



# Garda Representative Association

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## GRA marks women's unique contribution to policing

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The Garda Representative Association celebrated International Women's Day today with an inaugural forum attended by GRA representatives.

The challenges facing women in the gardaí were discussed along with the news yesterday confirming that three incidents of stillbirth were caused by Covid-19.

The forum was hosted the GRA Diversity & Inclusion Research Group which is developing policy in this area for the Association.

GRA General Secretary Philip Mc Anenly said the Association is making representations on issues facing garda members generally in areas such as childcare and hours of work, but they often have particular application for women.

"We are progressing issues like rosters and flexible working that will be a key determinant as to how inclusive our workplaces will become in assuring work-life balance and becoming more family friendly," Mr McAnenly said.

He also welcomed the update in Garda policy for pregnant members announced this morning following representations by the GRA.

After it was confirmed last night that three stillbirths in Ireland were caused by Covid-19, management are recognising pregnant members as being in a high-risk category and facilitating them work from home to assure their safety.

"We are delighted with developments this morning in which the Garda Portal has been updated by the Garda CMO guiding pregnant personnel and line managers on implementing protective working measures for pregnant members.

"These members will retain their premiums and allowances when working from home."

While today's event marked International Women's Day, the GRA Diversity & Inclusion Research Group will be surveying all GRA members in the near future to gather information to develop Association policy in all areas of diversity and inclusion.

Secretary of the Group, Sheila Ganley said: “We very much hope we can have an in-person forum next year where we can expand on our themes to include all issues relating to diversity and inclusion.”

Garda Ganley encouraged members to contribute to the policy development process through the Research Group’s dedicated email address [mail@gra.ie](mailto:mail@gra.ie).

GRA President Frank Thornton praised the unique role of women in enhancing the understanding and response of An Garda Síochána to policing.

“Your contribution at a professional level has been invaluable to the public we serve, but, no doubt brings its own challenges at a personal level,” Garda Thornton said.