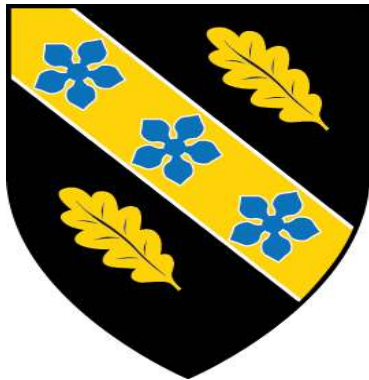




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UNIVERSITY OF WALES

Trinity Saint David

SWANSEA - ABERTAWE

**An Investigation into Misogyny Within the
Police Organisation by Examining Barriers
Policewomen Face.**

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Student: 1916167

Bachelor of Science: Professional Policing
Practice

Word Count: 8,796

Declaration

This work has not previously been accepted in substance for any degree and is not being concurrently submitted in candidature for any degree.

Signed: Katie .Jones

Date: 30th August 2022

STATEMENT 1

This dissertation is being submitted in partial fulfilment of the requirements for the degree of BA.

Signed: Katie .Jones

Date: 30th August 2022

STATEMENT 2

This dissertation is the result of my own independent work/investigation, except where otherwise stated.

Other sources are acknowledged by footnotes giving explicit references. A bibliography is appended.

Signed: Katie .Jones

Date: 30th August 2022

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Date: 30th August 2022

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Juggling personal and professional commitments was challenging for this degree, and I could not have completed it without the support of several key people.

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I owe gratitude to my supervisor Vanessa Serafini who has supported me and steered me in the right direction through reviewing chapters which have allowed me to complete this study. I would also like to thank Jane Thomas for her initial guidance and assistance through my final year and for supporting me with the many questions I asked.

Abstract

Police organisations have increased women in the workforce over the years, intending to demonstrate a more inclusive workforce. Research has highlighted there are more women than ever in the police organisation compared to the late 1800s-early 1900s, when women first served as police matrons and had limited roles. Their roles and work experiences have significantly changed to meet a new era and match modern-day policing.

This dissertation comprises women's history in policing by highlighting organisations' advances since the 18th Century. However, it also illustrates the challenges women face in modern-day policing, highlighting that misogynist behaviour is still prevalent with barriers women feel in the 21st Century when seeking promotion or changing roles.

Although there has been an increase of women in police organisations, research has shown that there are few women in higher rank roles and leadership positions, which results in a lack of female influencers or mentors to support women seeking promotion. Research from collected data, through surveys and interviews with police officers in various roles, highlighted an understanding of women's obstacles within the Police Organisation. Research in this dissertation has allowed for questions to be answered. It summarises the barriers women face in modern-day policing and identifies that women still feel undervalued and unsupported when seeking promotion, with a trend being identified regarding childcare being a key barrier and women feel little support.

Recommendations at the end of this dissertation suggest ways that police organisations could support women in policing and address fundamental and perceived barriers they face regarding promotion or changing roles.

Table of Contents:

Chapter 1: Introduction	9
1.1: - Introduction:	9
1.2: - Research Rationale:	9
1.3: - Aims, Objectives and Structure:	10
1.4: - Conclusion:	10

Chapter 2: - Literature Review:	12
2.0: - Introduction:	12
2.1: - Exploring the Historical Overview of Women in Policing:	12
2.3: - Explore Leadership Imbalance	14
2.4: - Analyse Women in Specialist Units	15
2.5: - Review of Gender Equality in Policing.....	16
2.6: - Researching Toxic Masculinity:	16
2.7: - Evaluate the Impact of Misogyny in Police Service	17
2.8: - Identify Public Views on Police Service:	18
2.9: - Purpose/Findings of the Study:	20

Chapter 3: - Research Method	21
3.1: - Introduction	21
3.2: - Creswell and Creswel Framework.....	22
3.3: - Rationale and Research Approach	22
3.4: - Methodology and Proposed Strategy.....	25
3.5: - Techniques/Data Collection	26
3.6: - Data Analysis.....	27
3.7: - Limitations	27
3.8: - Ethical Considerations	28
3.9: - Conclusion	28

Chapter 4: - Data Analysis	29
4.0: - Introduction	29
4.1: - Data Analysis	29
4.2: - Analysis of Qualitative and Quantitative Data Gathered.....	30
4.3: - Questionnaire Analysis	30
4.3.1: - Theme One: “Does sexual harassment exist in policing”	30
4.3.2: - Theme Two: “Female officers do not move up the rank because of responsibilities of family and children”	33
4.3.3: - Theme 3: “Applying for promotion including specialist areas”	35
4.3.4: - Theme 4: “What is necessary for women to be proportionately represented in leadership position”	38
4.4: Summary.....	39

Chapter 5: Findings, Conclusion and Recommendations.....	40
5.0: - Introduction	40
5.1: - Completion and Achievement of Objectives	40
5.2: - Main Findings	41
5.3: - Recommendations	42
5.4: - Limitations.....	43
5.5: - Further research	44
5.6: - Conclusion	44

Bibliography	46
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<u>Appendices.....</u>	<u>53</u>
Appendix A: - Covering Letter attached to survey questionnaire	53
Appendix B: - Covering Letter to those taking part in interview questionnaire	54
Appendix C: - Blank Interview questionnaire with police respondents.....	55
Appendix D: - Blank Survey Questionnaire by use of Likert Scale	59
Appendix E: - Questionnaire result from questionnaire	65
Appendix F: - Ethics Form	84

List of Figures

Figure 1.1 Clark, D., (2022). <i>Police rank distribution England and Wales by gender 2021</i>	10
Figure 2.1: - Clark, D., (2022). Police rank distribution England and Wales by gender 2021	13
Figure 2.2: - Home Office (2017). Proportion of female police officers, by rank, as of 31 March 2017, England and Wales.....	13
Figure 2.3: - Beth Mann (2021) . More Britons now unconfident than confident in the police to deal with crime locally. YouGov	19
Figure 2.4: - YouGov (2022), How much confidence Brits have in police to deal with crime, January 2021.	19
Figure 2.5: - YouGov (2022), How much confidence Brits have in police to deal with crime, November 2021.	20
Figure 3.2: - Creswell and Creswell's (2018) Framework, Research Methods, 2019)	22
Figure 3.3: - Anpar Research (2020)	24
Figure 4.1.1: - Participant response to question Sexual harassment exist in policing.....	30
Figure 4.1.2: - Participant response to Sexism and Harassment is normalised in policing.....	32
Figure 4.1.3: - Participant response to question "Gender banter is just a joke"	32
Figure 4.1.4: - Participant response to question "I don't see anything wrong in gender banter"	33

Figure 4.2.1: - Participant response to question “I feel female police officers do not move up the rank because of responsibilities of family and children”	34
Figure 4.2.2: - What factors do you believe contribute to barriers women face in policing.	34
Figure 4.2.3: - Participant response to question “The promotion process/ applying for specialist departments is more challenging for female colleagues”	35
Figure 4.3.1: - Participant response to question “Gender inequality exists in police departments”	37
Figure 4.3.2: - Gender inequality exists in police organisations	37
Figure 4.3.3: - Participant response to interview question “Do you believe there is a gender inequality between police officers”	38

Chapter 1:

Introduction

This research aims to investigate whether misogyny is commonplace within policing organisations, the effect this has on women today, and the barriers they face.

This chapter of the dissertation provides context for this study and explains why researching women in policing is essential.

1.1: Background

Female police officers face numerous barriers to promotion in police organisations across the U.K. Historically speaking, police forces were and often still are perceived to be a male-dominated organisations, leaving women battling to find their place within it.

The first step to integrate women into police forces in the U.K was through the Sex Discrimination Act of 1975, which made it illegal to discriminate against a person because of their sex or marital status concerning a job, promotion, or training selection. (Legislation Gov.UK, 1975) however, despite this law being introduced almost 50 years ago, women still do not occupy an equal proportion of police jobs compared to their male counterparts.

It has often been believed that policing should be based on characteristics associated with masculinity, such as strength and physical fitness (Angehrn, Fletcher and Carleton, 2021). therefore, when women joined the police organisation, they were immediately disadvantaged from the inauguration of their employment in the police force because social standards saw them as the weaker sex, and the public and their male colleagues reinforced this.

1.2 Research Rationale

Research conducted by Statista (2022) in Figure 1.1 identifies the number of males vs females in policing rank roles in the year 2021. These figures highlight that police organisation are still male-dominated, and more needs to be done to encourage female employees, who are still a minority group.

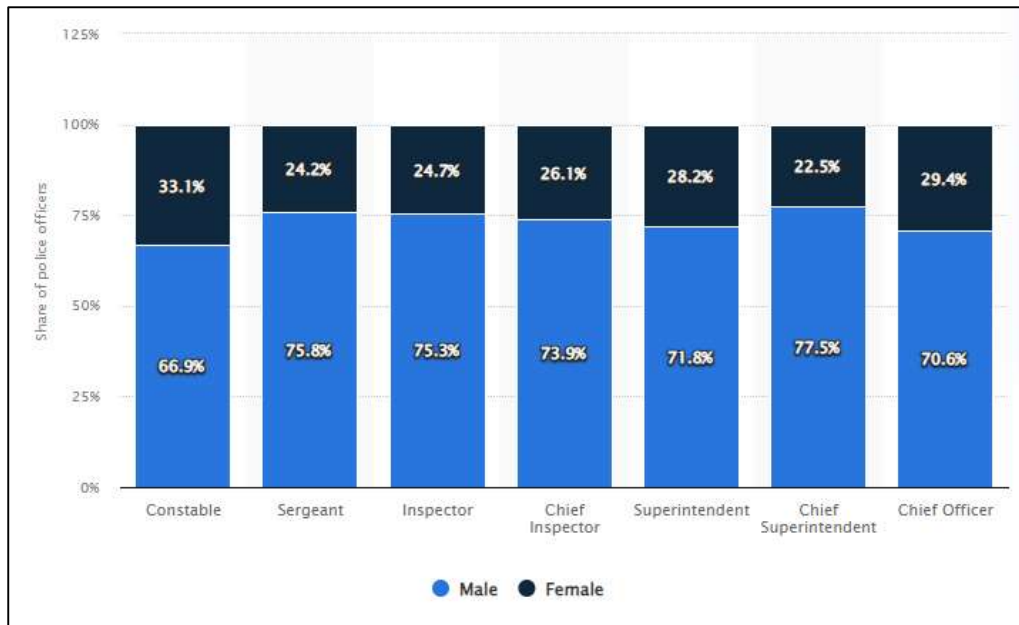


Figure 1.1: Clark, D., (2022). *Police rank distribution England and Wales by gender 2021*

There is increasing media coverage of police organisations which relates to the research topic of this study. More misconduct is being discovered by the police watchdogs every month following suggestions that the police organisations are still demonstrating misogynistic behaviour. Additionally, there is more significant evidence of bias and harassment against women police officers when seeking promotion or change of role (Brown and Fielding, 1993), highlighted in Chapter 2 literature review.

