



Media Release

International Association of Women Police – Leadership Award, 2019 **Detective Chief Superintendent Emily-Jane Higham, Greater Manchester Police, UK**

During her policing career Detective C/Supt. Higham has achieved a number of 'firsts' for Greater Manchester Police. The first female detective chief inspector in Professional Standards; first female superintendent of serious and organised crime; first female superintendent at the operational control room and the first female head of the regional and organised crime unit. Once promoted to sergeant she set up workshops for female officers aspiring for the next rank continuing to run workshops every year of her service. Detective C/Supt. Higham's other passion is led the training of the first domestic violence court in Greater Manchester, training magistrates, judges, crown prosecutors as well as representatives from the media on the challenges surrounding domestic violence and the needs of victims. This has been recognised as good practice and is being implemented across the UK, she went on to lead Greater Manchester's first child sexual exploitation unit.

A highlight of her career was a posting to the Serious and Organised Crime Unit, a predominately male department tasked with reducing the incidents of gun and gang crime within Moss Side, a notorious area of Manchester. Being a female leader, she challenged the male dominated and macho culture of the unit creating an environment for future female leaders to enter this area of business. She led the Pegasus change programme, a merger of the Public Protection Department, Serious Crime Division and Specialist Operations. This required a strong leader to take on the challenges of culture, resistance to change and innovation to make the changes sustainable. It was her continued vision and 'can do' attitude that enabled the team to push forward with great momentum. This followed with a promotion, becoming the first female Detective Chief Superintendent in Bury, Greater Manchester. Under her leadership it was transformed from the worse performing district to the best within 18 months. At the time of her promotion to the rank of Superintendent, Greater Manchester Police had been ranked as 'inadequate' in dealing with domestic abuse. Given Detective C/Supt Higham's passion and experience in this field she was asked to change this around. She managed to change the perception of officers towards victims encouraging conversations in how best to support them. She also introduced a risk assessment process for all front-line officers to complete and introduced 'Strive', a project for which she sought, and gained, a grant of £2 million, it involved visits to lower level domestic violence victims to focus on early intervention. The processes she introduced not only removed the inadequate rating but is still in practice within the service today. Higham is due to receive the British Association of Women in Policing (BAWP) lifetime achievement award in 2019.

Emily Higham will be honoured at a formal luncheon during the IAWP's 57th Annual Training Conference due to take place between 23rd and 27th September 2019, in 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

For further information on the 2019 recognition programme, permissions or award sponsorship opportunities please contact Jane Townsley executivedirector@iawp.org