



# NEWSLETTER

## INTERNATIONAL POLICE ASSOCIATION



### IPA SRI LANKA 50th ANNIVERSARY

To commemorate 50 years since the formation of IPA Sri Lanka an IPA Anniversary Congress along with an International Friendship Week took place from 28 August to 3 September 2024. The International President, accompanied by delegations from various countries and members of the National Executive Council and National Council of the IPA Sri Lanka Section, took part in both of these international events.

Read more on page 12.



### UNiTE to End Violence Against Women

The UNiTE to End Violence Against Women Campaign will take place on the 25 November 2024 (the International Day for the Elimination of Violence against Women).

We ask all IPA Sections in the world to participate the UNiTE Project. To allow everyone to participate, we hold our IPA campaigning for 16 days from 25 November 2024 until 10 December.

Find out how you can get involved on page 4&5.



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# INTRODUCTION FROM CHAIRPERSON INTERNATIONAL RELATIONS COMMISSION OLIVER HOFFMANN



**OLIVER HOFFMANN**

Chairperson International Relations  
Commission

Dear IPA Members, Dear Friends,

During the IPA World Congress in Ohrid I had the pleasure to introduce to you the United Nations Secretary General's Campaign UNiTE to End Violence Against Women. The Campaign proclaimed the 25 November 2024 (the International Day for the Elimination of Violence against Women) as their main action day. The International Relations Commission (IRC) initiated with Desislava Viktorova, my project leader, to analyse the UNs suggestion to take action on the orange day, launched in 2014 with the aim of ending violence against women. This project recognises the pervasive nature of gender-based violence and the critical role that law enforcement plays in preventing and responding to it. By providing training, resources, and support to police officers around the world, the Unite Project empowers them to become more effective in addressing domestic violence, sexual assault, and other forms of violence against women.

The Unite Project is more than just a campaign; it is a commitment to creating a safer and more equitable world for all women. By promoting gender equality within law enforcement agencies, IPA is helping to break down stereotypes and biases that can hinder effective responses to violence against women. The project also emphasises the importance of victim-centered policing, ensuring that survivors of violence receive the support and justice they deserve.

The International Police Association is a powerful force for good in the world. Through its commitment to friendship, cooperation, and professional development, the IPA is helping to strengthen law enforcement agencies around the globe and create safer communities for all. The UNiTE Project is a shining example of the IPA's dedication to addressing pressing social issues and making a positive difference in the lives of women. As the organization continues to grow and evolve, it will undoubtedly remain a vital force for international cooperation and a beacon of hope for law enforcement officers and communities worldwide.

Therefore, we ask all IPA Sections in the world to participate the UNiTE Project. To allow everyone to participate, we hold our IPA campaigning for 16 days from 25 November 2024 until 10 December, from the International Day for the Elimination of Violence against Women until the human rights day.

**UNiTE**  
by 2030  
to End Violence  
against Women

# INTRODUCTION FROM CHAIRPERSON INTERNATIONAL RELATIONS COMMISSION OLIVER HOFFMANN

We suggest you to coordinate in your IPA Section the following orange events and activities:

- Orange your workplace i.e. with candles
- Orange IPA Houses
- Plant orange trees or flowers such as Calendula
- Organise Webinars related to the topic

With these suggestions, we combine also our IEB initiatives #IPAgreen and #SHEisIPA

Please use the hashtags #NOEXCUSE and #IPAUNWOMEN for all your post in social media. Please email any photos to [iac@ieb-ipa.org](mailto:iac@ieb-ipa.org).

Beside this project, the IRC is focussing on Memorandums of Understandings with the European Association of Railway Police Force (RAILPOL) and the European Border and Coast Guard Agency (FRONTEX). The MoUs with Europol and Interpol are finalised and pending a signature. Regarding the European Parliament, we finalized our registration and collecting or badges soon.

It is our aim to increase the cooperation with more organisations or institutions, so if you have any further suggestion please let me know. Get in contact with me via E-Mail [chair-irc@ieb-ipa.org](mailto:chair-irc@ieb-ipa.org) if you have any suggestions.

For now, I wish you a wonderful autumn season. The leaves turn now their colour, also in orange supporting our UNiTE Project.

Best regards

*Oliver*



**UNiTE by 2030**  
to End Violence against Women  
#NoExcuse #IPAUMWOMEN

**16 days of Activism**  
**25th November to 10th December**

The United Nations Secretary General's Campaign UNiTE to End Violence Against Women has proclaimed the 25th of each month as "Orange Day," a day to raise awareness and to take action to end violence against women and girls. As a bright and optimistic colour, orange represents a future free from violence against women and girls, for the UNiTE Campaign. Orange Day calls upon activists, governments, and UN partners to mobilise people and highlight issues relevant to preventing and ending violence against women and girls.

This year, during the 16 Days of Activism, from 25 November to 10 December the International Day for the Elimination of violence against women till the Human Rights Day, UNiTE is drawing attention to the alarming escalation of violence against women under the theme, "Every 11 Minutes, a woman is killed. #NoExcuse. UNiTE to End Violence against Women". IPA follows the call of the UN - TAKE ACTION THIS ORANGE DAY!

**Coordinate orange events and activities such as**

- Orange your workplace - i.e. with candles
- Orange IPA Houses
- Plant Orange Trees or orange flowers such as Calendula
- Webinars

Send us pictures to the IAC of your event and put it on social media - [iac@ieb-ipa.org](mailto:iac@ieb-ipa.org)  
It is part of the campaign to promote the activities.  
More info at <https://www.unwomen.org/en/what-we-do/ending-violence-against-women/unite/theme>

**UN WOMEN**

# GIMBORN TALKS

## GIMBORN TALKS – WHAT ARE THEY AND ARE THEY REALLY NEEDED?

In 2015 Germany and the Netherlands decided to gather the German speaking countries at Gimborn Castle, hence the original name Gimborn Gespräche. The idea was to establish a forum for informal evaluation of the World Congress. The forum has developed over the years and has become English speaking. Albeit, informality and simplicity are still the hallmarks of the forum. Today meetings are held twice a year, in spring and autumn. In spring, only the presidents meet, whereas the autumn meeting gathers both presidents (seniors) and juniors.



Section Denmark has had the pleasure of chairing the Gimborn Talks in 2024. The spring meeting was held in the Faroes and was widely attended. The autumn meeting was according to tradition held at Gimborn. Unfortunately, the attendance at the autumn meeting was lesser than at the spring meeting; both meetings, though, were productive.

Originally the Gimborn Gespräche was convened as an informal discussion forum without any stipulated agenda for the meeting. Thus, today's meetings within the so-called seniors' group are still convened around a very loose agenda, as well as they are conducted in such a manner that the agenda is rather a loose coat than a tight bodysuit.

In other words, today we have an agenda for the meetings but we are true to the original idea behind the Gimborn Talks, namely the informal discussion of ideas, views and the good of the IPA.