1.3: Aims, Objectives and Structure.

The aims and objectives of this research are to explore the theory that female officers are treated inconsistently due to their gender. Studies highlight areas such as sexism and unbalanced promotion by focusing on barriers women face and aid organisations in supporting women looking to climb the ranks of policing and find solutions on getting a balanced force regarding the representation of different sexes.

The aims will be achieved by completing the following objectives:

- 1: - Critically research and analyse previous and current literature through understanding barriers women face in the policing organisation whilst also reviewing misogyny. This will be completed in Chapter two.

- 2: - Identify and explore the most suitable research approach required to conduct this study.

This will be identified in Chapter three.

- 3: - Investigate primary research and analyse the data of serving police officers to seek their views regarding barriers women face and if misogyny is still prevalent in policing culture.

Common Themes will be highlighted in Chapter four, and an understanding will be gained from the analysis findings.

- 4: - Evaluate the impact of barriers women face in policing and provide recommendations surrounding the key issues women face.

This will be discussed in Chapter five and will bring the dissertation to a close by addressing critical factors to the research question.

1.4 Conclusion

This chapter successfully highlights the background surrounding the research question "An investigation into misogyny in policing by examining barriers women face" and highlights this research's aims and objectives.

The following chapters will critically analyse previous research to support this study.

Chapter Two:

Literature Review

2.0: - Introduction:

This literature review aims to provide a more in-depth review into the crucial factors that are affecting women in policing today and in addition the confidence women have in police forces. The researcher will conduct an unbiased study in identifying the issues presented and examine the current state of females in policing by evaluating challenges they face in a male dominated role and to address this studies question “An *investigation into misogyny within the police organisation by examining barriers policewomen face*”.

Several researchers have already conducted research about misogyny. However, few have elaborated enough on the common themes or offered strategies that would improve working conditions for female police officers. To make policing more appealing to women, we must recognise the barriers they face. This research will therefore critically evaluate said barriers and examine how this is affecting the workplace and indeed the potential impact on police legitimacy both inside the organisation and in the public eye.

2.1: - Exploring The Historical Overview of Women in Policing:

Edith Smith became one of the first females to be sworn in as a police constable and by 1918 the Metropolitan Police Commissioner, Sir Nevil Macready announced that the Met would introduce women to its rank to undertake patrols (Darby, 2021), By the 1920s policing was starting to change, becoming a police officer was now an option for many women. The early roles of policewomen remained until the early 1970s whereby widespread male opposition continued with a few male colleagues willing to tolerate policewomen in small numbers within limited roles (Segrave, 2014). Women became segregated from male officers however this soon changed following the Sex Discrimination Act 1975. This allowed for the integration of female officers and made it unlawful to discriminate a person because of their sex or marital status concerning a selection of a job or promotion, (Legislation GOV.UK, 1975).

Women however are still presented with barriers within the organisation, this could be displayed by the underrepresentation of women in high-ranking roles.

Data in Figure 2.1 shows the proportion of female officers by rank across England and Wales compared to male counterparts. Figures of female constables are now at 33.1%

compared to 2017 when they were at 31% (Home Office, 2017) which are displayed in Figure 2.2. This is a small increase over 4 years and women are still largely underrepresented at higher ranks.

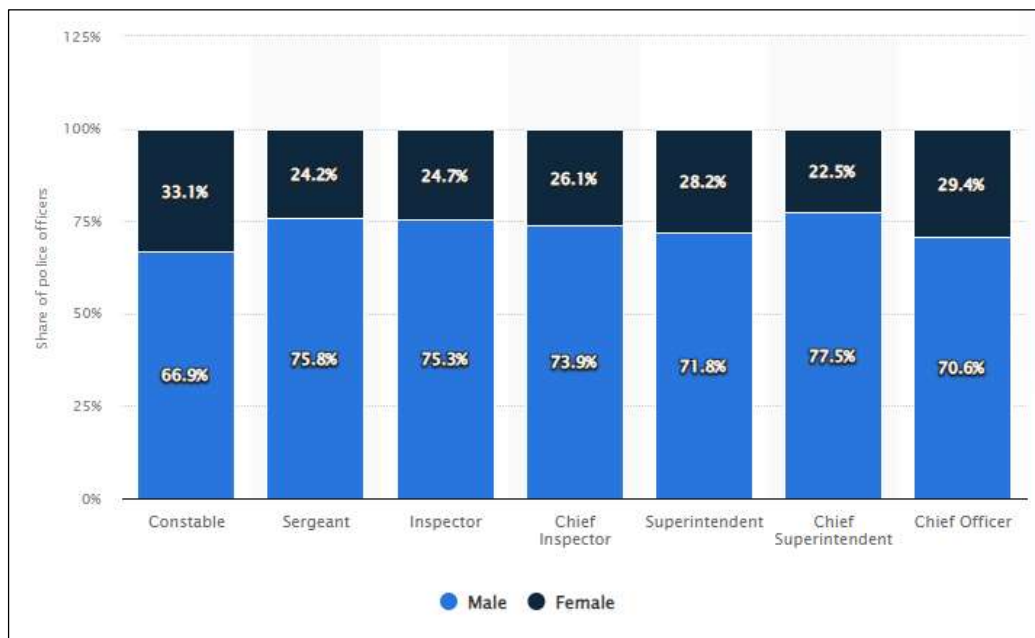


Figure 2.1: Clark, D., (2022). *Police rank distribution England and Wales by gender 2021*

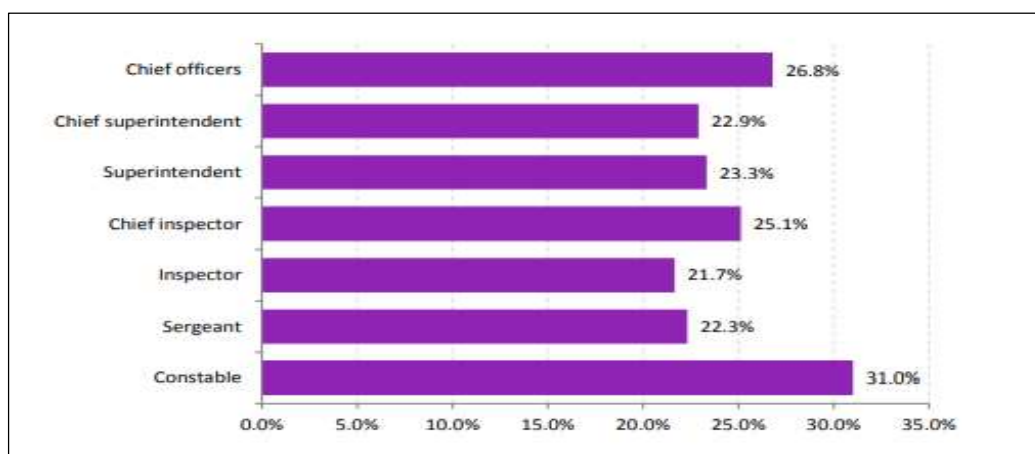


Figure 2.2: Home Office (2017). *Proportion of female police officers, by rank, as of 31 March 2017, England and Wales*

2.3: - Explore Leadership Imbalance:

Although most countries have removed barriers that prevented women from entering what is known as a male-dominated career, structures are yet to be modified for women to feel welcomed or accepted in the role as they would in other professions (Silvestri, 2013). Policing is a male-dominated role and Cordner and Cordner (2011) reasoned that male culture remains an obstacle in the recruitment of officers and that the all-boys clubs still exist along with resentment to women (Cunningham and Ramshaw, 2019). This is likely to discourage women from seeking police employment as discovered in a study from National Centre for Women and Policing whereby they stated *"Women face many additional challenges. They are usually placed under enormous scrutiny as to their ability to do the job. Sometimes the promotion is of interest to the media and the community, which can cause jealousy or resentment among peers"* (Harrington, n.d.).

Although the application process has become more welcoming for women which was highlighted by the Home Office in October 2021. They detailed, *"Forces saw more women joining the ranks to tackle criminals and protect the public from harm between July and September 2021 – with female officers accounting for 45% (1,451) of all new joiners during that time"* (Home Office, 2021) However, Feinman(1994) suggested women who remained in traditional roles were often accepted but soon as they seek development and break out of the confines of a basic role of a constable obstacles appear (Pagon and Lobnikar, 1996).

(Silvestri, 2006) stated that *"In England and Wales despite having cracked the glass ceiling in policing, the number of women holding leadership positions remains disappointingly low"*. The glass ceiling phrase has been understood to represent a variety of biases that prevent qualified minorities and women from advancing into senior roles within the workplace (Baxter and Wright, 2000, (Omotayo, Oladele and Adenike, 2002). In 1996, Britain's police service saw the first woman being appointed as chief constable named Pauline Clare at Lancashire Constabulary (The Independent, 1995) The appointment of a female chief constable it was hoped would create a new path for women wishing to progress into higher rank roles. Silvestri, (2006) argued that despite having cracked the glass ceiling, women aspiring to police leaderships roles continue to face a series of less blatant organisational obstacles today and that there is no legitimate reason why women cannot achieve the same position as their male counterparts. She argued that the illusions of women being the weaker sex and lacking the ability to accomplish police duties should no longer be rife, but they are. Furthermore, Silvestri (2006) noted that the role of policing raises stereotypical thinking when it comes to women working long hours and senior policewomen report considerable

difficulty in managing the demands of the role and family life which is seen as one of the biggest barriers for women. Questions still need to be asked, does policing sit well with family and work-life balance or is this a masculinity issue that needs to be reviewed?

2.4: - Analyse the Number of Women in Specialist Roles:

There is very little research that relates to women in policing working within specialist roles such as traffic, firearms, dog units. Traditional views of women are often perceived to be more suited to conventional roles like public protection, sexual offences, CID (Cunningham and Ramshaw, 2019, p26-37) and with that public perceptions and attitudes relating to gender stereotype roles re-enforces the image of a male dominated role (Caine, 2011). Although women are now making up a greater proportion of the police service than any other time there is still little being done regarding diversity (Home Office, 2015). Following a discussion with the Wales Online in 2015 Chief Superintendent Sacha Hatchett stated, *“Female officers work in every specialism including firearms (8% female), mounted police (57% female) and public order (20% female)”* (Misstear, 2015). Although female officers do work in specialist departments, comparing this to the proportion of male officers in these roles would suggest that these figures are still too low. Coffey (1991, P.65) researched career preferences for policewomen, it was proposed that although women had ambitions to work within specialist departments the cultural attitudes had prevented their fulfilment of applying for those roles. It was a common perception that a career in firearms would not interest women as they were not interested in carrying a firearm and didn't want to carry the responsibility of potentially shooting someone (Coulson, 2006, P.20, Caine, 2011). The assumption that women would not have the same aspirations as males is stereotypical thinking and this gender bias could therefore highlight the low numbers of women in specialist departments. Indeed, literature has suggested that female police officers are routinely disrespected harassed and discriminated against because of their sex and perceived weakness (Rabe-Hemp, 2008, 2009). Subsequently this highlights that gender bias in specialists' areas is a prevalent barrier to women applying for these roles as the stereotype perpetuates that women are not physically capable.

