



# International Police Association

Professional Commission



## IPA World Seminar for Young Police Officers 2019 Stirling, Scotland, UK Report

**Name of Participant:** Danielle Smith

**IPA Section:** Canada

Where do I even begin on my amazing, once in a lifetime experience in Scotland? Never in my wildest dreams would I have imagined traveling to Stirling and meeting Police Officers from across the world. I will be forever grateful to the International Police Association (IPA) for this wonderful opportunity. In the next paragraphs, I would like to explain to the readers what I loved about participating in the Young Police Officers' Seminar (YPOS).

First off, I will give you a little background on myself. My name is Danielle Smith, and I am a Fishery Officer with Fisheries and Oceans Canada, stationed in Shediac, New Brunswick. I have been a Fishery since January 4th 2010. I have worked in multiple offices across the province, which I am now currently the Acting Senior Program Compliance Officer in the Training Unit in Moncton, New Brunswick. Anything related to training for Fishery Officers in my region falls under my shop.



I have been a member of the IPA for a little over three years now, and belong to the Atlantic Region of IPA Canada. I have been a strong promoter of the association throughout my organization, because I strongly believe in what it is all about, with some added perks for sure.

This was my second time applying to attend a YPOS, and the last time I could at that, because it is reserved for Police Officers 35 years of age and under. Fisheries and Oceans were extremely supportive and thrilled that I was going to be representing not only our organization, but also Canada as a whole on an International Level.

Now getting down to the interesting stuff. Once I saw the schedule set out for the seminar, I was very excited to learn more about certain topics. I won't cover ALL the topics discussed during my one week stay because I would have to write a novel, but I will go over those that spoke to me the most, and that I thought would be worth discussing with my organization. The week started with a bang with keynote speaker Cathy MacDonald and her topic, "The

Art of Communication”. Cathy is a former police officer with over 30 years of service. Much of her service was as a hostage and crisis negotiator. One can only imagine the things she has seen and done, but she has taken all those skills that she has gained through her career and channels it into helping other develop good communication skills. Some of the key points that I took out of Cathy’s presentation was how we can get better at communicating with each other by knowing that we all have “Core Emotional Concerns”. She discussed that all of us have these core emotional concerns, and that if we tapped into them when communicating with one another, the message would be easier to understand as well as the end user would want to actually listen. Here are those core emotional concerns;

- Appreciation – Do you feel heard and understood and valued by that other person? And do they feel heard, understood and valued by you?
- Autonomy – Do you feel the freedom to make decisions without someone else imposing that decision on you?
- Affiliation – What is the emotional link between you and that other person? Do you feel close and connected or do you feel alienated, treated like an adversary?
- Role – Do people have a fulfilling, meaningful role in the discussion?
- Status – Who’s important? Who’s not? Who feels respected for their status? Who feels disrespected?

This discussion was first thing on a Monday morning, which was difficult for some, including myself that had travelled from far away. But everyone was drawn in by the captivating personality of the speaker and her interesting message. Cathy is a world renowned speaker, and has delivered presentation and masterclasses. If you want more information on her business, please check out [www.artofcommunication.co.uk](http://www.artofcommunication.co.uk)

Being a Police Defensive Tactics (PDT) Instructor for almost four years, I was very excited when I saw that this was going to be a topic or discussion/demonstration. The facilitator for this session was Robert Stenhouse. He is a Police Personal Safety Trainer, and also the founder of the IPA – Defensive Tactics Group. He had a wealth of knowledge that he gained through his career in the Royal Marines, and almost 30 years in the police. The focus of our session during the seminar was the Explosive Self Defense System (ESDS). We discussed how most of us, as Police Officers, are not trained in boxing and how to deliver a proper punch.



He continued by explaining that delivering an explosive “slap” would serve as the intended effect of distracting the subject we are dealing with. Depending on the situation, more than one hand slap will have to be delivered, and then the Peace Officer can then decide what he/she will do next. I thought this technique to be very interesting, because it was quite the opposite of what I was taught and what I teach to Fishery Officers every year.

Discussing this with other participants from other countries, this was a different approach for them as well, but was a welcomed addition to our tool bag. This goes to show how agencies across the country have different outlooks on what works and was works even BETTER.

The next topic I want to discuss was probably one that I was most interested to hear about – Health and Wellbeing. The speaker for this presentation was Sergeant (Sgt). Laura Gibson. She is the Wellbeing Sgt in the People & Development Unit of Police Scotland. She started off her presentation by showing us a quote – “The biggest asset your organisation has is its people; the biggest asset they have is their health and wellbeing – so it makes good business sense to look after it”. Once I saw this quote, I knew that I was in for an interesting two hour lecture. The program “Your Wellbeing Matters” was launched in 2017 to support officer and staff’s health and wellbeing in Police Scotland and the Scottish Police Authority. Before the program was launched, managers were too busy making sure that policies and procedures were followed that the department forgot about its people. She discussed how your wellbeing is not just your physical wellbeing, but it goes way beyond that. Their program discussed four different types of wellbeing categories called “The Wellbeing Strands”;

- Psychological Wellbeing – Good psychological wellbeing stems from positive emotions, feelings of happiness and a sense of meaning and purpose.
- Physical Wellbeing – Good physical wellbeing is supported by exercise, good nutrition and making healthy lifestyle choices.
- Financial Wellbeing – Good financial wellbeing can be described as being and feeling financially healthy and secure.
- Social Wellbeing – Good social wellbeing evolves through the development of positive relationships and cultivating a sense of belonging and social inclusion.

For each strand, her presentation demonstrated programs Police Scotland offer to their staff to help them achieve wellbeing as a whole. What I thought was the most interesting was the fact that being the Wellbeing Sgt. is her full time job. There are two employees that occupy positions in this unit for Scotland as a whole, but above that, they have 200 champions across the organisation that receive training to be able to deliver support when needed. Within my own organisation, Mental Health has been a very important topic of discussion lately. It would love if we could take a closer look at what Police Scotland has implemented since 2017, and bring some very important aspects over to Canada.

As promised, I would not discuss the whole seminar as my paper would have been longer than these four pages. In closing, I want to again thank the IPA for this privilege to attend such an amazing conference. I have met some wonderful people from across the globe who have made a mark on my life forever. I have learned from the best, and hopefully this paper can show a glimpse into what being part of the IPA, and attending the YPOS is all about; a sense of belonging and friendship. I have received and exchanged an array of patches, pins & challenge coins. I cannot wait to compile these all together, and display them proudly in my office for all to see.

I hope that this paper will entice others to join the IPA, but also younger members to apply to participate in a YPOS. Hopefully, we can host one in Canada in the years to come, and I can be part of organising such a fantastic event. I want to thank everyone that took the time to organise this year’s event, as it went over without a hitch (well, except the minor flooding, but that couldn’t have been planned). Yvonne McGregor, you are a ROCKSTAR, thank you again for everything. See you all soon



YPOS Banquet – June 27th 2019



**Sincerely,  
Danielle Smith Fishery Officer**