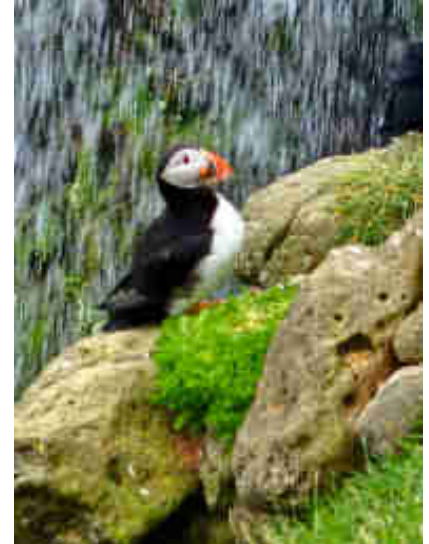
When we in 2016 decided to also convene a group of juniors it was due to the fact that we fairly quickly within the seniors' group realised that our top priority is, was and will be recruitment and retention. If we are not able to recruit and retain, the IPA will be a declining organisation. The seniors, though, are best at fantasising about recruitment and retention, as we may only have vague ideas about what is really on top of mind of the younger members, who are the seeds of the future IPA.



# GIMBORN TALKS

Thus, a juniors' group was established with the purpose of becoming a think tank for inter alia recruitment and retention ideas. In autumn the two groups convene simultaneously at Gimborn, and the synergy that is derived from convening simultaneously – apart from the obvious synergetic value that flows from the Turm Bar – lies in the experience of the seniors combined with the drive and (sometimes) daredevilness of juniors. When wrapping up the day in autumn, the juniors and seniors meet together, and the juniors present the results of their discussions to the seniors.

The seniors' group should not be seen as a filter that blocks new ideas. It is rather so that we – being national presidents or their representatives – support and sustain as well as suggest possible further development of the ideas that come from the juniors' group. At least seen from my perspective, this is true synergy to the benefit of the IPA.



Now you may ask yourself if anything has really come about from this forum?

In fact, some highly appreciated initiatives are born out of the Gimborn Talks. There have, e.g., been attempts to establish an IPA app on national level. However, the idea of an international IPA app was initially discussed within the juniors' group and attempts to establish such an app were made. As you may know, the idea has now been taken on board by the IEB, and we are close to having an international IPA app.

Another commendable initiative is the IPA on Patrol in various member countries. The idea of On Patrol encompasses both IPA's social, professional and international aims. You get to meet colleagues from other countries learning about the host country's policing – but also learning from the colleagues from other countries at the same time – and, naturally, enjoying yourself in the company of these colleagues.

So, to revert to the headline's second question: Yes! The Gimborn Talks are indeed needed. For me personally – and I know that my fellow national presidents feel the same way – they are a unique opportunity to exchange and develop views on the IPA's development, both nationally and internationally; and the juniors' group is a unique laboratory for developing new ideas beneficial to the IPA.

Michael Boolsen  
President  
Section Denmark

[www.ipa-international.org](http://www.ipa-international.org)

# IPA UK ATTEND GIMBORN TALKS



**I recently represented IPA Section UK at the 2024 Gimborn Talks, hosted by IPA Denmark.**

**The event was held at the IPA Education Centre, IBZ Schloss Gimborn, just outside Cologne in Germany. The whole event lasted four days with two travel days factored into the busy schedule.**

After flying into Cologne Bonn Airport early Thursday morning, I was collected by a shuttle bus organised by the IPA Education Centre. I joined four members of IPA Section Ireland before heading to the historic site of Gimborn. After a 30 – 45 minute commute, we arrived and were immediately offered lunch in the local restaurant which was situated in the main reception.

Once we had finished our food, we all retired back to our rooms to unpack, & in my case nap! Reenergised & slightly more awake, I took myself for a walk around the stunningly beautiful grounds although being a little chilly!

Later that evening, I attended the infamous honesty bar located within the castle. The bar, which has no staff, is self-operated by its patrons who fill out

their own receipt of what they have drunk throughout the night.

Once you leave the bar, you post your receipt into a post box, which will then be invoiced to you to pay upon your departure.

This is where I met the vast majority of the other attendee's amongst other IPA members from across the world. People drinking in the bar ranged from

European men & women who had met at previous IPA events to members from Australia & the USA having just met on a drone course at Gimborn.

Pictured on the left, is Nic Bannan, an Australian Police Sergeant who specialises in bomb disposal and riot training. Having just completed his drone Pilot course, through the IPA, we exchanged patches and spoke at length about the similarities & differences of Policing in the UK & the land down under!





# IPA UK ATTEND GIMBORN TALKS

On Day 2, after breakfast we were collected and taken to Brauwelt Koln which the oldest Brewery that makes Kolch. Kolch is a type of German beer, which is only made in Cologne due to German laws. Our tour guide was a retired Cologne Police Officer & current serving IPA member. Coincidentally, he had worked with the Irish IPA president, over 10 years ago on an exchange programme between Germany & Ireland. As part of the tour, we had a tasting session where we sampled some of the brewery's most popular & specialist products.

Following the Brewery, we were taken into the City of Cologne. The Denmark IPA, as hosts, took us to a traditional German restaurant. After yet more Kolch beer, we ventured out into the city and became a small group of the thousands of tourists also in the City Centre. Most noticeably, we visited the Cologne Dom, which is a stunning cathedral in the heart of Cologne. We spent the rest of the afternoon & evening in the City and visited a variety of shops, restaurant, bars & other tourist attractions before travelling an hour back to Gimborn.



Day 3. The day of both the Senior and Junior Gimborn Talks. Starting with the "Formal" introductions whereby we all told the group our names, Country's & roles within the IPA. Then, both groups separated. The senior group was made of Section presidents or people high up within the IPA across Europe. I stayed downstairs with the Junior group, which consisted of young IPA members. The morning was spent discussing the IPA and how can we recruit more young serving members and make the IPA more appealing. Ideas such as working with the Police federations/unions, up-to-date & modern posters, leaflets & social media were all discussed. After lunch, these ideas were discussed with the Seniors who returned to our conference room. This was after a video call with the IPA president, Martin Hoffmann.

After the call & discussions, we had a presentation delivered to us by Sven Maertens. Sven is an IPA Belgium member but is on the panel of members working to design & deliver the in-coming IPA member App. The app will replace a variety of things including the out dated travel forms & make it easier for IPA members to communicate! A video of the presentation is on the IPA's YouTube account.

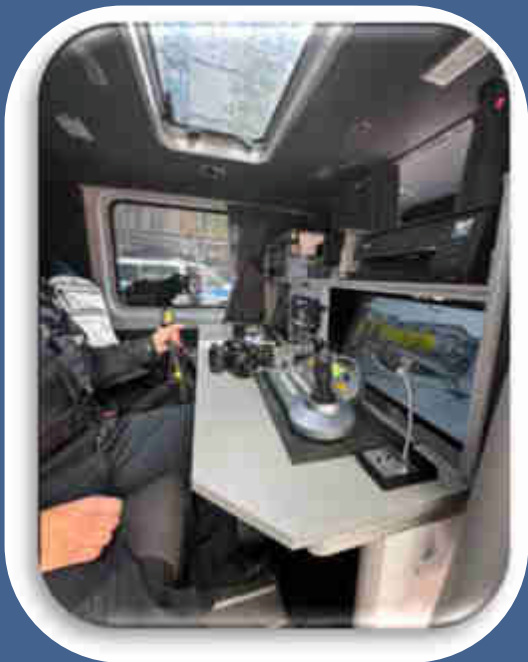
The meetings were then concluded with a toast to the IPA & photos in the scenic grounds of the Gimborn castle.