2.5: - Review of Gender equality in policing:

Although literature displays that the occupation of policing remains a very masculine profession, research suggests that gender equality has evolved in the workplace (Hassell, Archbold and Stichman, 2011). Moreover, it has been noted that female officers are just as capable as male officers with regards to the job specification of a police officer (Diaz and Nuño, 2021). One needs to be physically capable of pursuing a career and be able to deal with volatile situations, as well as possess emotional aptitude for the job (Bloch and Anderson, 1974, P50 -76). However even in these roles female officers may still feel the need to exceed their capabilities to prove their worth in comparison to their male counterparts. It appears that women today still need to prove that they belong in their role.

Dowler and Arai (2006) examined gender differences and obstacles faced by female police officers working in fields dominated by men. They recognized that female offices are exposed to additional stress that is created in a male dominated role and that they often experience resistance and resentment from male counterparts. Balancing the role of a police officer where the role is demanding, consists of long hours with being a wife and mother can be stressful. Women often find they must find the middle ground and act like missed family events don't phase them in order to be treated as equal and prove their value (Tenny, 1953).

This could explain why some don't have the aspiration to apply for specialist roles mentioned above. However, is enough being done to support women that do want to work their way up the ranks but don't in fear of male perception and is enough being done to help women who feel like they might suffer career-wise if they want a work/home life balance. The above points suggest not, and these barriers are still contributing to the disenfranchisement of women, and it identifies the investigation into this study regarding barriers women face but not so much through misogyny but through equality.

2.6: - Researching toxic masculinity:

In 2015 The Home Secretary described policing as being a man's world and that her department was among the first to promote the recruitment of female officers (Home Office, 2015). Policing has sometimes been difficult for some men to accept women into as they see policing tasks as inappropriate for women (Wilkinson and Froyland, 1996). The dress code of police appeared to have been devised to allow women to adapt into men, an example of this is hair must be tied back, no jewellery, no obvious makeup, no nail varnish (Caine, 2011).

This style of inherent male domineering in the police force is known as hegemonic masculinity (Barrie and Broomhall, 2012) According to Connell (2005) hegemonic

masculinity can be defined as the legitimacy of patriarchy which guarantees the dominant position of men and the subordination of women.

Masculine traits often associated with policing include aggression, physical strength, and emotional detachment (Haake, 2017, Garcia, 2003). Women are automatically seen to be weaker as they are not associated with these traits (Brown, 1998). Muftić and Collins, (2013) described the behaviour of male officers not being able to put aside their view of where women belong in society. A coping mechanism researched for women is often seen as them finding ways to fit in and being looked at as “one of the boys” to be treated as an equal to their male colleagues (Prokos and Padavic, 2002). This behaviour continues within policing today and although women have invented ways to cope with the male culture, women often feel they are outsiders who don’t belong (Acker, 2006).

Research suggests that women within policing believe they received less respect from their male counterparts because they did not conform to the masculine norms (National Institute of Justice, 2019). Women are often perceived by society to be less confrontational, and Fielding (1994) stated “*Due to the characteristics of masculine norms it is likely to result in exclusionary behaviour towards the opposite sex.*” (Fielding, 1994, p47). When a woman joins the organisation the recognition of the skills and qualities she can bring are not recognised (Martin, 1993) which undermines women and creates division between the genders as well as women having to adapt to fit the norms of police culture to be accepted (Leger, 1997). This further lengthens claims that this division is a substantial barrier that women must overcome.

2.7: - Evaluate the impact of misogyny in police service:

Misogyny over the years has evolved as an ideology which has engulfed society (Chaudhury, Srivastava, Bhat and Sahu, 2017), Institutionalised sexism in the ranks of policing has been widely published through the media today to which critics claim has eroded women’s trust in the police. (Wolfe-Robison and Dodd, 2021). Research has indicated that women officers have stated that harassment and sexism are normalised whereby they don’t report unethical behaviour (National Institute of Justice, 2019 Rachel Swann (2021) expressed “*Although banter regarding race and sexuality is off-limits, gender is still okay to joke about*” (Police Federation,2021).

Many organisations blame several ‘bad apples’ rather than institutionalised sexism (Smith, 2021), Former Met Police Chief Superintendent Parm Sandhu detailed that “*Policing has a very sexist and misogynistic culture within its organisations and female officers don’t always report unethical behaviour because their male colleagues’ close ranks*”. (Peacock, 2021).

Following an investigation into the Metropolitan police by the Independent Office Police Conduct several misconducts were raised regarding sexual harassment, bullying and banter used to excuse oppressive and offensive behaviour (IOPC,2022) As a result of the investigation female officers informed the IOPC they would often be treated as the “weary female” and that it was part of police culture that they should accept it or leave. In addition, reports of sexual harassment within the Metropolitan police were also not investigated. In conclusion failure to report or investigate unethical behaviour is likely to have a huge impact on police legitimacy. As a result, women are less likely to report crimes of violence or sexual nature due to the mistrust displayed through organisations. Due to years of women facing sexism have they become conditioned to the way they are treated within the organisation.

This section addresses the research question around misogyny still being prevalent in policing today. It is important to note that misogyny has not disappeared but appears behaviour women have become conditioned to and is therefore not being addressed accordingly. Or could this be due to organisations feeling embarrassed that misogyny is still within the ranks of police organisations and is accepted to be the norm of police culture?

2.8: - Identify Public Views on Police Service:

Misogynist behaviour has been reported within the ranks of the Metropolitan Police in their home lives, whereby police officers have domestically abused their partners and belittled them. The impact of this lack of recognition of domestic abuse, coupled with misogynistic behaviour places victims in a no-win, dangerous situation (Carrillo, 2021).

Public confidence in policing is an important topic. Police heavily rely on public trust; however, confidence has severely declined following media incidents involving the Metropolitan Police including the murder of Sarah Everard who was kidnapped, raped, and murdered by a Metropolitan police officer. A survey by Beth Mann (2021), found that 48% of women said their trust had diminished since the murder of Sarah Everard (See Figure 2.3) this has been compared to Figure 2.4 and Figure 2.5 where YouGov (2022) have been able to research over the years public trust and confidence.

The murder of Sarah Everard has put misogyny in the police force under the spotlight with many suggesting the Metropolitan police failed to prevent the murder of Sarah Everard due to the overlooking of problematic behaviour within their ranks. During the crimes of Peter Sutcliffe “The Yorkshire Ripper”, police misogyny did not go unnoticed. Literature has highlighted how male violence connects to misogyny along with victim-blaming which was illustrated in the cultural habits of police officers involved in the investigation of the Yorkshire

Ripper (Caputi, 1987, Hollway, 1981, Smith, 1992) Policing during this time was predominantly made up of men who displayed this culture of misogyny and this was reflected during the investigation Assistant Chief George Oldfield who the led the investigation only appeared to take the case seriously when it was suggested that Sutcliffe murdered Jane McDonald a non sex worker. It could be argued that the misogyny was such that certain women were not as worthy as others because of their status in society.

The recent outrage surrounding Met Police investigations suggests to the public that policing has not evolved, and misogynistic behaviour is still rife within the ranks. The public following this are beginning to ask vital questions surrounding how the public can have trust in the police, when those who have a duty to protect, abuse their position.

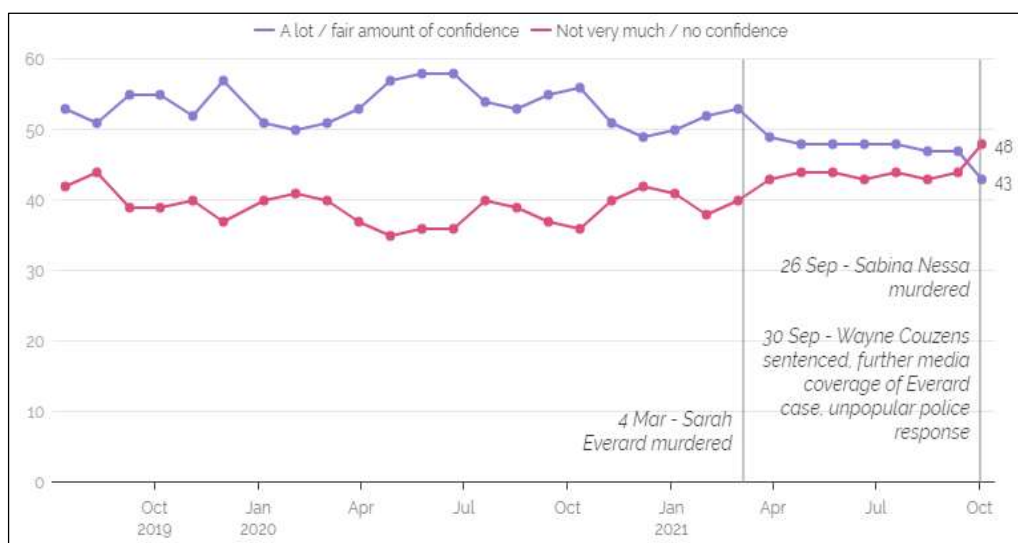


Figure 2.3: Beth Mann (2021) . *More Britons now unconfident than confident in the police to deal with crime locally.* YouGov

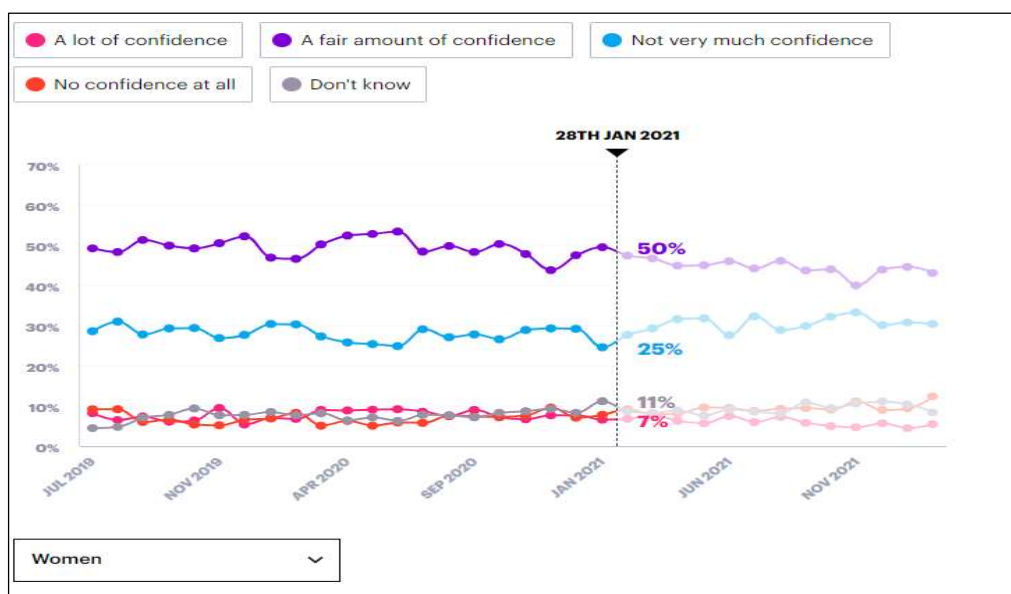


Figure 2.4: YouGov (2022), How much confidence Brits have in police to deal with crime



Figure 2.5: YouGov (2022), How much confidence Brits have in police to deal with crime, November 2021.

