

“Recruiting, Retaining, and Promoting Women Police Officers: An International Comparison of Challenges and Opportunities for Change” workshop

Getting there: a case study from England and Wales

by

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Getting there

- Getting in-recruiting women (1919-1975)
- Getting along-deploying women (2075-2019)
- Getting ahead-promoting women (2019-

QUESTIONS

- What is policing for ?
- What do women bring to policing?

What is policing for?

Peelian principles established the main purpose of police as

preventing crime and disorder

and doing so by

“ready offering of individual service and friendship to all members of the public without regard to their wealth or social standing, by ready exercise of courtesy and friendly good humour, and by ready offering of individual sacrifice in protecting and preserving life”

(Lenz and Chaires 2007).

What do women bring to policing?

Women officers compared to male colleagues.

- less likely to use deadly force, utilise threats, physical restraint,
 - less likely to attract citizen complaints,
 - more likely to believe victims of sexual offences and domestic violence,
 - less likely to attribute blame to victims,
 - bring more empathy to serving the needs of children.
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- (Dick, Silvestri and Westmarland, 2014)

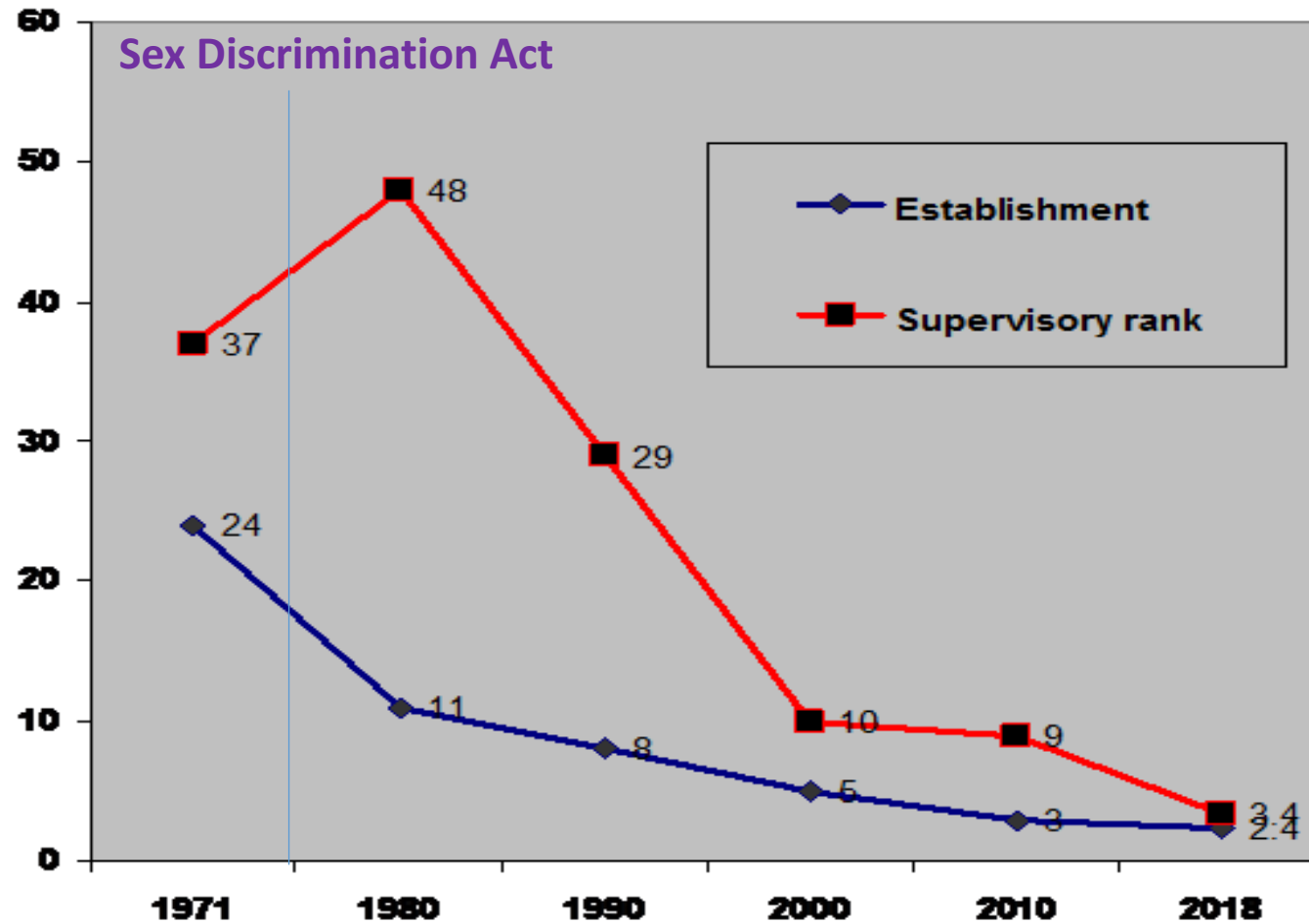
Doing gender (Young, 1991)