# IPA UK ATTEND GIMBORN TALKS

After our final night in the Gimborn bar, the majority of group had left Gimborn in the early hours to travel back to their respective countries. However, my flight was not until 21:55Hrs, German time. I was offered 2 options by the very kind staff at Gimborn. The first, stay at Gimborn until 17:00Hrs and get a shuttle bus on my own to the airport. Spending a lonely & boring day at the Castle with limited things to do. Alternatively, they offered me a space on the earlier shuttle with the Austrians. This dropped me at the airport at 10:00Hrs, 12 hours before my flight. As a Police officer, I try to be early to everything however, this was going to be some kind of world record!

Attached to the Cologne Airport, is a small train Station. With some help of a helpful German man, who had returned from Spain, I bought a ticket for the S19 train for 3 euro's which took me into the city centre. Once there, I deposited my bags into a underground locker system which then provided me with a carpark style ticket.



I then ventured back into the City Centre and noticed there were even more people walking around and a lot more noise coming from the streets. It soon became apparent that the Cologne Half Marathon was taking place with THOUSANDS of participants. After walking around for a while, I stopped for a coffee whilst watching the runners go by.

I then ventured further around the city, finding things to do rather than spending hours in the airport. I looked around the inside of the Cologne Dom, going round the German Art Museum & walking along the riverside. Whilst walking around, I noticed a large Police presence near an office block. Being the nosy Police officer I am, I asked! The officers I spoke to explained that they were specialist cops bought in from elsewhere to deal with demonstrations or as we call them in the UK, protests!

As I was leaving the street, I noticed an officer holding a camera. The camera was the same one I use in the UK for evidence gathering. After naively asking him if he spoke English, I explained that I was also an "EG".

He then proceeded to show me around his surveillance style van and all the kit he uses to do the role. He asked questions about my role in the UK & explained he had been in training for 3 years and that was on his 12th week in the wild! I also took the opportunity to talk about the IPA to him and his colleagues!

# IPA UK ATTEND GIMBORN TALKS

I then offered him to swap patches and I gained one more to my growing collection from Germany.

After a spot of lunch in a hidden beauty spot, I have made my way to the airport, still hours early!

Whilst at the airport, I got speaking to another German Police officer. This time, he was part of the airport boarder team...

This gave me yet another opportunity to talk about the IPA to another officer that had very limited knowledge about what the IPA has to offer. That is when I got my last trade of my trip. My last patch & pin badge I had to swap. In return, a vibrant boarder Police Force patch.



After a quick flight back to the UK, I was then got home knowing that I was back to work within 8 hours! The trip offered me so many things. From my first time travelling on my own, meeting new friends & contacts from across Europe to getting to understand what the IPA has to offer to myself and others. I'd like to think this trip has shaped me as a more rounded individual too along with more Policing knowledge that I can take back to UK Policing, specifically back to Thames Valley Police!

A special mention to Karen Duckworth who invited me onto this trip and put me in touch with a number of key contacts across the UK.

## IPA MOLDOVA AGREEMENT WITH THE NATIONAL PENITENTIARY ADMINISTRATION OF THE MINISTRY OF JUSTICE



Following the negotiations carried out along the way, on October 1, 2024, a Cooperation Agreement between the "International Police Association - Section of the Republic of Moldova" (IPA) and the National Penitentiary Administration of the Ministry of Justice (ANP of the Ministry of Justice), represented by Mr. Mihai Cebotari, president of IPA and Mr. Anatolie Falcă, director of ANP was agreed.

The purpose of the Agreement is to strengthen international professional relations and promote the best practices in the penitentiary field.

The IPA section of the Republic of Moldova greatly appreciates the ANP's contribution in the field of competence and counts on the results that will follow in cooperation between the two parties.

IPA Moldova

# IPA SRI LANKA 50TH ANNIVERSARY



IPA Sri Lanka Section was recognised by the International Executive Council (IEC) on 3rd September 1974 at the World Conference held in Graz, Austria. A well respected Officer and a Gentleman, Mr. S. Vamadevan, former Deputy Inspector General of Police, was instrumental in forming the Sri Lanka Section, who went on to become the 1st Secretary General of the IPA Sri Lanka.

**We reached an important milestone in the year 2024, completing 50 Yrs. since formation and recognition of our Section.**



To commemorate this remarkable event we organized IPA Anniversary Congress along with an International Friendship Week. The International President Martin Hoffmann, accompanied by delegations from various countries and members of the National Executive Council and National Council of the IPA Sri Lanka Section, took part in both of these international events.

Presence of the International President at these International events as the Chief Guest was a great encouragement to us and a proud accomplishment.

As part of our 50th Anniversary celebration we organised numerous events. See over for more information.



# IPA SRI LANKA 50TH ANNIVERSARY

## 1). Police Officers Seminar held on 5th July 2024

A one day seminar titled the "The Role of Police in Criminal Investigation" was held on July 5th 2024 at the Sri Lanka Foundation Institute (SLFI), Colombo. This educational programme was specifically aimed at Junior Police Officers below the rank of Chief Inspector with a total participation of 100 Police Officers.



## 2). IPA SL Anniversary Congress

The Anniversary Congress was held from 26th 28th August 2024 at the Special Task Force Training School in Kalutara. This occasion was distinguished by the presence of the International President and representations from 10 Countries Austria, Luxembourg, United Kingdom, Japan, Israel, Romania, Croatia, Bulgaria, Spain, and Sweden.



After the Anniversary Congress, every participant engaged in the Excursion.



# IPA SRI LANKA 50TH ANNIVERSARY

A combined farewell dinner for the Congress participants and a welcome dinner for those attending Friendship Week will take place at the Police Senior Officers Mess in Colombo.



### 3). IPA SL International Friendship Tour

The IPA Sri Lanka International Friendship Tour programme took place from August 29 to September 3, 2024, comprising 32 participants including the International President and other participants were from Austria, Luxembourg, United Kingdom, Israel, Croatia, Bulgaria, Spain, Sweden, and Poland. This Friendship Tour covered comprehend visits to the City of Colombo, Galle (Madu River Safari, Turtle Hatchery, Galle Fort), Udawalwa Elephant Transit Home, 9 Arch Bridge in Demodara, Nuwara Eliya, Secret Tooth Relic Temple in Kandy, Dambulla Cave Temple, Polonnaruwa Ancient City, Minneriya National Park, Sigiriya Rock Fort and viewing of the Tea and spice garden in the Hill Capital.



# IPA SRI LANKA 50TH ANNIVERSARY

## 4). Stamp and First Day Cover

In celebration of the significant event we setup a launch for the 50th Anniversary stamp and unveil a first day cover representing at ground breaking movement in IPA Sri Lanka History.

## 5). IPA Sri Lanka Medal

In addition a special IPA Medal has been introduced to be worn with the No. 01 uniform along with a colour bar for No. 2 Uniform.



## 6). Anniversary celebration Dinner

The anniversary celebration Dinner took place at Waters Edge Hotel featuring the Secretary of the Ministry of Public Security as the Chief Guest along with Ambassadors and other distinguished invitees.

