opportunity to get to know each other over a dinner attended by the Deputy Director General Police, Ms Tatjana Bobnar and the Director of the Police Academy, Daniel Zibret.

On the second day we were told about the organization and the presentations on Research and Social Skills Centre Gender Equality in Slovenian Police under guidance of the excellent professionals, Robert Sumi, PhD Martina Stergar and Stella Straus, who are very involved in these projects.

In the afternoon we were taken for a guided tour around the Capital –Ljubljana- . The city centre is mostly for pedestrians and cyclists. We noticed why Ljubljana is high up on the list of the world’s most sustainable tourist destinations and we also had the great opportunity to visit the Town Hall and be received by the mayor Mr Zoran Janković. The mayor very proudly explained that Ljubljana has recently been named 2016 Green Capital.

On the third day we focused on Coaching and Leadership with Dzermal Duric, who offered us several useful tools in his workshop. It was highly interactive and because of the way NLP works we were able to experience various NLP



techniques for ourselves in order to improve our abilities and social skills through what we called "the state of excellence". It provided us with practical ways in which you are able to change the way that you think, view past events, and approach your life, and how to take control of your mind and therefore your life.

After this amazing Workshop we visited the Slovenian Police Museum, guided by Darinka Kolar-Osvald who explained all kinds of details about the Museum and why it is an important teaching tool for experts. In the afternoon we visited Lake Bled, adjoining the town of Bled. It is located in a picturesque environment surrounded by mountains and forest in the North-western region.

On the last day we closed the course with an interesting Workshop on Psychological Assistance Intervention by Snezna Krej and Stella Straus. We exchanged opinions based on our experiences and how this assistance works in our countries, with examples of psychological intervention services available from police psychologists in Slovenia. These services include confidential counseling, counseling family members, dealing with traumatic incidents, reintegrating police officers and training. The last part of the course we shared an interesting conversation with a top athlete and officer in Slovenian Police, Petra Nareks. She is a Slovenian judo champion and six-time medalist in European championships under 52 kg division.

The official closure was held by the Academy's Director, Danijel Zibret, who awarded us with our Certificate.

I would like to thank the Slovenian Police for their great hospitality and congratulate them on the interesting programme of the course and also the President of the ENP Montserrat Pina Martinez for her kind invitation. I am also grateful for the possibility of taking part in this social skills course, and obviously want to thank all the policewoman from different European Countries that I met in Slovenia, who are now friends after sharing our knowledge and cultures. I am looking forward to getting together with them at the Conference which will take place next October in Barcelona so I can go on adding to my experience.

**MÒNICA MARTÍ**  
**Police of Vilanova I la Geltrú**  
**Catalonia – Spain**



## MADRID'S MUNICIPAL POLICE THEATRE GROUP

In 2009 the Municipal Police of Madrid created a theatre group from volunteer police officers. The original idea was to bring Police and citizens closer together and at the same time to transmit a message about crime prevention and raise public awareness about other key issues such as road safety.

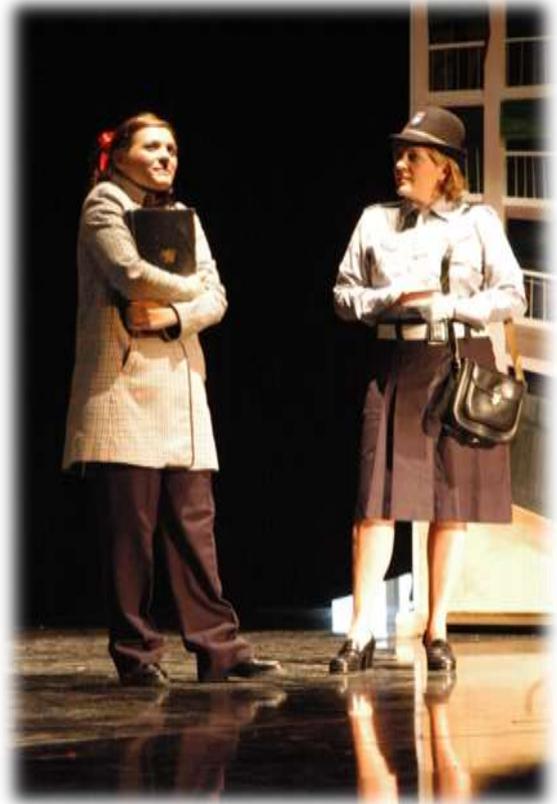
The first theatrical production was **“La Ronda de San Juan”** that deals with the history of the Municipal Police and the city of Madrid. The story is about a policewoman in the 20<sup>th</sup> century who lost the motivation to work after the trauma of the 11<sup>th</sup> of March terrorist attacks. John the Baptist, patron Saint of the Municipal Police, appears before her and together they make a journey through the history of the police since it was first established in 1838. This play combines drama and comedy, and features police characters and civic citizens, such as a barmaid, a mattress salesman, a night watchman and a water seller. This paints an interesting picture of Madrid in the past century and sends a clear message about ethical behavior, civility and politeness in a relaxed and fun way.



Due to the warm reception this play has received, two more productions are currently playing.

Set in the 1970's, **"Un guardia, un ladrón y el destino jugueterón"** pays homage to the first female police officers. The play's main character is the daughter of a chauvinist policeman, who wants to become a policewoman. She is in love with a petty thief who drives her father crazy every day.

Grandparents who don't respect the road-signs, a son who drives a motorbike without wearing a helmet and many other subliminal messages about the importance of respect in society and the role of the police are the essential elements in this play. It also shows the lifestyle in the 70's, when policewomen wore skirts and heels and has a final twist, which takes the audience completely by surprise. This funny play is a nice tribute to those first policewomen who blazed a trail in a man's world.



**"La vida no tiene prisa"** aims to prevent traffic accidents. It is mainly aimed at senior citizens and is part of a campaign to help them become more aware that they are the ones most at risk from traffic accidents.

In this play a retired policeman and his policeman son, experience a family problem which leads to changes in their lives. They meet characters from their pasts and overcome surprising situations which help them to value their professions.

All the plays are directed, written and played by police officers and performed every month to a very good public reception. The wardrobe and props are also made by them.

Hanging up their uniforms for a while, Madrid's Municipal Police Officers are combining their police work with this great initiative, which shows us from up on the stage that, behind their uniforms, the police are people with the same concerns as the public they serve.

