

# Women in Policing: Professionalisation, Presence and Participation

Jenny Fleming - University of Southampton  
Marisa Silvestri - University of Kent

# A narrative of 'success'

Power of Numeric -30%

Growth of Equalities Architecture

Organisational Prozac - 'artificial happiness'

Enduring heterosexist culture

Progression/ Regression

VOGUE



# The 'Ideal' police officer/leader ?

*Gendered Substructure* (Acker, 1992)

Temporality - *doing time*

- Police Career – strictly internal/ linear
- Everyday Expressions – extreme/ over work

Full-time and Uninterrupted career profile

# Direct Entry ... a disruptive tool ?

‘In’ / ‘Out’ groups - legitimate outsiders

- Claim rank without temporal history
- Challenge core organizational values and beliefs about work
- No operational experience
- Bring ‘industry like skills’ – less gender specific

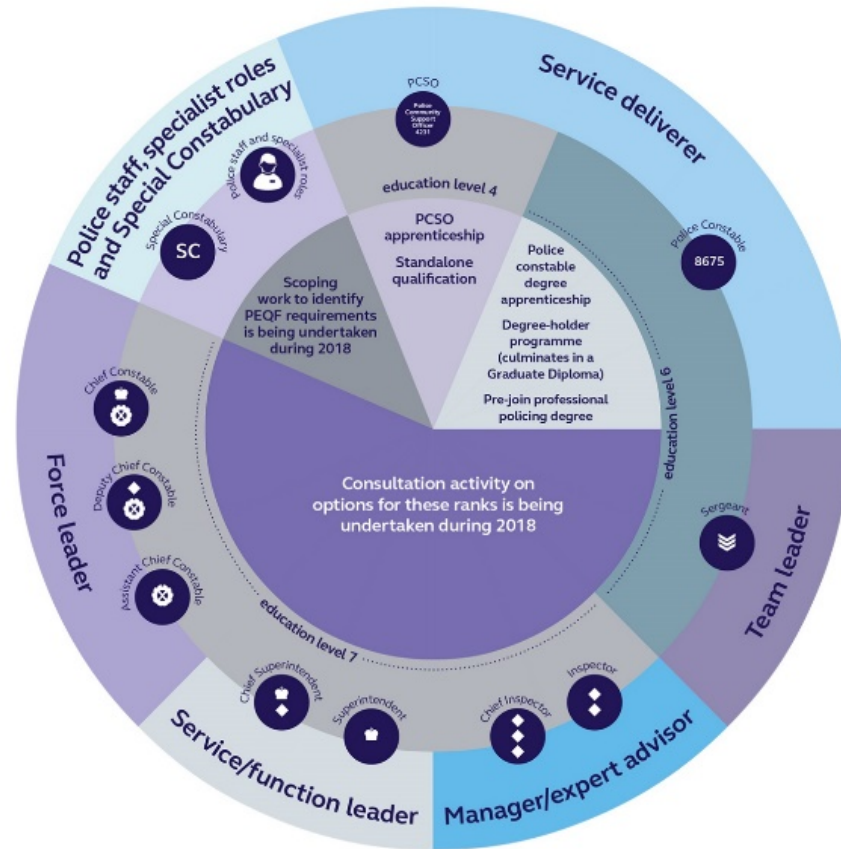
Credibility Contests - Outsider ‘outsiders’ ?

Problematize the “rules of the game” – destabilize ‘ideal’

# Ideal Recruit?

- Professional Educational Qualification Framework
  - Pre-join degree
  - Degree holder entry
  - Apprenticeship
- Reconstruction of the ideal employee
- **Recognition of Prior Learning**
- <https://profdev.college.police.uk/recognition-prior-experience-learning/>

## Policing Education Qualifications Framework



# Conclusion

- Narrative of Success
- Reform – recruitment, professionalization and career progression
- The ‘ideal leader’
- The ‘ideal recruit’
- Progression or regression?