

Press release

Dorset Police staff find Springboard success

A training programme to develop women's potential within Dorset Police has been so successful across the service that it has won special recognition from the Chief Constable and plans are well advanced for now extending the programmes so that more women can benefit.

More than 80 police officers and staff have already taken part in the personal development programme, designed by the award-winning Springboard Consultancy and delivered by in-house trainer Anne Fellows. Those involved have come from a wide range of roles, bringing with them a diversity of expectations and experience.

Feedback has been typically extremely positive and the outcomes outstanding. Promotion, lateral career development and new jobs all feature among the results. Beyond work, the impact is equally profound: new homes, a more positive approach to retirement, more adventurous holidays and new leisure interests all appear in the lists of participants' responses that they ascribe to having become involved.

"Each Springboard programme comprises consistent content but achieves its own individual identity, dynamics and outcomes," said Anne. "That's due entirely to participants bringing all that they have and all that they are.

"The delivery team includes volunteer supporters, all of whom have themselves completed the programme. They add immensely to the enjoyment and success of the workshops through their involvement and encouragement, and they maintain contact with participants as the programme unfolds," she added.

Dorset Police are not alone in finding that the Springboard programme is highly effective in enabling women to grow their contribution by building their confidence and self-esteem, becoming more motivated and driving towards new goals. The specialist consultancy runs the programme in no less than 21 countries on five continents, and some 170,000 women have now benefited from it. In the UK, a total of 21 police services - including the Met - have adopted it.

Such have been its effects that Springboard now represents a positive action initiative for Dorset Police and has been personally endorsed by Chief Constable Martin Baker. Moreover, as a mark of the programme's beneficial effects it was included at the annual awards ceremony earlier this year in a Quality of Service Commendation by the Chief Constable for the vision and commitment to the development of women staff.

"All Springboard graduates are now invited to receive their certificates from the Chief Constable at this annual ceremony," said Programme Manager Superintendent Gill Donnell, who has strongly supported the initiative.

/more

“In view of the recognition it has earned, it is no surprise that more Springboard programmes are now on the training schedule. Since its introduction to Dorset in late 2004 there have been three programmes held and a further three are booked for the coming year,” she added.

A popular element of the programme is to have guest speakers attend. They have included a Justice’s clerk, a former Dorset Chief Constable, a company director and an American Methodist minister. In addition, women from within the organisation have brought their own success stories – and struggles – to share in an inspirational way. A bonus has been the visit of image consultants who have offered tips and advice on making a positive impression.

As a further demonstration of the Dorset Police commitment to women’s personal development, a further course designed by the same specialist external consultancy and known as Spring Forward, is being launched this month for 14 female Dorset Police staff who are already in managerial roles.

ends

Words: 560

jr nov 06

For further information please contact:

Anne Fellows
Dorset Police

John Ruskin
JRA Public Relations Ltd
for Springboard Consultancy
direct line: 01980 611177