2.9: - Purpose/Findings of the Study:

The purpose of this study was to review current literature available to identify areas for improvement or gaps within literature. Research shows findings ranging of females by rank roles and competency it does not show female officers within specialist areas. As a result, it identifies gender equality issues and women potentially encountering barriers working within male dominated roles.

Research conducted by Statista stated that *“In England and Wales in 2021, there were 69,995 male police constables, 36,606 female police constables”* (Statista,2022), furthermore Anthony France (2021) stated *“Less than one in three Met police officers are women”*. This suggests that The Metropolitan Police is an area of interest that indicates challenges facing females in policing regarding male to female ratio.

Chapter Three:

Research Methodology

3.1: - Introduction:

This chapter seeks to reach objective two of this study which is:

First, identify and explore the most suitable research approach required for this study.

This chapter provides a detailed explanation of the selected methodology and research process used for this study, followed by an account of the process that details accessing, sampling, and interviewing police officers of all ranks and departments and the ethical consideration involved.

Overall, this study aims to investigate whether misogyny is commonplace within policing organisations, its effect on women inside the organisation regarding barriers they face, and its impact on their careers.

Research is described as creative and systematic work undertaken to increase the stock of knowledge (Frascati Manual, 2015, p28), with Graton and Jones (2010, p8) observing two main types of research, Primary and Secondary.

Primary research is described by Graton and Jones (2010, p8.) as the research involved in the collection of original data with a specific purpose. In contrast, secondary research refers to research collected from previous studies and is not authentic.

Due to gaps in literature noted in Chapter two, primary research allows the researcher to explore this study question in more context.

It will be discussed throughout this chapter how this study intends to conduct its research, allowing a better understanding of the research process.

3.2: - Creswell and Creswell Framework:

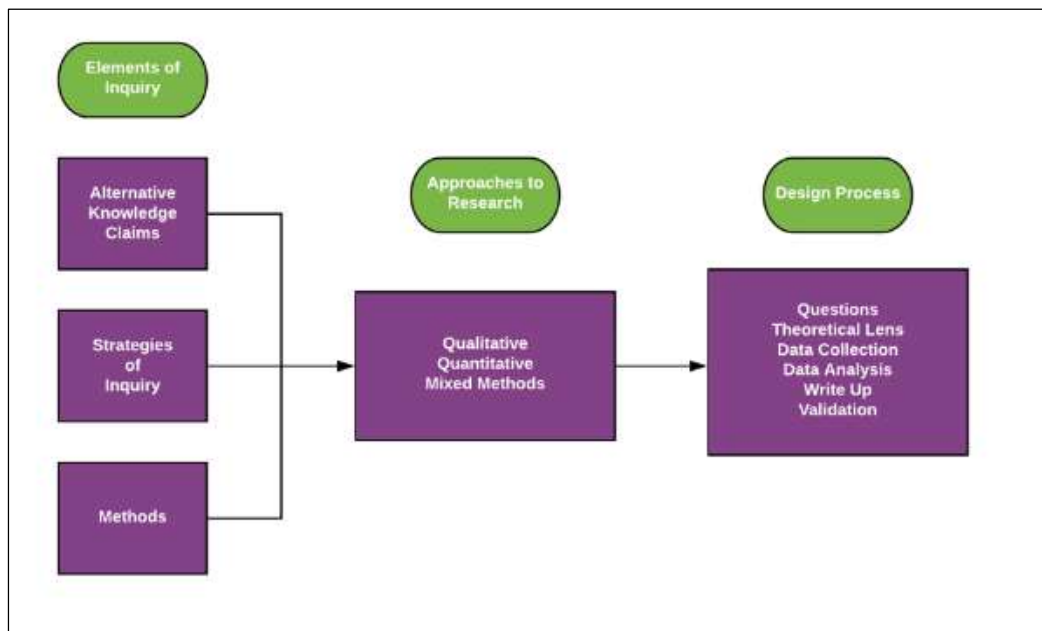


Figure 3.2 - Creswell and Creswell's (2018) Framework, Research Methods, 2019).

Academic writing focuses on several methods for collecting primary data, one of which is to follow Creswell and Creswell (2018) Framework (Research Methods, 2019).

The diagram in figure 3.2 highlights the chosen research process for this study, with each section showing a research method that has been undertaken to complete this research.

3.3: - Rationale / Research Approach:

The first area of the Creswell and Creswell Model (2018) refers to the type of research a researcher might undertake when conducting a study by looking at several research philosophies. This way of thinking will outline the approach to researchers' questions, help select the appropriate method and understand findings (Sahay, 2016). Sahay (2016) further explained that choosing a suitable strategy is vital for accomplishing research. The techniques include positivism, interpretivism, pragmatism, and realism.

Interpretivism is the philosophical strategy that will be taken for this project.

Myers (2008) described that interpretivism helps the researcher understand the meanings and intentions of the persons being studied. Additionally, Nickerson (2022, para 1) suggested that "*Interpretivism is an approach to social science that emphasises individuals'*

beliefs, motivations, and reasoning in a social situation.” Therefore, it will support the study undertaken to get a broader context of feelings and motivations when answering questions.

As evidenced in Figure 3.2 by Creswell and Creswell (2018), there are three types of research approaches. Creswell and Creswell (2017, Chapter 1) stated that research approaches are plans for research that differ from assumptions to data collection, analysis, and interpretation methods. They suggested that a study tends to be more qualitative than quantitative, whereas mixed methods reside in the middle as it incorporates elements of both qualitative and quantitative approaches (Creswell and Creswell, 2017, Chapter 1).

A Qualitative and Quantitative approach will be used for this study by using Creswell and Creswell's (2018) framework to guide all stages of research.

The researcher has chosen this framework and method to guide all facets of the study. A mixed-method approach has been selected to generalise findings and develop an understanding of women's perceptions regarding how they feel treated in police organisations when referring to barriers they face. Data can be analysed from open-ended questions by gaining participants' views and instrument-based questions through collecting numerical data with pre-set questions. The selection of instruments that will be used to collect data is a crucial step in the research process (Bastos et al., 2014).

It was stated by Ary et al. (2010, p214) that observation, interviews, and document analysis are the most common instruments of qualitative research, whereas quantitative research can include surveys or checklists.

Creswell and Creswell (2018) suggest that decisions about the choice of a design are further influenced by the issue being studied, the personal experiences of the researcher, and the audience for whom the researcher writes. In addition, the research method chosen allows for in-depth analysis and comparison to current literature.

Anpar Research (2020) devised a table of the advantages and disadvantages of Qualitative and Quantitative research highlighted in Figure 3.3 below.

Pros And Cons Of Qualitative Research vs Quantitative Research	
Qualitative Research	Quantitative Research
Pros	Pros
Explores attitudes and behaviour in-depth	Larger sample sizes
Encourages discussion	Impartiality and accuracy
Flexibility	Faster and easier
	Data is anonymous
	Offers reliable and continuous information
Cons	Cons
The sample size can be an issue	Limited by the set answers on a survey
Bias in the sample selection	Research is not carried out in their normal environment
Lack of privacy	Unable to follow-up any answers given
Whether you are using a skilled moderator or not	

Figure 3.3: Anpar Research (2020)

By reviewing figure 3.3, Qualitative research appears to be more personal and helps gain a better understanding of views to answer this study's question. However, on the contrary, Quantitative research allows for a larger sample audience for a broader context of analysis which can help address the research question in a wider setting.

Figure 3.3 demonstrates the differences between the two methods.

Both methods allow for a better understanding and opposing perspectives on women's barriers in policing.

With any research method, there are positives and negatives. For example, it's been suggested that employing open-ended questions through qualitative research becomes valuable for building relations between the researcher and participants (Renzetti Lee, 1993). However, Patten (2016, P3) argued, "The *Disadvantage of questionnaires is that some respondents may be swayed by social desirability. That is, they may give answers that they think are socially desirable-even if they are not fully accurate*". Additionally, all participants are informed that the information they provide will be confidential, and they will not be named in this study but referred to as participant numbers. Therefore, it may be felt they won't

answer truthfully due to fear of being exposed and will answer how they think the organisation would want them to respond.

3.4: - Methodology Proposed Strategy:

The research strategy for this study was planned to be a quantitative approach. However, due to the limited information received and set questions, the research strategy will now be a mixed-method approach emphasising persons' experiences and opinions in the form of qualitative interviews employing questionnaire-style questions.

Through conducting questionnaire interviews, it allows for different viewpoints and perspectives when analytically analysing findings by comparing these to the questionnaires that will be of multiple choice and through a Likert scale in a quantitative approach. The Likert scale described by Vogt (1999, p284) *"A Likert scale is commonly used to measure attitudes, knowledge, perceptions, values, and behavioural changes. A Likert-type scale involves a series of statements that respondents may choose from to rate their responses to evaluative questions."*

Participants of the questionnaires were male and female officers of different ranks. These included Police Officers, Sergeants, Inspectors, Chief inspectors, and Chief Constables. Interviews were made up of female participants that again had the above ranks.

All participants have different years of service and experience, and participants were from the Gwent Police Organisation.

Engaging with people of different ages, backgrounds, and service levels enlightened and aided the study to gain insights into different perspectives and experiences during their careers; additionally, a wide range of ages allowed for different viewpoints on how society today.

The reason for having men and women complete the questionnaire is to understand different perspectives against genders when it comes to barriers. For example, do men see women's obstacles in the organisation they work in?