Servo per Amikeco  
(Service through Friendship)

Dr. Sunethra Senevirathne  
National Secretary General  
IPA -Sri Lanka Section



# IPA UK CALL FOR MUSICIANS

## CALL FOR MUSICIANS AND POLICE-AFFILIATED MUSIC GROUPS FOR IPA'S 75TH ANNIVERSARY CONCERT



We are excited to announce a special event to celebrate the 75th Anniversary of the International Police Association (IPA). Seb Valentine, a dedicated member of Section UK, has initiated a Music Special Interest Group (SIG) and is organising a once in a generation concert to mark this milestone. The concert will take place on Saturday, 15th November 2025, at the stunning Guildford Cathedral, located about 25km south of London, UK and home to the Headquarters of Surrey Police.

Guildford Cathedral is a significant venue for this celebration, as it houses a stained-glass window dedicated to the IPA, the unveiling of which was attended by Arthur Troop himself. This makes it a fitting location for our anniversary concert.

Seb, a serving officer with Surrey Police (UK), who also founded and conducts the Blue Light Symphony Orchestra, is coordinating the music for this event. We already have commitments from the Blue Light Symphony Orchestra and the Metropolitan Police Choir from the UK, as well as the Arthur Troop Pipes and Drums from the Netherlands. However, we are looking to make this concert a true celebration of culture through music from across as many IPA sections as possible.

We are calling on all IPA sections to inform Seb Valentine about any musicians or police-affiliated music groups in your country who would be interested in participating in this historic event. Your contributions will help us create a diverse and vibrant musical experience that reflects the unity and spirit of the IPA.

If you or your music group would like to take part, please get in touch with Seb by email at [valentine.sebastian@gmail.com](mailto:valentine.sebastian@gmail.com). Additionally, we encourage you to follow our new IPA Music SIG Facebook group for updates and more information: <https://www.facebook.com/profile.php?id=61559039081554>

Let's come together to celebrate our shared passion for music and the enduring legacy of the IPA. We look forward to your participation!

Warm regards,

Seb Valentine  
International Police Association UK, Region 11





# ARTHUR TROOP SCHOLARSHIP BEATRICE KIRAGURI, KENYA



## REPORT ON WORKPLACE WELLBEING SEMINAR AT GIMBORN

01.07.2024 TO 05.07.2024

I take this opportunity to thank the IPA for awarding me the Arthur Troop Award scholarship. I attended the above seminar in Gimborn where I gained a lot of skills and knowledge which I will use to assist my police service in Kenya. I was issued with a certificate after completion of the training and I am thankful.

We were taken through the amazing programme by four facilitators namely Hellen McGrath, Patricia Devine, Joe Clare and Hugh Cullen. The participants were 14 from different countries. The interactions were well coordinated and my expectations were well met. Workplace wellbeing was defined as all aspects of working life. Quality and safety of the physical environment, on how workers feel about work and work organization. It has three pillars which includes physical wellbeing, mental wellbeing and social wellbeing.

There is need for organization to have a framework on health and wellbeing {strategic plan}. The framework has 8 steps;-

1. Executive summary
2. Current position
3. Future statement-vision and mission statement
4. Health and wellbeing values-includes culture, justice, resilience, togetherness, development
5. Strategic goals
6. Strategic objectives statements-The objectives will be based on the SMART framework. That is specific, measurable, achievable, relevant and time bound.
- Key Performance indicators-They measure the performance of the strategic objectives. The indicators are specifically designed for each strategic objective.  
.Roles and responsibilities
7. Communication-There must be a communication plan which includes;-reciprocity, commitment, social proof, liking, authority and scarcity.
8. Conclusion-to conclude the plan.

# ARTHUR TROOP SCHOLARSHIP BEATRICE KIRAGURI, KENYA

For one to develop a workplace wellness programme that lasts, it is important to follow the following steps;-

- Grow leadership commitment and alignment.
- Create a team of wellness champions.
- Gather meaningful data.
- Document an operating plan.
- Choose the interventions.
- Communicate strategically.
- Foster a supportive environment.
- Evaluate, celebrate and iterate



There are 8 dimensions of wellness as follows;-

Emotions, Spiritual, Intellectual, Physical, Environmental, Financial, Occupation, Social.

Another area well covered was the survey questionnaire. The purpose of survey is to assess the current state of employee health and wellbeing, identify areas of improvement and develop strategies to support a healthier workplace.



We had an opportunity to learn more on self-care and each day we did simple exercises to keep us healthy.

The environment of Gimborn was excellent not forgetting the delicious meals served.

I will appreciate if awarded any other scholarship in future which will benefit my police service as a whole.

God bless IPA.

Beatrice Kiraguri  
IPA Kenya

# IPA KENYA FRIENDSHIP WEEK



## IPA SECTION KENYA INTERNATIONAL FRIENDSHIP WEEK (20TH–27TH OCTOBER, 2024)

This year, IPA Section Kenya partnered with the National Police Service to host the inaugural International Friendship Week. The inaugural International Friendship Week ran from Monday, 21st to Sunday, 27th October 2024. The Ibis Styles Hotel, Westlands-Nairobi, hosted the ceremony.

The International Friendship Week attracted the participation of police officers from six countries: Australia, Denmark, Estonia, the Netherlands, Sri Lanka, and the UK.

Speaking during the function, the representative of the Inspector General of Police (IG NPS), Dr. Vincent Makokha, noted that the International Police Association, to which the National Police Service of Kenya has been affiliated since 1961, has been a trusted partner in enhancing policing ideals by sponsoring trainings, participating in community outreach programs, and assisting police officers who are sick and those who are bereaved. He said that the IPA has also been involved in tree planting and environmental cleaning.



“Today, the IPA Section Kenya reached another milestone by inviting this wonderful delegation to come here for Friendship Week. This is a tremendous privilege for us, considering that most of you have travelled a long distance to arrive here. I know that you will have the opportunity to interact with our officers and share experiences. Additionally, you will have made new friends and expanded your networks.

# IPA KENYA FRIENDSHIP WEEK



To the organisers of this wonderful event: thank you for, first of all, coming up with the idea. I know this is just the beginning. I look forward to receiving more delegations from police families around the world.

Dr. Makokha emphasised that Kenya is rich with culture, wildlife, and unmatched hospitality, saying, "In your tour, you will see and experience our unique landscape, the great Rift Valley, our five big animals, and several species of birds." You will also meet our people and experience their unique cultures, right from the city to the Masai villages.

"With so much to see in a week, I know this won't be your last visit." From our snow-capped mountains to the Savanna and to the white sandy beaches, one week may not be enough. I urge you to visit again and again so that you may appreciate our true beauty," he said as he declared the IPA Section Kenya International Friendship Week officially open and wished each guest a safe safari and an unforgettable Kenya experience.

Speaking at the ceremony, the IPA Section Kenya Secretary General, Mr. Jared Ojuok, said, "As police officers, we want people to understand there is a very direct link between the way we manage our circle of friends, both locally and internationally, and our professional and emotional well-being. In light of this, the International Police Association of Kenya organised the event to unite our colleagues from around the world, foster closer relationships, and enhance our networks.