Masculinity	Femininity
Hard	Soft
Logical	Emotional
Rational	Irrational
Scientific	Instinctive
Force	Service
Centrality	Marginality
Defining	Defined
Revered	Rejected
Inside	Outside

Getting In (1919-1975)

- What followed during the next fifty years or so was a demarcation of “women’s work” in policing and a consolidation of their professional expertise in dealing with women and children (Jackson 2014).
- Jackson suggests that, as such experts, this emotional area of work was valued and led to acceptance by male colleagues without threatening the authority of men to engage in the “the real work” of policing that involved more masculine attributes of rational logic and physical strength.

Getting along (1975-2019) Gender ratio



Plus NPM
and =
Public
order

Ratio 1:48



Gentle arm of the law vs Enforcement



Percentage of women officers

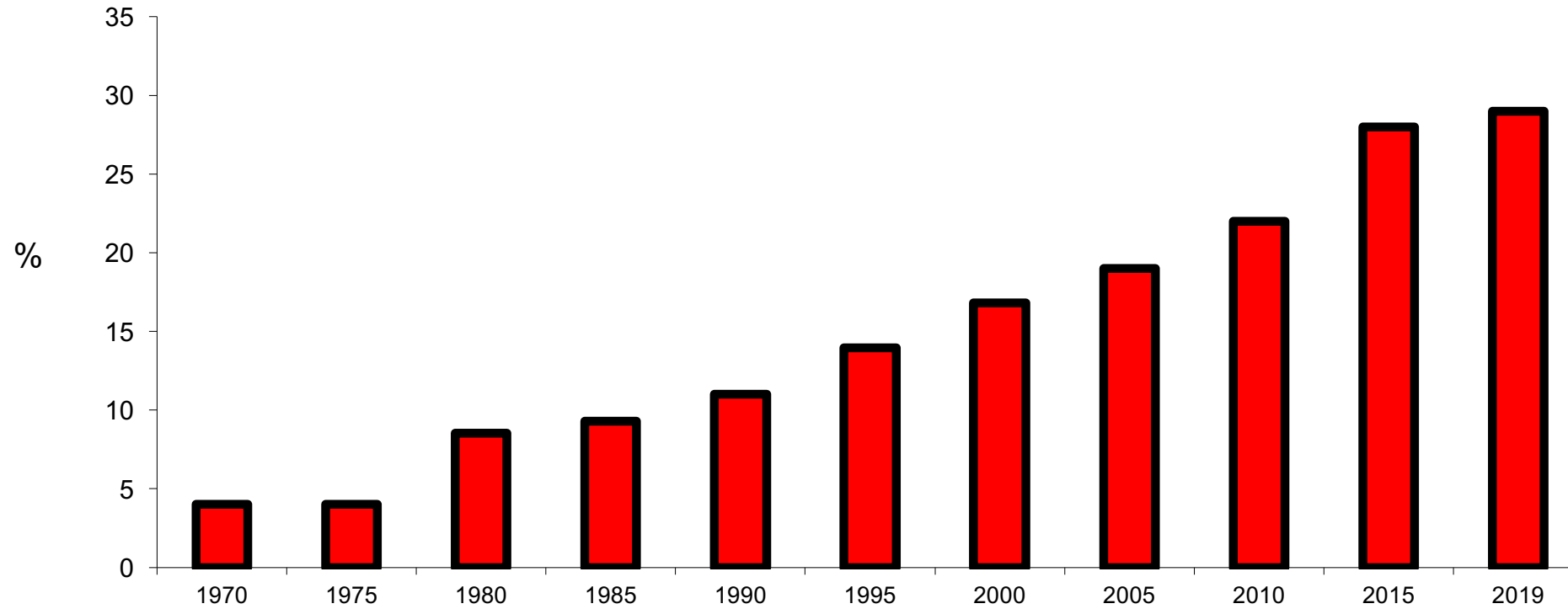
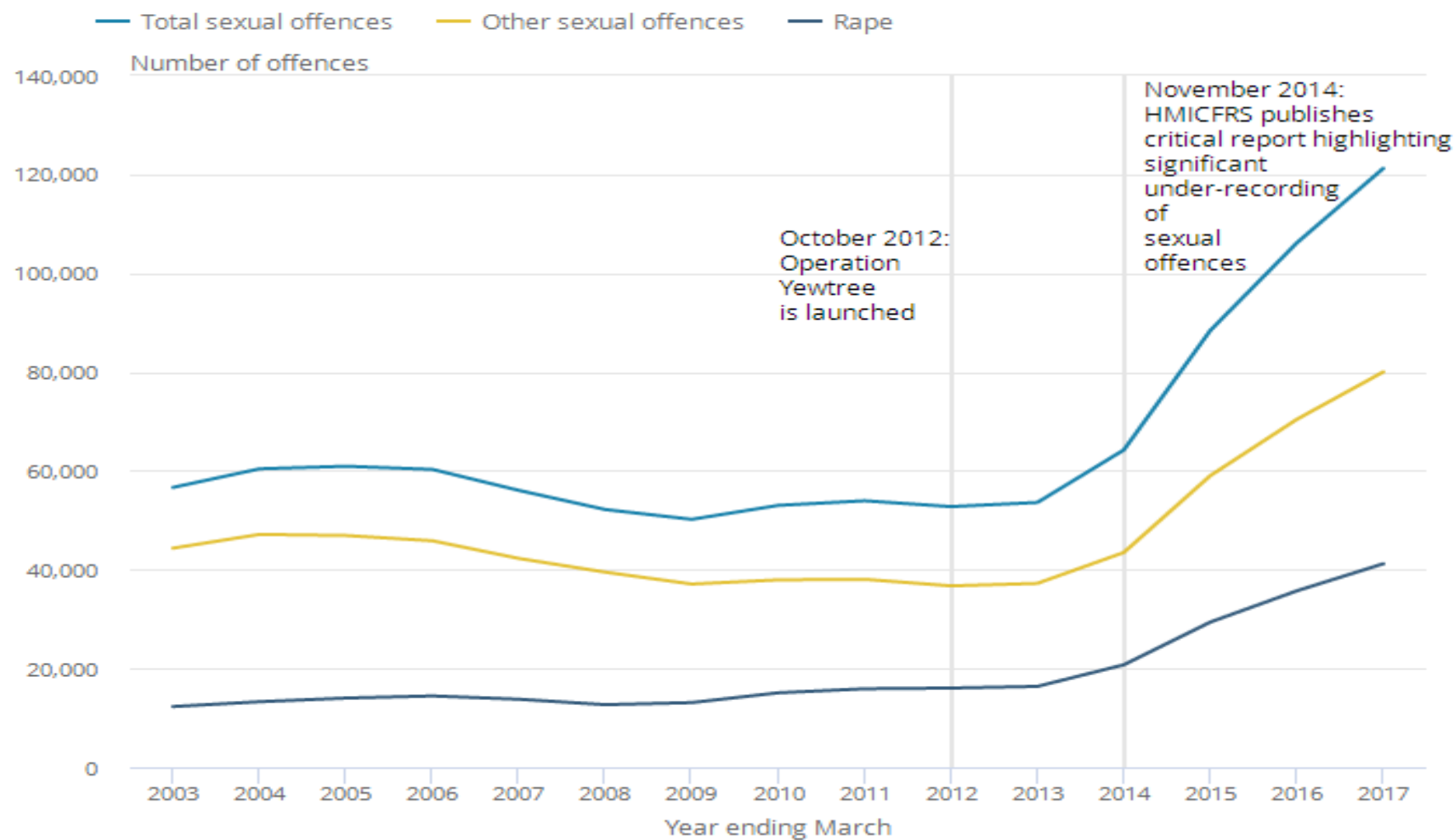


Figure 2: Police recorded sexual offences, by offence type, year ending March 2003 to year ending March 2017



Staffing levels

	Westmarland's research force1 CFPU (2001)		Westmarland's research force1 CFPU (2001)		Sapphire (2019)	
	Male	Female	Male	Female	Male	Female
Chief Superintendent	0	0	0	0	1	0
Superintendent	0	0	0	0	1	1
Chief Inspector	0	0	1	0	7	3
Inspector	1	0	2	0	17	9
Sergeant	1	1	6	0	91	51
Constable	1	13	6	17	227	415
Total police workforce	1377		3581		31088	

Sexual violence investigation scandals



Savile investigation reveals 214 criminal offences across 28 police forces, between 1955 and 2009, 73% of victims were children, and the allegations of abuse span 14 medical establishments.

Police chief 'sorry' over Oxford grooming case delays

•15 May 2013

• chief Constable Sara Thornton said a dedicated unit had been set up to investigate future cases
The chief constable of Thames Valley Police has apologized for the delay in securing convictions against seven men who abused girls between 2004 and 2012.