The chosen ranks allowed the study to be analysed through position in the organisation. Do the barriers become less noticeable the higher rank you are? This was compared to years of service to analyse how long it has taken a female to reach senior positions, to get the role

they want and what has blocked them from getting where they want to be concerning equality in the organisation.

Women were the only participants in the interview-style questionnaire, which consisted of multiple-choice and open-ended questions. The reason for this was to allow for a women's viewpoint in an open discussion, whereby observations and attitudes could be seen when asking questions; additionally, a detailed discussion could be had on their experience, which has aided this study and comparing it to literature.

3.5: - Techniques /Data Collection:

Participants who participated in this study were given a brief before engaging with this research. This brief can be seen in Appendix A and B.

Due to time constraints and individual commitments, a questionnaire survey was sent through internal communications for people to participate in the study anonymously through Microsoft forms. This returned thirty participants. A blank copy of this questionnaire can be seen in Appendix D containing 38 questions.

An Internal post was posted asking for female participants to get in touch with the researcher to participate in a questionnaire interview regarding the study, ensuring that they would remain anonymous.

The researcher gained ten Participants that were able to take part in the Interview-style questionnaire. A blank copy of the interview sheet can be viewed in Appendix C.

Everyone was chosen due to their level of police service and policing rank all selected participants for the interview identified as female. The researcher felt that interviews should be conducted with females to allow for authentic responses and a better understanding of in-depth knowledge of barriers women face through open-ended questions.

All participants were from Gwent Police Constabulary; however, it has been identified to obtain a broader context of this study, other police organisations could be considered for future studies.

3.6: - Data Analysis:

The primary research gathered through interviews was through digital recording on Dictaphone to allow for the flow of discussions and not to be interrupted by note-taking. The tapes were listened to and transcribed manually to identify patterns and trends. These were compared to the answers from the questionnaires. Transcripts have not been provided in this study as they may uncover participants through responses to the questions.

The data from questionnaires was analysed through the Likert Scale. The Likert scale is often used to capture data that can be difficult to measure should a participant be asked directly (Chimi and Russell, 2009, p1-10). However, it is also important to note the disadvantages of using this method in questionnaires. For example, LaMarca (2011, para 2) suggested the Likert scale does not force participants to take a stand but form an agreement on a topic. Therefore, the Likert scale approach may fail to measure the actual attitudes of participants should they neither agree nor disagree with the question.

3.7: - Limitations:

The demand for policing has increased over recent months, which can affect conducting interviews. To overcome this, the date and time will be arranged with participants who prefer a team's call should that be a more straightforward method to conduct the interview.

Additionally, the researcher may be presented with issues surrounding the face-to-face interviews due to the increase of Covid; some participants may not be able to attend; therefore, an arrangement will be made to conduct interviews through team meetings.

The sample size of the questionnaire is limited as the researcher has only distributed this to Gwent Police Officers; this may limit the data received to compare to literature and potentially identify significant trends.

When conducting both research methods, it is essential to note that the researcher may hold biased views due to cultural backgrounds, which can affect study legitimacy. Nevertheless, the researcher must conduct research ethically and open-mindedly; data obtained appropriately support this study's discussion.

3.8: - Ethical Considerations:

Although it's not possible to foresee risk to participants, it is possible to anticipate ethical dilemmas (Creswell, 2009). The ethical dilemmas could consist of conflicting feelings when answering questions with the sense of betrayal should the answer to the question conflict with the organisation's ethics. Therefore, the researcher will ensure ethical consideration will be applied to all participants, ensuring that they understand their identity will remain anonymous and explain to participants the reasons for the research. Furthermore, it informs them that they have the right to withdraw from the study at any time.

Refer to Appendix F for reference to ethical considerations undertaken in this study

3.9: - Conclusion:

This chapter has successfully identified and explored the most suitable research approach required to conduct this study and has achieved objective two.

The next chapter of this study will analyse the data collected during the collection phase of the research.

Chapter Four

Data Analysis and Findings

4.0: - Introduction:

This chapter discusses the findings and results of the primary research collated from the mixed-method approach mentioned in Chapter three.

This chapter will present and examine the researcher's primary research data.

A questionnaire was formatted through Microsoft Forms for participants to partake voluntarily through a link posted inside the Police Organisation which received 30 respondents, 11 male and 19 female participants.

During this chapter, the data analysed will be on specific questions answered from the questionnaire and interview.

The analysis of these questions will aim to see if they agree with the literature reviewed in past chapters or if there is conflicting evidence.

Both Appendix C and Appendix D contain unanswered interview questions and questionnaires. To protect the confidentiality of higher rank positions, the researcher did not provide a transcript of the interviews.

In Appendix E, you can find the results of the questionnaire survey.

4.1: - Data Analysis

Data Analysis is the collating and organising of information to allow patterns to become more evident in what the research aims to achieve (Bryman and Hardy, 2009). For example, this chapter's data analysis will address the researcher's question, "Does misogyny exist in police by examining barriers women police officers face".

Data for this research was obtained through a qualitative and quantitative approach. Both methods allowed for swift response in getting data and identifying topic areas. Each participant will be given a number to assist in examining the data.

4.2: - Analysis of Qualitative and Quantitative Data Gathered

To assist with data analysis, the Likert scale helped with the questionnaire format and allowed data to be formulated into graphs, making it easier to understand. Due to the small group of interview participants, it was easier to identify themes and compare them with the Likert scale graphs by relistening to recorded interviews.

Participants consisted of different genders for the questionnaire and only female participants for the interview.

The questionnaire comprised 30 respondents aged 40 years or younger who participated voluntarily.

The questionnaire enabled respondents' perceptions of barriers women faced in policing and had an open box at the end to add comments.

Ten participants reached out to participate in a face-to-face interview posted on internal police systems. These were all female participants with a wide range of policing experience. The results indicated that various ranks and departments participated in this study ranging from 4 – 21+ years of police service. However, it appeared more females participated than men in this research.

Studies have highlighted women respond in a more significant proportion than men about taking part in surveys and interviews (Curtin, Presser and Singer, 2000).

Brink (1993) explained A vital component of any research is validity and reliability. Good research can be differentiated from poor research by paying attention to these two aspects and can help ensure that findings are credible and trustworthy.

4.3: Questionnaire Analysis:

4.3.1: -Theme One: Does sexual harassment exist in policing

In response to the question "*Sexual harassment exist in policing*", 63% of participants disagreed with this statement, as shown in Figure 4.1.1 below. However, 50% of participants agreed that sexism and harassment are normalised in policing, as shown in Figure 4.1.2.

This supports theories found in chapter two's literature review by suggesting that sexism is seen as subtle rather than overt (Swim and Cohen, 1997). Gender banter is often linked to sexism, as found in previous research, and is usually done publicly but can be delivered subtly (Page, Pina and Giner-Sorolla, 2015).

In this study, 50% agreed that gender banter is a joke. However, there was only a 5% difference among those who disagreed, as shown in Figure 4.1.3 below. This could be down to the perception of the person receiving the banter. In contrast, 13% agree that they don't see anything wrong in gender banter, as shown in Figure 4.1.4 below; however, banter can often lead to a hostile work environment. Additionally, it demonstrates the strengthening of negative male culture in policing through subtle sexism. This has been evidenced in research by (Cunningham and Ramshaw, 2019), where they have highlighted participants continuing to provide examples of their experiences of sexist views, derogatory perceptions, and unethical banter of ranked women officers.