Mr. Ojuok explained the main objectives of friendship week to be:

- Professional interactions: When police officers unite, they fortify their social bonds and foster professional interactions.
- Building bonds of friendship: Our goal is to foster a strong bond of friendship and a shared responsibility to safeguard each other, regardless of our geographical locations. Coming together creates a common ground where people can interact, communicate, and build relationships.
- Enhancing social and mental health of officers: To enhance cohesion, gatherings of police officers often foster a free exchange of ideas, leading to improved social cohesion and a sense of belonging among officers. These shared experiences and connections contribute to a stronger social fabric and sense of unity within the police community.



# IPA KENYA FRIENDSHIP WEEK



After the opening ceremony, the visitors left the city for a tour of the countryside. Accompanied by locals, the visitors visited several destinations across the country, such as Lake Naivasha, Lake Nakuru, and the Masai Mara national Game Reserve, where they witnessed spectacular scenes of wildlife and scenery, local cultures, dance food, and costumes. The visitors were able to capture photographs and videos of their experiences.

On Saturday, 26th, the team returned to Nairobi, where local artists treated them to sumptuous meals and entertainment. Following the successful inaugural friendship week, which attracted participants from Australia, Denmark, England, Estonia, the Netherlands, and Sri Lanka, the visitors on Sunday 27th made donations of clothing and foodstuffs valued at over USD 1.000 to the Children's Garden Home and School in Dagoretti, Nairobi.

The guests came from Estonia, Australia, the Netherlands, and England to purchase the items. The Section Netherlands also donated a full suitcase of clothing and school equipment to the Children's Home. IPA Kenya members led by SG Jared Ojuok, Mr. Arcard Kisingo, Mr. Kalpesh Solanki, Ms. Maryvianne Mudho, and Ms. Sabrina Kool made contributions, both in cash and in kind.

Jared Ojuok, HSC  
SECRETARY GENERAL IPA SECTION KENYA



# IPA UK HOST PORTUGUESE MEMBERS



Between 29th September 2024 and 4th October 2024 four serving Portuguese Police Officers, members of the I.P.A. Southern Delegation Portugal, came to Lincolnshire and were hosted by four serving Lincolnshire Police Officers, all members of the Lincolnshire Branch I.P.A.

A very varied and full-on week of activities ensued in Lincolnshire. The main theme for the visit was Summertime Policing:

Lincolnshire has a vast increase in its population over the summer months with tourists from all over the United Kingdom and indeed the world visiting the area. It also has the largest concentration of mobile homes/static caravans/touring caravans in the whole of Europe. The Southern Delegation of the Portuguese I.P.A. Police the Albufeira/Algarve area of Portugal and have similar Policing challenges with a great influx of tourists to the area, during the summer.

The object was to exchange Policing practices from both areas, particular picking up on best practice issues and innovative ways to deal with the problems faced by both countries when dealing with tourists.

The Portuguese officers arrived on a very early flight from Faro, and did not get to their hosts until about 4am on the Monday morning. So once up the visitors had a whistle stop tour of Lincoln and some of its famous tourist/landmarks, including the Castle and Cathedral. The guests and their hosts and other members involved in the visit had an evening meal at one of the local hostelrys.

Tuesday morning saw the officers visit Lincoln Police Station, where they went on patrol (separately) with officers from Lincoln. This saw them being present when an arrest was made and also at the execution of a warrant. The Portuguese officers were amazed that such work was carried out by officers who were not armed. After their patrol, there was a visit to the International Bomber Command Centre, where they had a quick guided tour of the location and also saw the I.P.A. stone in the Ribbon of Remembrance there. The afternoon saw a visit to Police H.Q. Nettleham, where they met with the Chief Constable, Mr Paul Gibson, for approx. an hour, where local "tourist" issues and challenges were discussed. A tour of the Force Control Room and a quick tour of the Armed Response Vehicle, and a chat with the officers followed.



Wednesday morning the group visited the "Home of the International Police Association" Skegness, where the founder Arthur Troop served. They went out on patrol with local officers who showed them the area, the large number of caravans there, and they were also involved with local immediate response calls.

# IPA UK HOST PORTUGUESE MEMBERS



In the afternoon they attended the Arthur Troop training wing at Skegness Police station where there was presentations, from Tim Booth (an I.P.A. member) who gave a very informative presentation about the Caravan Safety and Security Group, he is a consultant with. This was followed by a presentation from Supt. Lee St. Quinten on a Problem-Solving Policing Project in the Skegness area and the east coast towns close by. The Portuguese then also gave a presentation re the Policing in Portugal. At the end of that day was a visit to a local Brewery (Batemens) at Wainfleet, where they had a guided tour of the Brewery, which was celebrating it's 150th anniversary, followed by a meal there.



Thursday started with a visit to Boston Police Station where they received a presentation from Insp. Cotton on a local project there involving a Problem-Solving initiative re the diversity of the area, which included a number of other partners in the area working together. Thursday afternoon saw a visit to the Lincolnshire Police Dog School where they were able to witness officers training the variety of Police dogs, there are in Lincolnshire and also a visit to the Accident Reduction/Prevention dept.



Thursday evening being their last evening was a Presentation dinner which included senior officers from Lincolnshire Police who had been very helpful and supportive of the visit. Various presentations to all concerned took place.

Friday morning saw an additional, unplanned visit to Lincoln Guildhall where there was a guided tour and the group met with the Sheriff of Lincoln, the Lincoln City Mayor and they were able to view the historic meeting rooms there and the regalia owned by the City.

# IPA UK HOST PORTUGEUSE MEMBERS

From there the group went to Fox Road Nottingham the H.Q. of the UK Section of the I.P.A. and also the International Section they were shown around the building and the archives and also met with a couple of members of the Motor Cycle Special Interest Group, and again there were presented with mementoes and gifts. From there it was onto East Midlands Airport for their trip home.



A very good and hectic week for all involved. Members making new friends for life, and experiences exchanged about their own particular Policing journey, which was very beneficial to all, both professionally and personally, with all being able to enhance their skills and abilities as a result.

The visit and experiences gained allowed all officers involved to increase their professional knowledge in all Policing matters giving them experience on how other international forces deal with similar issues, not only benefitting the particular officer in their personal development but also being beneficial to the Lincolnshire Police by officers increasing their own professional knowledge and experience.

The Lincolnshire Branch of I.P.A. would like to thank the Lincolnshire Police, for the support, help and involvement in this programme, especially the Chief Constable, Paul Gibson, Chief Superintendent Kate Anderson and Chief Inspector Colin Clarkson, without their support this initiative would not have been the success it was.

Chris. Morgan, Secretary, Lincolnshire Branch I.P.A UK





# IPA ROMANIA IPA FEST 2025

IPA FEST 2025 is the new project of IPA Romania as announced during the World Congress in Ohrid, North Macedonia. This project is based on the experiences with IPA Folklore Festivals held in Bulgaria and Cyprus.

All genres of music will be included encouraging police officers and individual members to perform at this event.

The event will take place in Danube Delta, Tulcea county, in 21-25 May 2025. Each day, IPA Romania will also provide to the participants the opportunity of joining small competitions such as beach volleyball, soccer, fishing and other recreational activities.