Hundreds of police in England and Wales accused of sexual abuse

Watchdog says abuse of victims and suspects is most serious corruption issue facing police service

Police errors left rapist John Worboys free to strike - but no officers face sack

Reviews and Inquiries

- 2002 Joint HMIC/HMCPSI thematic inspection
- 2005 HO/ACPO/CPS National Stock take
- 2005 Gap or chasm Kelly et al
- 2007 HMIC Without consent
- 2010 Stern review
- 2012 HMIC/CPS Forging the links
- 2014 HMIC Everybody's business
- 2015 Complaints of rape and the CJS Stanko et al
- 2015 Angiolini report
- 2015 HMIC Online and on the edge
- 2016 Henriques report
- 2017 HMICFRS Living in fear
- 2019 HMICFRS National Child Protection Post-Inspection Review MPS

Identified failures

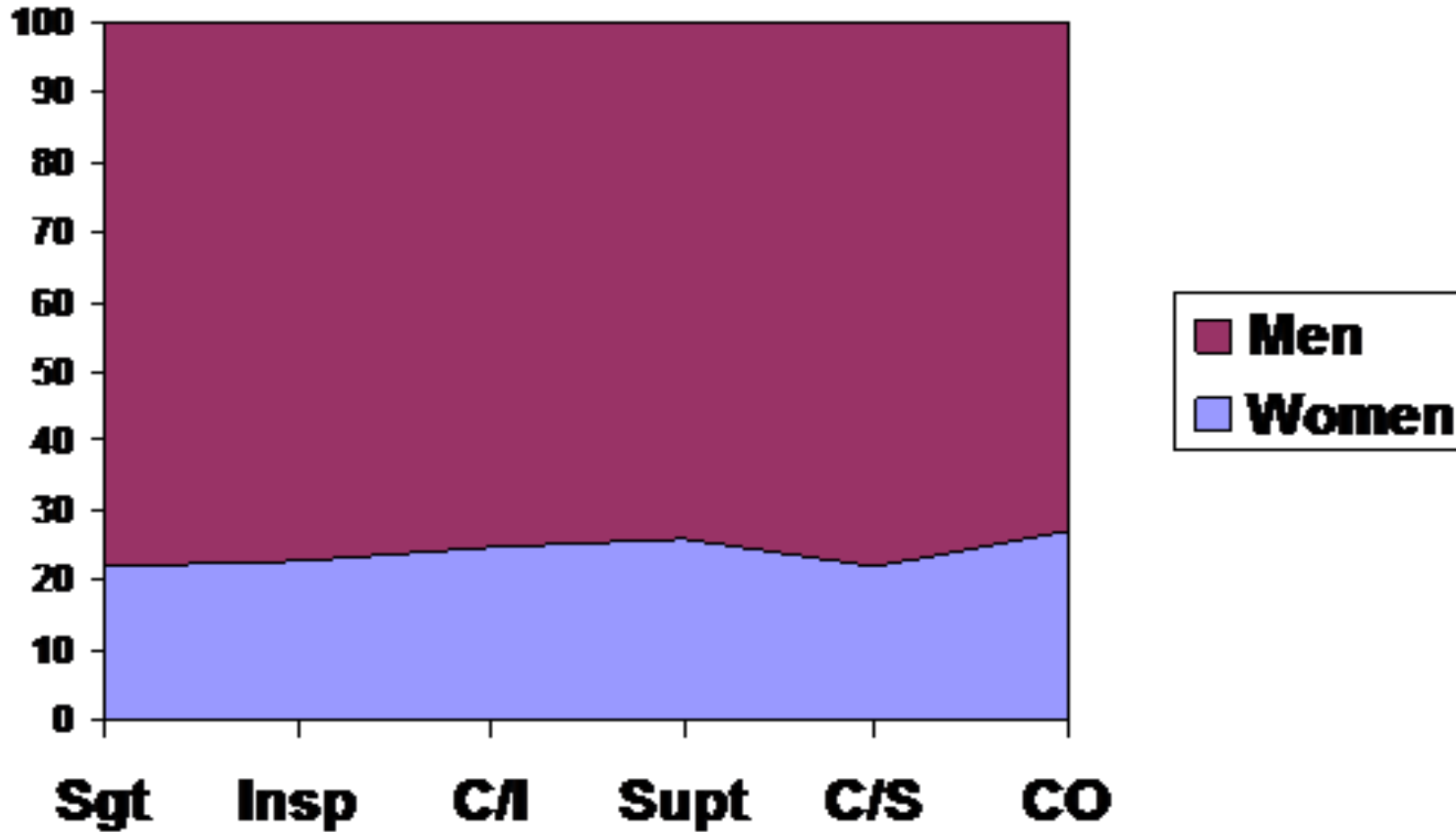
- A culture of cynicism and disbelief of women and girl complainants
- Poor supervision
- Lack of professional curiosity by senior officers
- Lack of resourcing
- Abuse of power and sexual exploitation by officers
- A lack of skills
- Focus on performance targets

