



## Media Release

### International Association of Women Police – Male Award in Support of United Nations 'HeForShe' Campaign, 2019 Assistant Chief Constable Jeremy Vaughan, South Wales Police

ACC Vaughan joined South Wales Police in June 2016 and within weeks of arrival he was reaching out to the female network (which was called the Female Police Association) to find out how he could offer support. The members of the FPA Executive could see that he genuinely understood the issues that women face in policing and his genuine desire to help. Over the last two and a half years he has actively supported women in the organisation. He oversees the delivery of the Gender Review Delivery Plan and holds people to account for its delivery. He was instrumental in establishing development days for female offices to encourage them to apply for promotion and he regularly speaks at such events, sending a personal invite to women qualified for promotion to attend.

ACC Vaughan is passionate about gender equality recognising it as also being a male issue which is why he has connected with the *HeForShe* campaign. He committed to sign South Wales Police up to the campaign when he was at the Senior Women in Policing Conference (SWIP) in November 2017 and attended the launch of 'HeForShe' in London in May 2018 subsequently being appointed as lead in South Wales Police. He then identified a number of males in the organisation that he thought would be excellent 'HeForShe' Champions contacting them personally, encouraging them to join the campaign. Following the 'HeForShe' launch he wrote to his counterparts in the three other Welsh Police Forces to encourage all of Wales to sign up with a joined-up commitment across the region, encouraging female recruitment, progression and retention.

He was also instrumental in ensuring that equal representation on the menopause training that took place across South Wales Police promoting the importance of such training particularly for male supervisors. He encourages staff to have open conversations about how menopause affects women and how to support them through it. He supported the chair of the Female Police Association to rebrand to become the 'Gender Equality Network'- this rebrand helping to illustrate that men are also part of the solution to gender inequality. ACC Vaughan has attended SWIP conferences and female awards nights to learn more about the issues women face and to demonstrate his support, he also supports and encourages females to attend SWIP, BAWP Awards and IAWP conferences. He is now the Wales regional lead for equality and as such he meets quarterly with all of the chairs of the female networks in Wales to share best practice.

Assistant Chief Constable Vaughan will be honoured at a formal luncheon during the IAWP's 57<sup>th</sup> Annual Training Conference due to take place between 23<sup>rd</sup> and 27<sup>th</sup> September 2019, Anchorage, Alaska, USA.

IAWP President Deborah Friedl, "For the past 104 years, IAWP has promoted the role of women in policing. IAWP champions change to enable women to play their full part in delivering an inclusive service to their local communities. Without our annual recognition programme many phenomenal women and men would go unrecognized for their efforts".

The **Mission** of the IAWP is: To strengthen, unite and raise the capacity of women in policing internationally. The **Vision**: IAWP envisions a world where police reflect the diversity of the communities they serve and where human rights are protected.

For more information about IAWP visit [www.iawp.org](http://www.iawp.org)

For further information on the 2019 recognition programme, permissions or award sponsorship opportunities please contact Jane Townsley, [executivedirector@iawp.org](mailto:executivedirector@iawp.org)

For more information about the UN HeForShe campaign visit <http://www.heforshe.org>