Two accomodation options are available:

**Green Village Resort** is set in a picturesque area of the Danube Delta, less than 2 km from the Black Sea, and offers an outdoor pool, an outdoor hot tub and free access to a sauna. All air-conditioned rooms and suites have views of the Danube River.

**Green Dolphin Camping** is set in a picturesque area of the Danube Delta Reserve, less than 2 km from the Black Sea, and features wooden bungalows with views of the beach and free access to an outdoor cinema. All bungalows have a private entrance and a small patio, are functionally-furnished and offer access to 2 shared bathrooms fitted with showers and toilets.

Find out more by viewing the programme on our international website: [Your paragraph text](#)

Please note the deadline for registering your participation is 31.01.25. Please email [secretariat@iparomania.ro](mailto:secretariat@iparomania.ro)

IPA  
FEST 2025

5 DAYS IN THE HEART OF DANUBE

21 - 25 MAY 2025 | DANUBE DELTA

HOSTED BY  
IPA ROMANIAN SECTION

LIVE DJ | LIVE MUSIC | SPECIAL GUESTS

POWERED BY:

GREEN DOLPHIN GREEN VILLAGE vodafone

IPA Romania

# IPA GREECE WELCOME ITALIAN MEMBERS

At the beginning of October, the Vice President of the Hellenic Section Irini Makrydakis Antonino Pelleriti, President of IPA MESSINA, Sicily to their offices in Athens, Greece. Antonino, was also accompanied by a group of colleagues from IPA Italy.

Being true believers of the principles of our Association, they had a very productive meeting in the frame of friendship.

IPA Greece

## Are you travelling in the near future?

- Would you like to meet other IPA Members at your destination?
- Do you have any special requests?
- Would you like to view the policing facilities in this area?

All of this could be possible. The International Police Association, offers members the chance to get to know IPA members in other countries on either a short stay in a city, or while touring a country. This offers a truly unique chance to see the world from a local's perspective, and to exchange with fellow police officers what policing in their country entails.

If this appeals to you, please complete the travel form found on our website and submit this to your national section.

[Travel Form](#)



# IPA SOUTH AFRICA CHALLENGE COIN INITIATIVE

## IPA JOHANNESBURG REGION'S CHALLENGE COIN INITIATIVE (SECTION SOUTH AFRICA)



For centuries, challenge coins have been a symbol of camaraderie and honour, being used to commemorate achievements both great and small. Today, these tokens also represent unity and at times even act as confirmation of membership. Forging a strong bond amongst those who possess them remains an important part of the ownership and exchange of such coins.

In February 2018 Gordon Billing, the then chairperson of IPA Johannesburg Region, conceived the idea of introducing "challenge coins" into the local IPA. Landscape in South Africa. This was not a new concept in the bigger picture but was a first for the South African Section.

Gordon arranged for the design and pressing of the first coins for IPA Region 19 (the Johannesburg Region). He opted to use the "old mine head" design which was adopted by the founding members when the Region was formed in May 1983. The mine-head represented Johannesburg as the location of the first gold rush back in 1886 and it continues to symbolise the Region to this day.

The entertainment officer at the time, Claude Malan, applied and expanded the use of IPA challenge coins when he became the Chairperson of the Region. Following the launch of the challenge coin of IPA Johannesburg in 2028, he also created a social media Challenge Coin Group to encourage cohesion amongst IPA members and friends, not only within the Johannesburg Region but between other South African Regions as well.

The Johannesburg Region's Challenge Coin became a sought-after piece, being the original coin introduced to the South Africa Section. Since its launch in Johannesburg, numerous South African Regions have designed and produced their own challenge coins, strengthening the solidarity between our local IPA Regions.

The most recent development is the collection and exchange of challenge coins with foreign IPA Sections, thereby building friendships and creating unity in IPA worldwide.

All in all, a lot of FIRSTS, thanks to the Johannesburg Region's initiative. Apart from the National IPA coin unveiled on 31 May 2023, various other South African Regions have followed suit with the likes of the Free State, North West and Kannaland. Exciting to note that more is to follow...

Claude Malan IPA Johannesburg Region  
Section South Africa

[www.ipa-international.org](http://www.ipa-international.org)



# IPA BRAZIL FAVELA ON DUTY



In September 2024 (03-11) the IPA Brazil Academic Center developed as a pilot project, a special International Police Exchange, with a “police knowledge” course for IPA members in the city of Rio de Janeiro/Brazil, called: “FAVELA ON DUTY”.

The police exchange, with official certification, had the didactic-pedagogical objective of bringing to the knowledge of IPA police officers around the world who are interested in the operational activity of urban confrontation, the experience of the Brazilian Police in this context. On September 3, 2024, under the coordination of the academic area of IPA Brazil in the region of the state of Rio de Janeiro, 17 police officers from Germany, Spain, the Netherlands and Belgium began the course inherent to the exchange in the academic knowledge part and then entered the practical part, when it was demonstrated “in loco” how the police in Brazil acts in this area of national public security that involves the social issue of the “Favela” and its problems with drug trafficking.

Lastly, with a duration of 13 days, the police officers who were members of IPA and enrolled in “Favela on Duty” had the opportunity to experience one of the realities of the police in Brazil, and certainly in various parts of the planet, given their own peculiarities. However, it was not only in the police world that these police officers in the course experienced, as part of the curriculum included knowledge of Brazilian culture, cuisine and tourism, something necessary and inherent to being a police officer, since the police, for IPA Brazil, are not functional objects, but rather human beings who act in defense of society.



# IPA BRAZIL FAVELA ON DUTY



For the Academic Center of IPA Brazil, the results proposed for the development of “Favela on Duty” reached the necessary levels so that we can use the word: “It was a success”. A success that resulted in numerous requests from IPA police officers for a new exchange program in 2025, which was approved by the National Council of IPA Brazil and the Academic Center of IPA Brazil is already starting to prepare it on a larger scale than the objectives proposed in the initial project.

We will soon be reporting on the fulfilment of the expectations of our IPA members around the world. Soon, “Favela on Duty 2”.

See the link for the media for “Favela on Duty” produced by colleague Nita Kroll, a student of the German Police course. (With short “media introductions” by TV IPA Brazil).

Link's:  
Favela on Duty Setember:

[https://youtu.be/mHljhJQs2-E?si=I7462qrZtq5-u\\_5G](https://youtu.be/mHljhJQs2-E?si=I7462qrZtq5-u_5G)

Favela on Duty will be available in November:  
<https://youtu.be/7oFlxDZwEZ4>

Servo per Amikeco.

IPA Brazil



# IPA UK #SHEisIPA PRESS RELEASE

## POLICE FORCES WELCOME INTERNATIONAL COLLEAGUES TO COMBAT VIOLENCE AGAINST WOMEN AND GIRLS



In a display of international solidarity and partnership working, colleagues from Bedfordshire, Cambridgeshire, and Hertfordshire police forces joined officers from British Overseas Territories (BOT) last week to tackle violence against women and girls (VAWG).

The Inclusivity Through Shared Learning inaugural conference, organised by Women of Colour in Policing (WoCiP) BCH, in collaboration with the International Police Association (IPA) and the BOT Women of Colour in Policing movement, was hosted across the three forces between Tuesday 1 and Friday 4 October.