The Future

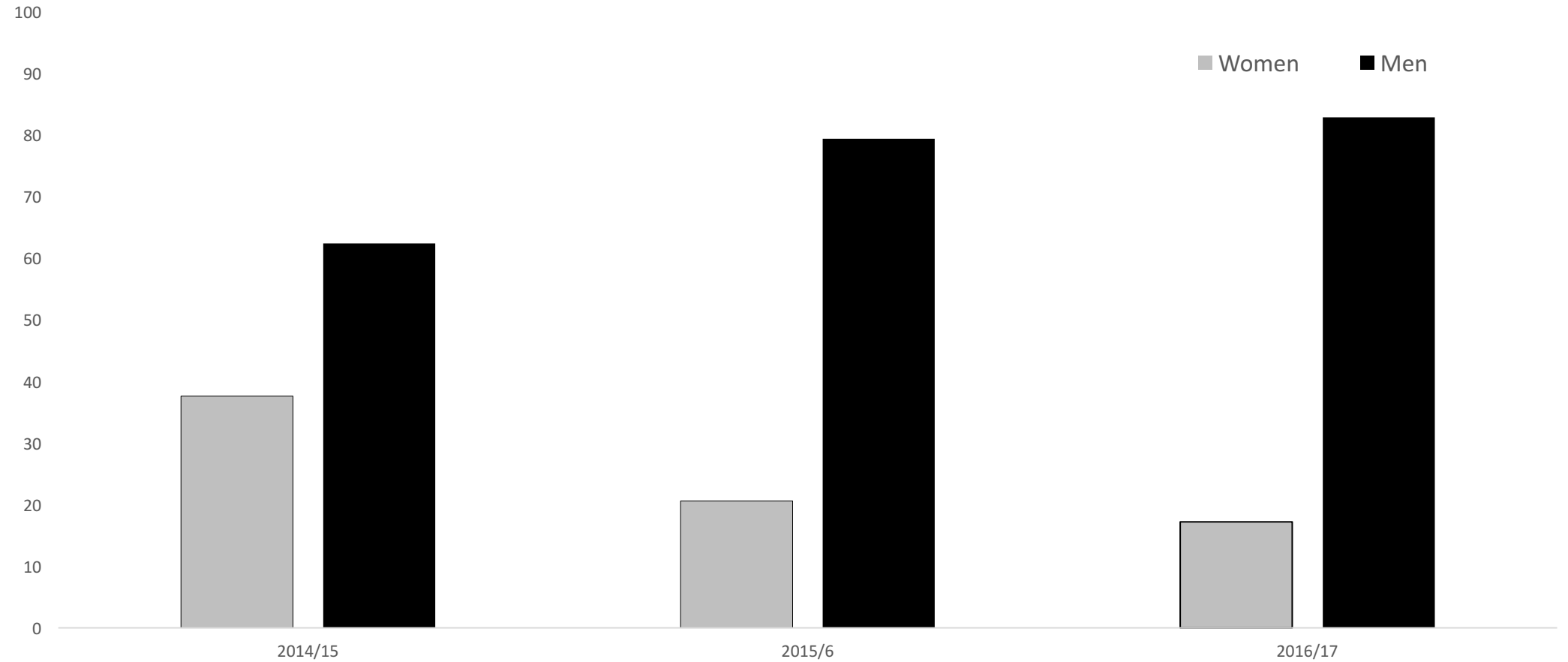
2025 Police Mission: a manifesto for femininity

- Increased partnership working;
- Improving understanding of vulnerability;
- Supporting multi-agency projects;
- Building more cohesive communities;
- Improving data sharing;
- Fostering a culture shift away from singular focus on budgets towards delivery of public protection.

Increasing the Recruitment Pool



Increasing nos of computer savvy women



ANSWERS

- a revisiting of the purposes of policing;
- a re-balancing of the skill sets to being a good police officer that reflects both masculine and feminine attributes that both men and women can aspire to;
- an increase in the number of women in policy and decision making positions;
- more effective engagement by women with digital technologies to combat new patterns of crime, interactions with the public and other agencies as well as internal management systems.