Figure 4.1.1

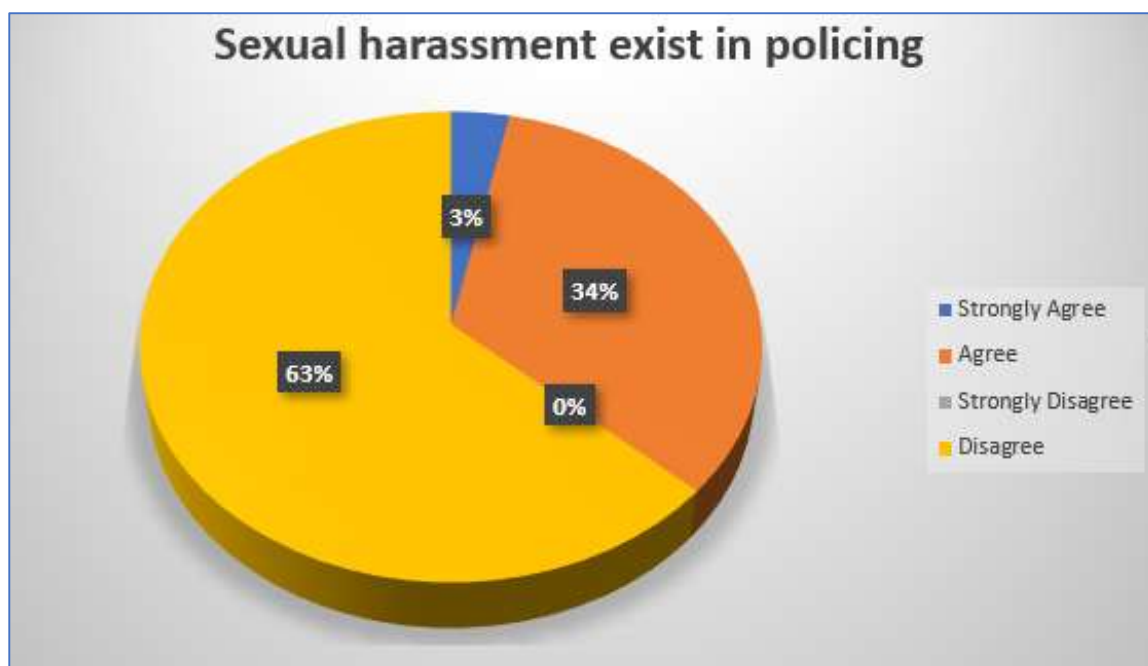


Figure 4.1.2

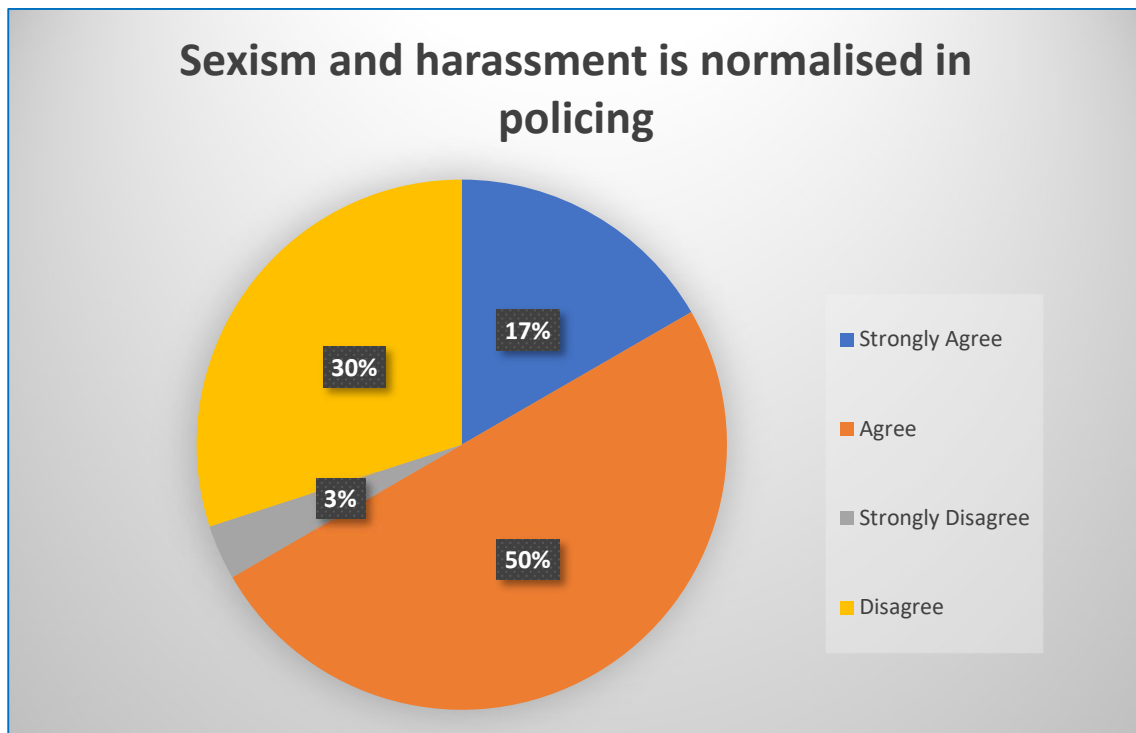


Figure 4.1.3:

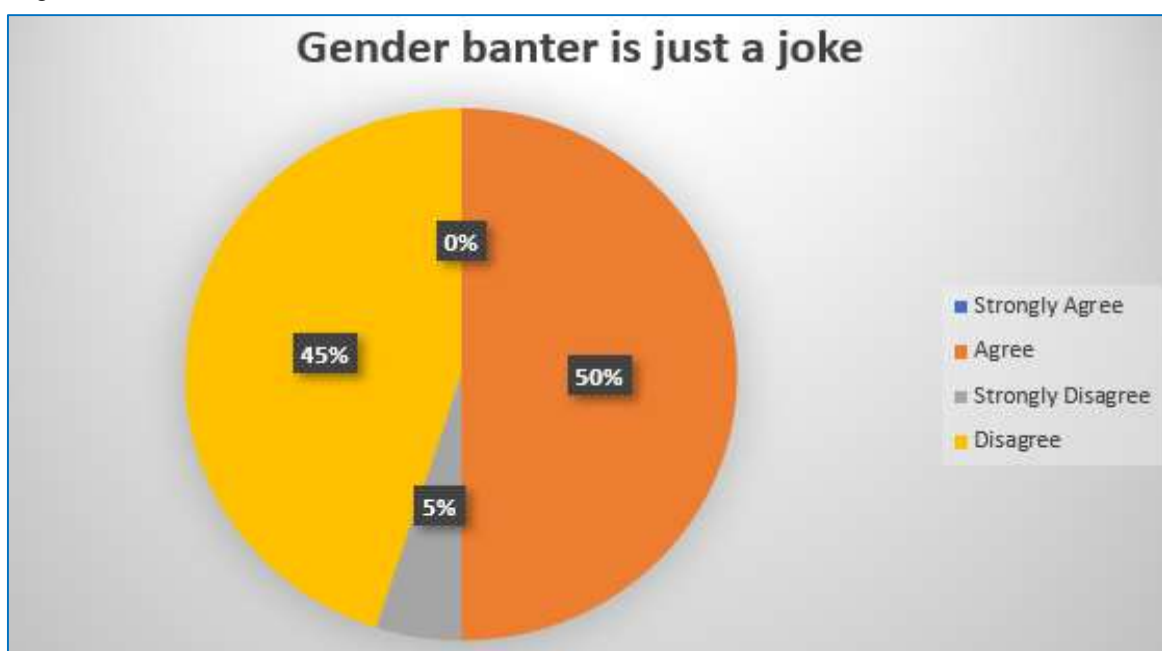
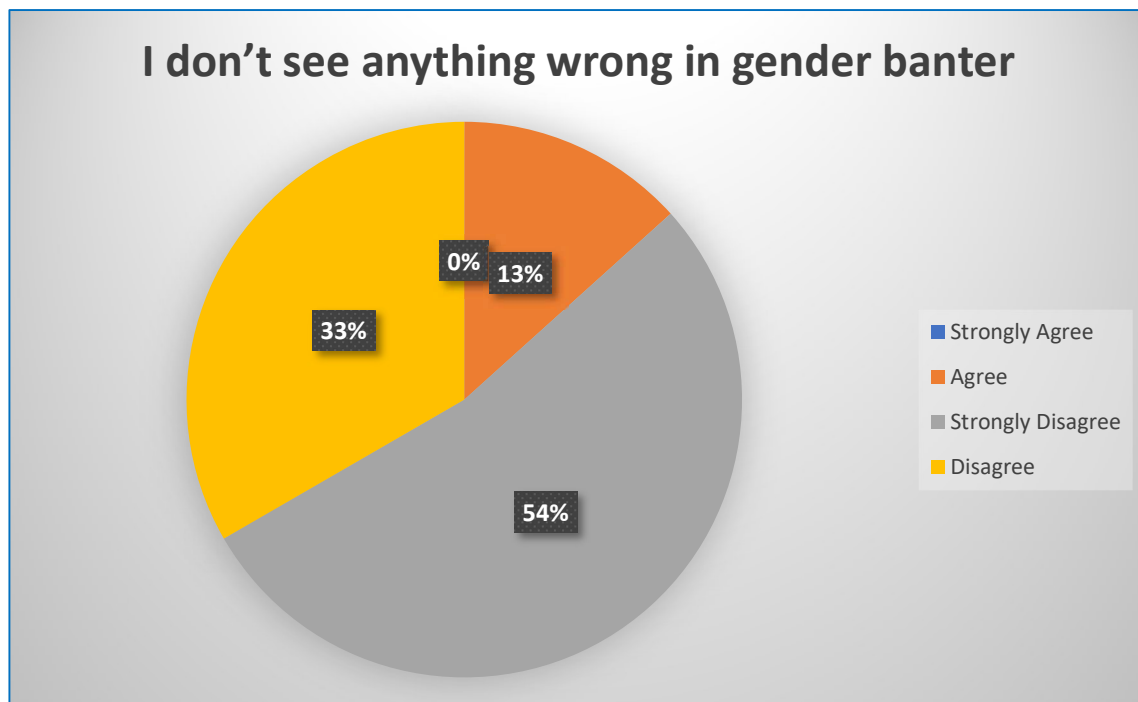


Figure 4.1.4:



4.3.2: - Theme Two: “Female officers do not move up the rank because of responsibilities of family and children”

Having a family and children is often seen as one of the crucial barriers women face in any job profession, and this appears to be no exception in policing. As shown in Figure 4.2.1, 80% of participants agreed that women do not move up the ranks in policing because of responsibilities at home. This would appear to agree with the stereotypical thinking that Silvestri (2006) noted in chapter two.

This specific question asked in the questionnaire of 30 participants was the only one that showed a noticeable consensus of barriers women face. In addition, it was noted as the most significant barrier women meet, with 15 participants stating that personal (family, shift work) contribute to barriers women face, as shown in Figure 4.2.2.

It was also highlighted in the promotion process / applying for specialist departments question regarding it being more challenging for female colleagues. 50% of participants agreed that it was more challenging shown in Figure 4.2.3. This supports previous research by Cain (2011). He suggested that public perceptions and attitudes about policing reinforce gender stereotypes regarding specialist departments and that women remain in the minority in most specialist police departments.

Figure 4.2.1

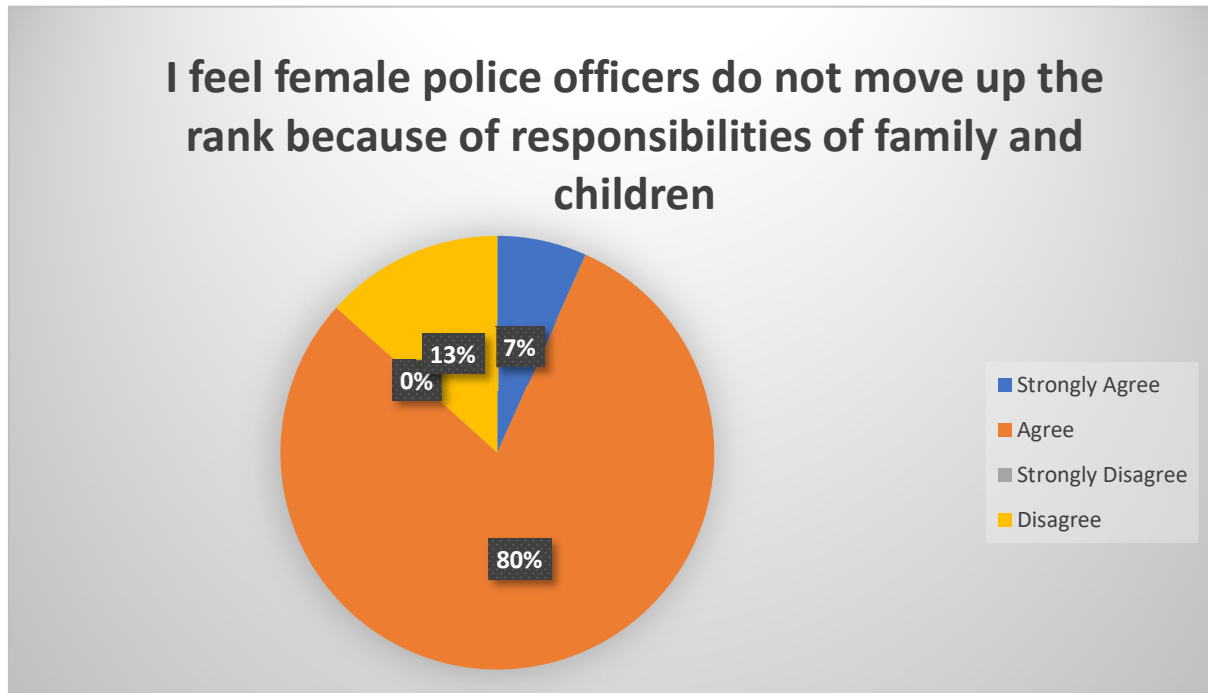


Figure 4.2.2:

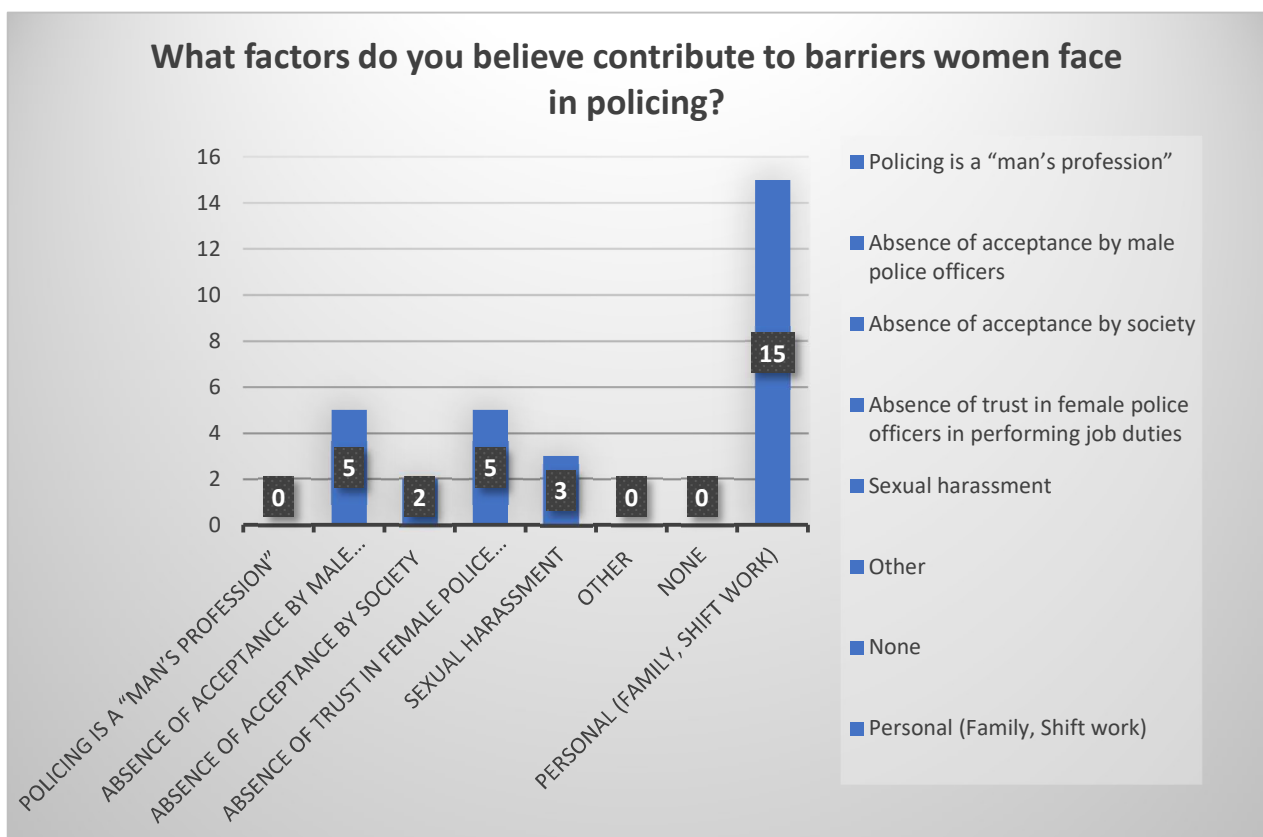
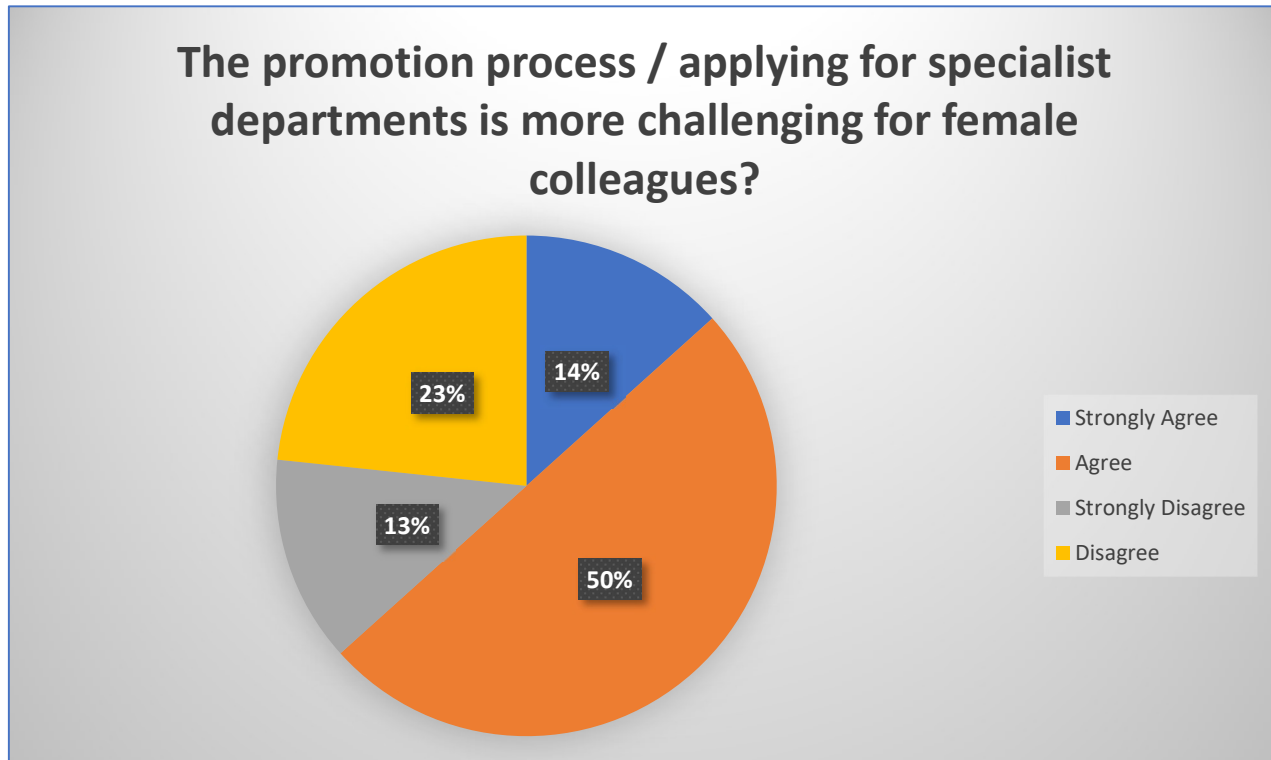


Figure 4.2.3



4.3.3: - Theme 3: “Applying for promotion including specialist areas”

Promotion of women officers to higher rank positions and specialist areas has not been well studied, with incomplete research suggesting women face an unequal barrier compared to their male colleagues, whereby they have been subjected to sexual harassment and that promotions would be based on their gender and not qualifications as researched by Archbold and Schulz (2008).

To develop the barriers women face when applying for promotion, 10 participants were asked a series of open questions. The first question regarding promotion was, *"Have you applied for a promotion or have you applied for a specialist department"*. 4 Participants stated they had applied for an upgrade, and four said they had applied for a specialist department. The remaining 2 participants had not applied for any.

Participant 8 stated they had not applied for a promotion or specialist department. When asked "Why," they said, *"I have children at home, and I don't feel there is enough flexibility in these roles. I feel it is a taboo subject when you apply for a new role and mention Flexi hours, in fear it will not get the role because of your flexibility"*. This supports the literature that shows that incompatibility with family responsibilities was the primary barrier to seeking promotion (Davey, 2020).

Furthermore, Participant 1 stated, *"I have returned from Maternity, and as much I want to apply for new roles, I don't feel that these positions would consider me due to the hours I can work. So, this is mine and many others on Flexi hours barrier."*

Participant 5 stated they had applied for a specialist department; however, they did not get awarded the position. They said, *"I applied because I feel my skills match the role of RSPO, and after being in the job for five years, I felt confident to apply."*

They were asked their perception of that department, and they stated, *"I think it's a great department to work on; however, it is a male-dominated role, so I had a feeling I wouldn't get the position as they know who they want really. I don't think many women got the role"*. This reflects this study's question regarding misogyny being a barrier women face. Was there fair treatment during this recruitment process, or is there a pre-selection process that needs to be addressed to ensure an appropriate playing field for all?

Reflecting on the questionnaire of 30 participants, they were asked if "Gender inequality is present in police departments" 47% of participants agreed that it did, and 30% disagreed, as shown in Figure 4.3.1, which appears to be a close divide between participants. Additionally, there were comments alongside this question. For example, participants stated that inequality has improved and is not seen within the organisation as much as it used to be. Still, in contrast, Figure 4.3.2 displays that 46% of participants agreed that gender inequality does exist in police organisations; however, this may not necessarily be the one they work for. It is essential to document that this figure may have been influenced due to hostile media presented of the Metropolitan Police being labelled as intuitionally sexist (Nolan, 2022).

During the interview questionnaire, all 10 participants were asked, *"Do you believe there is gender inequality between police officers?"*. 70% had stated "Yes," and 30% had stated "No" shown in Figure 4.3.3. This appears to match the literature proposed by Silvestri (2006), whereby women face a glass ceiling regarding promotion. The theory is supported by participants 5 and 8 responses above. For women to climb the ladder in policing, they need to tackle a gender bias opinion that they can do the job regardless of their status and commitments. Despite the progress women have made in the police force, there appears to be continuing resistance from males to include women in policing.

Women in policing still feel the role of policing is male-dominated, and they are potentially being overlooked over their male counterparts. Additionally, concerns about not applying for promotion over the fears of flexibility when supporting a family are highlighted between two separate groups regarding equality.