Attendees included 13 safeguarding, child protection and control room colleagues from Anguilla, Bermuda, British Virgin Islands, Ascension Island, St Helena, Montserrat, Turks and Caicos, and the Cayman Islands. They were joined by national policing leads, founders of domestic abuse charities, NHS representatives, academics, a criminal barrister, author and an oral historian who flew in especially from Connecticut, USA. All shared their perspectives and strategies to improve the reporting and prosecutions of domestic abuse, coercion and control, rape and other sexual offences.

WoCiP BCH Founder, Sergeant Sandra Smith, said: "We are proud to have hosted this event which focused unflinchingly and unapologetically on the travesty that is violence against women and girls. Too many women and girls are killed or abused at the hands of men. Too few women have the confidence to report these crimes and when they do, fewer still lead to successful prosecutions."

Maria Stanley, Foreign, Commonwealth and Development Office (FCDO) Gender Programme Lead for the British Overseas Territories, emphasised: "Urgent change is needed within societies worldwide. This event, hosted by WoCiP BCH across Bedfordshire, Cambridgeshire, and Hertfordshire police forces, provided a critical platform to examine the pressing issues and consider how policing, both locally and globally, can contribute to improving outcomes for female victims of male perpetrated violence. By aligning with SDG5, a sustainable development goal aimed at achieving gender equality and empowering all women and girls, this work focuses on a broad range of issues to dismantle systemic gender-based discrimination."

One initiative shared during the event was Op Soteria. Funded by the Home Office and delivered by the NPCC and College of Policing, Op Soteria is committed to delivering a victim-centred, suspect-focused approach to rape investigations and prosecutions.

ACC Dee Perkins, NPCC Op Soteria Strategic Programme Director, said: "All forces in England and Wales have now adopted Op Soteria and we are seeing the change Soteria is driving in terms of creating a victim centred culture, better understanding of the context of offending and improvements in investigation standards."

# IPA UK #SHEisIPA PRESS RELEASE

“Charge rates for adult rape have trebled since the introduction of Soteria and victim attrition is reducing but this is very much the start of our journey of transformational cultural change to improve the policing response and give victims the service they deserve.

“These crimes know no boundaries which is why the Inclusivity Through Shared Learning event is so important. By sharing Op Soteria learning with our overseas colleagues, we can work together to ensure the needs of the victim are put first throughout the report to court process, wherever these crimes are committed.”

DS Sabrina Lightbourne, who works for the Turks and Caicos Islands police service in the Safeguarding and Public Protection unit, found the event informative and believes the event will make a difference. She said: “More action needs to be taken in my country, so I am grateful to have had this opportunity to learn how different forces respond to violence against women and girls. I was very interested to hear about Op Soteria and will be looking to adopt this approach within our organisations back home.”



hero   
#sheisipa

Other sessions included a bespoke theatre performance to stimulate conversations around domestic abuse and victim disengagement, insights from a Black female author and an oral historian, plus presentations by JESIP and the College of Policing.

Ensuring women from diverse ethnic backgrounds are represented within policing was a core theme throughout the event. Euwonka Selver, representing the Turks and Caicos Islands consular office in London, said: “Policing should mirror the communities they represent so I was delighted to see so many female officers from across the British Overseas Territories working proactively with colleagues in Bedfordshire, Cambridgeshire, and Hertfordshire, to protect women and girls both in the UK and abroad. This strengthening of ties can only improve our overall understanding of this critical issue and the action we take against it.”

In a wider display of inclusion, children from the Chiswick School steel band, London, performed songs on the opening day of the event alongside MOBO award winner Samuel Dubois.

Sam Alexander, Assistant Lead for WoCiP BCH, “This event has been no mean feat, interweaving a rich and thought-provoking programme covering a multitude of issues relating to inclusion and VAWG with evening entertainment and some wonderful music by the Chiswick School steel band.

# IPA UK #SHEisIPA PRESS RELEASE



“The girls performing in that band represent exactly the people we seek to protect and are very much at the heart of this international learning event.”

The event, which was sponsored by the FCDO and Integrated Security Funding (ISF), concluded with a closing ceremony and graduation of colleagues who recently completed the tri-force Becoming Career Ready Programme.

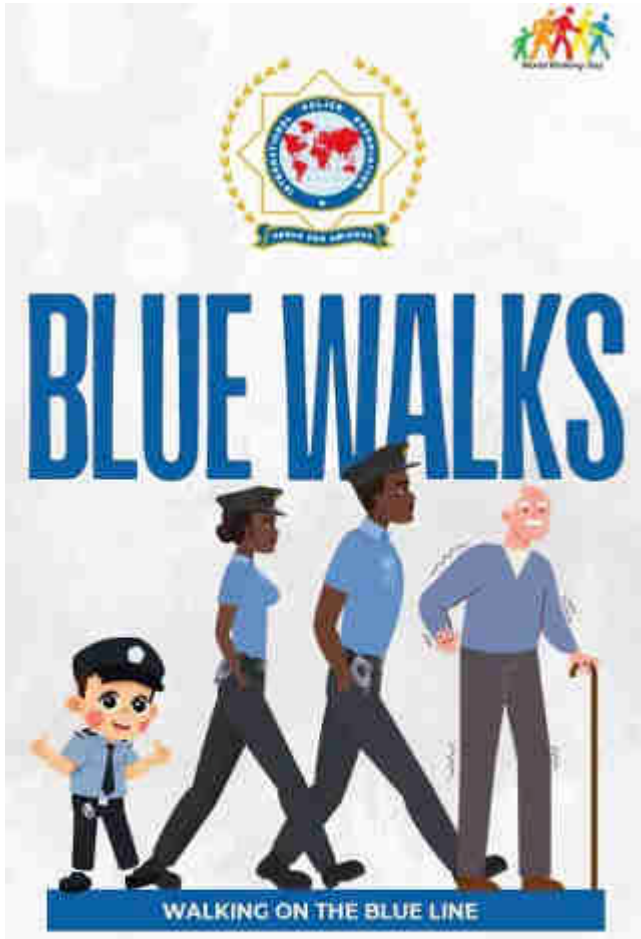
This programme, accredited by Skills for Justice, is aimed at career-minded women from Black, Asian and other underrepresented ethnic backgrounds to give them a voice and encourage them to progress their careers within policing.

Reflecting on the four-day event, Det. Chief Supt. Rebecca Tipping said: “As deputy WoCiP BCH sponsor I was extremely proud to be part of an unforgettable week of activity which showed the power of working together and shared learning. Most importantly you could see the positive impact it had on everyone involved. It truly was an inspirational week of activity and great to see the difference the movement is continuing to make on the lives of people. My thanks and credit to the WoCiP BCH team and everyone involved for making the week so special.”

Karen Duckworth  
#SHEisIPA Project Lead  
International Professional Commission



# IPA BLUE WALKS



On Sunday 6 October 2024 the initiative of the Socio-Cultural Commission, more specifically its team for Sports Project encouraged IPA members to take part in BLUE WALKS. The event took place on the occasion of World Walking Day and hundreds of members around the world participated in the event.

IPA members were inspired by the event and actively participated by walking with friends, family or colleagues, patrolling, running a marathon, hiking or even playing golf!

