



## **Media Release**

### **International Association of Women Police – Leadership Award, 2020** **Detective Inspector Emma Naughton, North Wales Police, UK**

Detective Constable Naughton joined North Wales Police in 1996 and has held a variety of posts in response policing and the Criminal Investigation Department before moving to her current role as Staff Officer for the Chief Constable's national portfolio work in September 2019.

North Wales contains some very socially deprived areas and remains consistently in the top ten of UK forces for recorded rape per 1000 head of population. Recorded rapes rose from 280 in 2012/13 to 790 in 2017/18 and this demand continues to date. During this period there has been little or no proportionate increase in resources to match this, in the face of this challenge DI Naughton developed and led the Amethyst team between 2017 and 2019.

Recognising that success was not in the hands of police alone, DI Naughton established a strategic sexual offences group to link to the Welsh VAWDASV (Violence Against Women Domestic Abuse Sexual Violence) regional group in order to ensure partners were buying into her approach and that there was a regional strategy. She changed the mindset of investigators by inviting experts to hold workshops on victim reactions to sexual assault and other rape myths as well as recognising autism in both victims and offenders and dealing with personality disorders. This encouragement of a compassionate and understanding approach to both victims and perpetrators has improved service delivery and management of risk in this complex area. The team came under enormous strain and this was exhibiting itself through emerging stress, vicarious trauma and increased sickness rates. DI Naughton created a culture of openly discussing mental health issues in offices. She introduced stress risk assessments to performance reviews to raise officer awareness of their personal stress levels and how to combat them.

The effect on the team during her period as DI was palpable. There was a sense of empowerment in the staff to flourish and innovate demonstrated through a number of new initiatives from the ground up. Just a few examples being rape prevention sessions at fresher's week, a successful business case for a semen detection dog at crime scenes, and an SVA led young women's survivors of sexual assault group (to give feedback on how police dealt with their case). Her drive and direction on complex rape investigation led to numerous significant convictions during the time she was on the team and she never failed in nominating officers involved for commendations and awards. Under DI Naughton's leadership, the Amethyst team achieved the highest outcome 1-8 (detection) rate in the UK. The true indicator of her approach however is that she didn't even know this until another force rang her up to see how she was achieving it. People are DI Naughton's performance indicators and that is the true mark of a leader.

DI Naughton was a founding member of the Women's Association in North Wales Police and key in its recent change to the Gender Equality Network. She is a ferocious advocate for equality and fairness and mentors and delivers guidance and inspiration across the force. She delivered promotion awareness sessions through the Women's Association which, through their feedback, changed practices around the promotion process.

DI Naughton is creative, committed, challenging compassionate and driven to get the best out of everyone. The antithesis of alpha male leadership and exactly what the modern police service needs to meet the demands of the future.

IAWP President Deborah Friedl, "The IAWP is so pleased to recognize the outstanding work of our colleagues in law enforcement. These stories exemplify that with the right tools, training and opportunity, women excel in policing and keep our communities safer."

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)

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