Many took up the challenge and helped the IPA fund locally to support vulnerable people.

We have received hundreds of photos and videos from 32 Sections to date.

Austria, Bulgaria, Croatia, Cyprus, Czech Republic, Germany, Estonia, France, Greece, Hungary, Ireland, Israel, Italy, Japan, Latvia, Lithuania, Netherlands, Kazakhstan, North Macedonia, Poland, Portugal, Pakistan, Romania, Russia, Serbia, Slovenia, Slovakia, South Africa, Spain, Turkey, U.K., United States of America.

The idea of such events is to involve and bring together IPA members following the principles of our Association. More, to inspire our members to pick a reason to be active and the importance of Sports. We can't wait to see more stories and photos/videos.

Don't forget to send them to [ipa.scc.sportsproject@gmail.com](mailto:ipa.scc.sportsproject@gmail.com)

Share your experiences on social media using #IPA and #IPABLUWALKS

Christos Parginos  
Chairperson SCC

## SEE THE PHOTOS

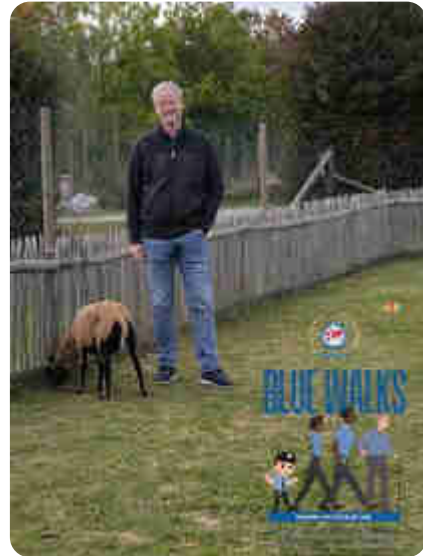
**CLICK HERE TO VIEW ALL THE PHOTOS SUBMITTED FROM THE EVENT**

# IPA BLUE WALKS

## IEB Members participating in the event



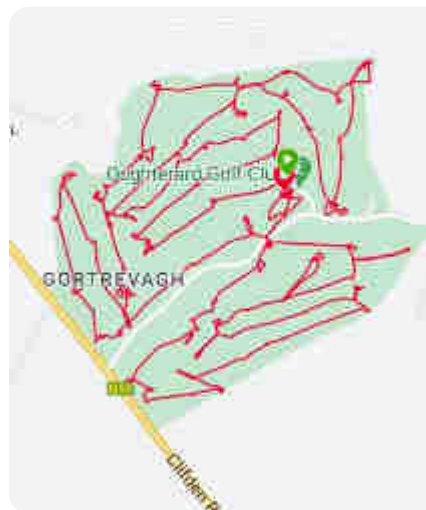
International President Martin Hoffmann,  
Wife Angela and Oscar the dog



Chairperson International Relations Commission  
Oliver Hoffmann



Chairperson Socio-Cultural Commission  
Christos Parginos



Vice President & Treasurer Finances Michael Walsh



## SEE THE PHOTOS

[CLICK HERE TO VIEW ALL THE PHOTOS SUBMITTED FROM THE EVENT](#)

# IPA BLUE WALKS

Here are just a few photos submitted by our IPA Members. You can click the link below to view more photos



“ Please join it to spread a message of friendship, solidarity and collaboration from the boundaryless platform of IPA Punjab.all IPA Punjab members are very enjoying this moment ”

## SEE THE PHOTOS

[CLICK HERE TO VIEW ALL THE PHOTOS SUBMITTED FROM THE EVENT](#)

# NOVEMBER & DECEMBER EVENTS



Women in the IPA – Embracing an Inclusive Vision for the Future

1-5 November 2024



IPA Cyprus 41st National Congress

7-10 November 2024



XXIV Barcelona International Trade Show  
XXIV Barcelona International Trader Show

16 November 2024



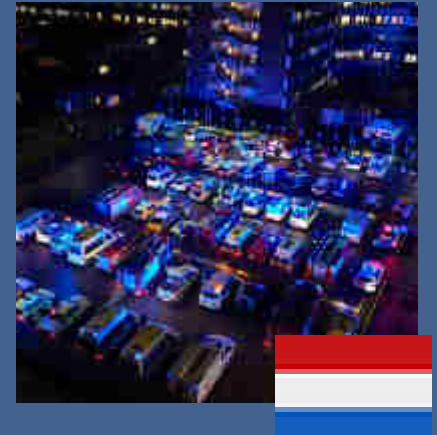
International Christmas Friendship and festival week

1-6 December 2024



IPA Online World Congress 2024

7 December 2024



IPA Netherlands Blue Light Ride December 2024

11 December 2024

Here are some of the events taking place throughout the IPA over the next couple of months. Visit our international website for a full list of our upcoming events:

[ipa-international.org/Events](https://ipa-international.org/Events)

# GIMBORN SEMINARS

IBZ Castle Gimborn, located in idyllic wooded mountainous surroundings in Germany, houses the IPA's Education and Information Centre.

Founded in 1969, it is where IPA professional seminars, conferences and meetings are held. The full seminar programme and information on the facility is available at [www.ibz-gimborn.de](http://www.ibz-gimborn.de).



## UPCOMING SEMINARS

24   42	11.11.–15.11.	■ Stressintelligenz entwickeln – Kompetenzen stärken – Hilfe durch Stressmanagement	495 €	IPA 365 €
24   43	18.11.–22.11.	■ Katastrophen- und Krisenmanagement – Aus Katastrophen lernen für die Zukunft Disaster and Crisis Management – The Challenge of Dealing with Disasters	495 €	IPA 365 €
24   44	25.11.–27.11.	■ Digitale Spurensicherung an Kraftfahrzeugen nach schweren Verkehrsunfällen und Straftaten	495 €	IPA 365 €
24   45	27.11.–29.11.	■ Austausch für Hunderführerinnen und -führer in Sicherheitsbehörden	365 €	IPA 295 €
24   46	02.12.–06.12.	■ Terrorismus online – Radikalisierung, Rekrutierung und Finanzierung im Netz Terrorism online – radicalization, recruitment and funding	495 €	IPA 365 €
24   47	09.12.–13.12.	■ Planning for Mass Fatalities and Disaster Victim Identification (DVI)	495 €	IPA 365 €

You can find a copy of the programme on our website:

The 2025 seminar guide will soon be available. Look out for this coming next month

[CLICK HERE](#)



# MARKETING



## Social Media Campaign

Following the success of the topic of challenge coins last month, Please continue to send photographs/videos to the marketing team to schedule across our social media channels. A reminder of the upcoming topics are below. This month the focus is Animals in Policing. Thank you to those sections that have submitted images to us last month.

### November – Animals in Policing

We have previously shared dogs and horses, but are there other animals you would like to share? Or if you missed out last time, send in your wonderful Police dogs and horses.

### December – Food and Cultural recipes

A celebration of the delicious foods and recipes from around the world.

Please send in your photographs or videos with a brief description to [marketing@ieb-ipa.org](mailto:marketing@ieb-ipa.org) while copying in [iac@ieb-ipa.org](mailto:iac@ieb-ipa.org) and finally please ensure you have the relevant permissions to submit these images.



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