Figure 4.3.1:

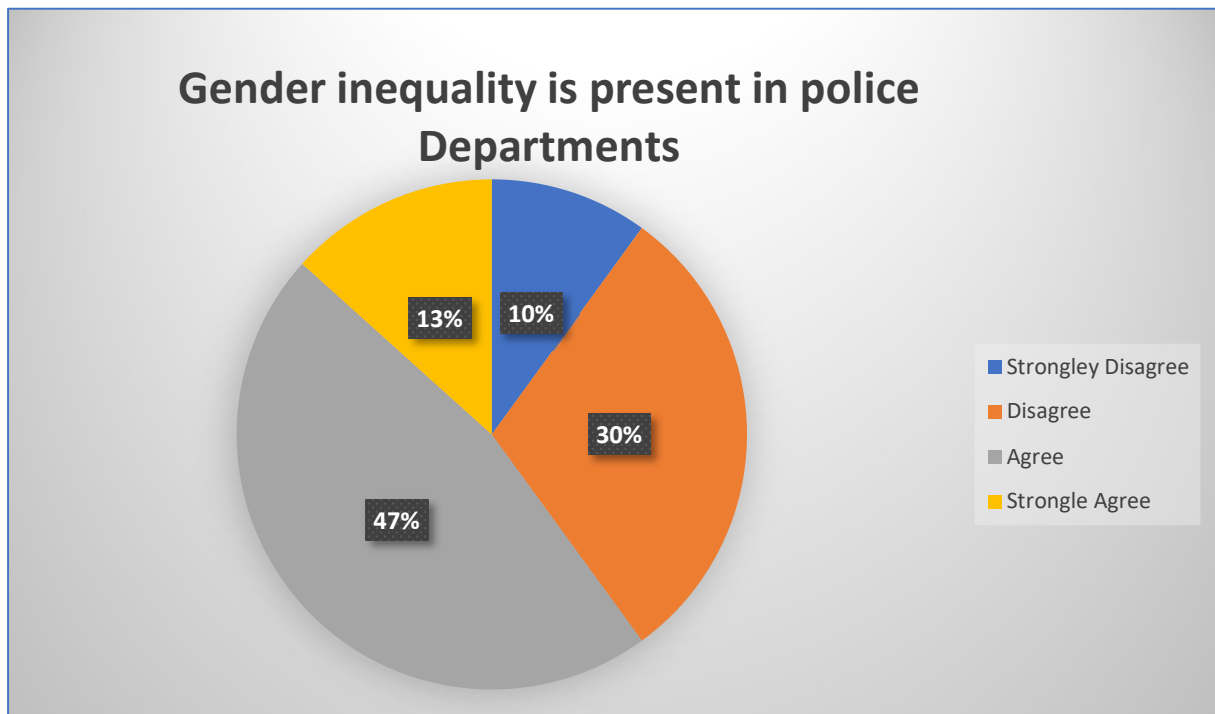


Figure 4.3.2:

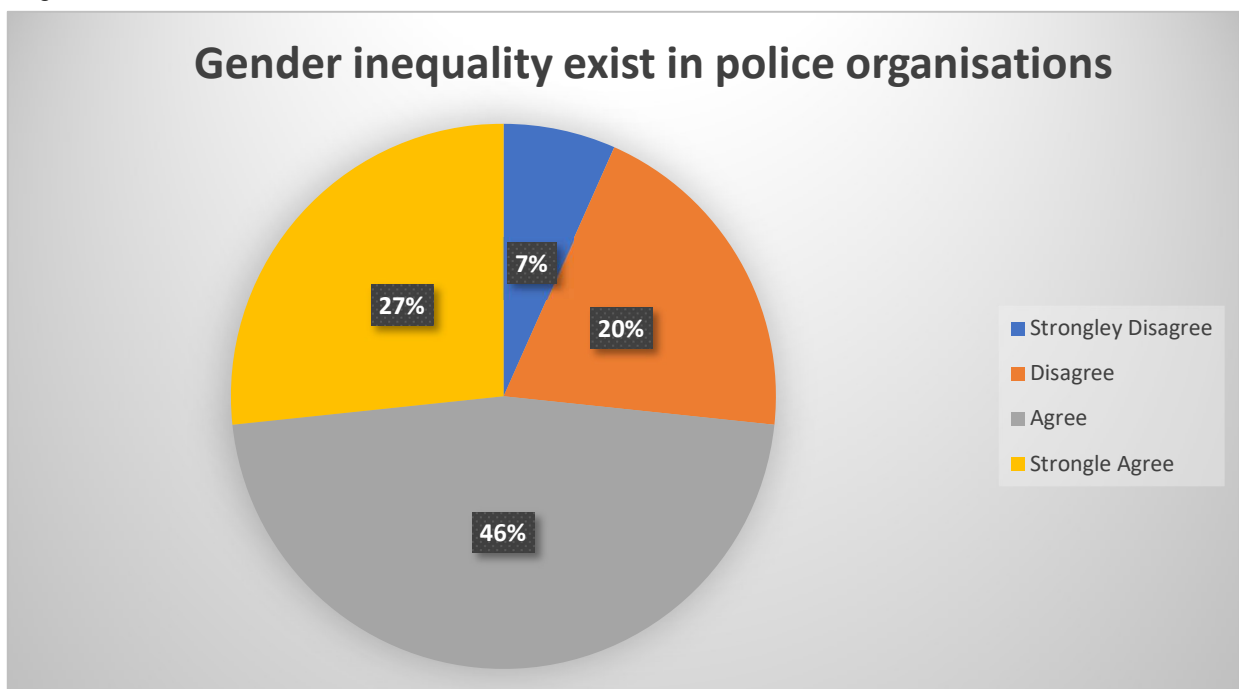


Figure 4.3.3



4.3.4: - Theme 4: What is necessary for women to be proportionately represented in leadership position”

The consensus from participants regarding this open question is that policing no longer has the stigma of being a man's job as it once did. Many suggested that it was difficult for some professionals to gain professional credibility; however, this has changed. The barriers when joining, seeking promotion, or applying for specialist roles are diminishing, and women are now proportionately represented, as equality has hugely increased compared to previous years. This is shown in leadership positions in the organisation in which the research was undertaken.

Many suggested that family life was a crucial barrier in years previous.

Participant 1 stated, *"When I started many years ago, flexibility was not a thing, and there were no roles that could help me in a flexible working pattern; however, this has since changed with many legislations supporting a fair workplace".*

Participant 2 suggested, *"Some women can achieve by having a great support network around them; however, this may not be the case for everyone, and it is the wider support that is the greatest blocker to anyone in policing – not just women".*

A trend can be identified here by referring to Participant 1 and Figure 4.3.1. Based on history, women potentially have predisposed ideas of how they will be treated upon returning to work from maternity or needing support through childcare. Women need to feel empowered and not be ashamed to challenge behaviour. Be confident in applying for roles knowing that society's views have changed, and policies are in place to stop unethical and unfair treatment when used for promotions.

4.4 Summary

The main findings of this chapter revealed that women are starting to feel represented in higher rank roles, but not so much in specialist departments. The prominent challenge women felt they faced was finding a balance between professional life and family life because the shift work and the role of policing do not come with much flexibility. It was highlighted within gender inequality that women now appear and feel equal with their male counterparts. The stigma that policing is a man's profession was not so apparent, and participants felt that women are capable of being police officers. However, the majority accepted that men are naturally the more vigorous sex. Therefore, it is assumed that women may require their male counterparts' help when dealing with a violent individual when a hands-on approach is needed.

Sexism in policing has often been researched, and in this case, the organisation where the research was conducted agreed that it exists; however, it is not as overt as it once was. Although it concerned that most participants felt it was normalised, so, therefore, is it not correctly addressed or is that women are now accepting it as a way of life?

The implications of these findings will be discussed in more detail in the final chapter, Chapter five.

Chapter Five

Findings, Conclusions and Recommendations

5.0: Introduction

The previous chapters of this dissertation have directed this study through research, planning and analysis. The most recent chapter presents primary data findings analysed through qualitative and quantitative methods utilising interviews and questionnaires. Throughout this study, chapters have achieved set objectives. This final chapter will aim to reach the final goal "*Evaluate the impact of the barriers women face in policing and provide recommendations surrounding the key issues women face*".

The conclusion of this chapter will discuss the research question "*An investigation into misogyny within the police organisation by examining barriers to women in the police force*", as well as the study's limitations and potential future research.

5.1: Completion and Achievement of Objectives

1: - Critically research and analyse previous and current literature through understanding barriers women face in the policing organisation whilst also reviewing misogyny.

- An examination of existing literature was carried out within Chapter two, which focused on previous and current literature on women in policing concerning the barriers they face.

2: - Identify and explore the most suitable research approach for this study.

- Suitable methods to conduct research were identified in Chapter Three. The researcher understood the most appropriate way to get the study's broader context and the right option identified as a mixed methods approach and an interpretivist approach to gather data.

3: - Investigate primary research and analyse the data of serving police officers to seek their views regarding barriers women face and if misogyny is still prevalent in policing culture.

- This objective was achieved in Chapter four following an analysis of data through quantitative and qualitative methods, which uncovered several themes and mainly identified women's perception of policing and the barriers they state they face.

4: - Evaluate the impact of barriers women face in policing and provide recommendations surrounding the key issues women face.

- This objective will be attained in this chapter, and recommendations providing focusing on barriers women face in policing.

5.2: Main Findings

The analysis of this study produced in-depth detail surrounding the qualitative data gathered through an interview method. It highlighted challenges perceived by female officers with regards to barriers they face when applying for roles within the organisation. It's clear from the qualitative and quantitative analysis found in Chapter four that challenges exist for female police officers today, but more so through their perception of family and work-life balance.

The analysis of both groups (interview participants and questionnaire participants) found that overall, 70% of participants disagree that gender inequality exists in police departments. Yet, many mentioned the barriers they faced regarding promotion or applying for specialist roles. Nevertheless, interpretations and perceptions are likely how female police officers perceive gender inequality as there is a clear consensus regarding the question "gender inequality exists in police organisations," with 46% agreeing that it did and 20% disagreeing. However, this could not necessarily be a reference to their police organisation, and that media coverage of police misconduct covered in chapter two could influence this answer.

Personal challenges are seen as the most significant barrier female officers face. Thus, managing and balancing work and family with many not knowing if the organisation will support them should they seek promotion. Furthermore, shift work and women's consciousness of not spending enough time at home is also family-related challenges, as seen in Chapter four, figure 11.

Some participants felt that having a good support structure would help balance work and family life. However, some may not have that support structure that others can rely on, and shift patterns can hinder home activities such as special events and school activities.

There is also the stigma surrounding females entering a male-dominated career wishing to start a family, leaving a dilemma for females to establish what they want more, a job or a family. The result of a female getting pregnant will mean restricted duties and feeling of no appreciation from her colleagues.

There was little mentioned regarding sexism within the organisation as many felt it did not exist; however, many thought it was normalised, and sexism is more overt. However, many felt that their organisation took sexual harassment reports seriously. Overall, it is down to a person's perception of how they think sexism presents itself; alternatively, there is an argument to suggest from these findings, have women become normalised to sexist remarks and behaviour?

5.3: Recommendations

(Mazind, 2015) explained “*You cannot amend what you do not acknowledge*”.

Moreover, identifying solutions can improve organisational perceptions and engagement (Kahn, 1990, (Kular, 2008).

The following recommendations are based on viewpoints drawn from research whilst conducting this study.

- **Recommendation 1:** Acknowledging personal challenges -. Research and data from this study have suggested this is one of the biggest challenges and barriers women face. Organisations must identify and adopt clear standards to promote equality for all employees regardless of gender. For example, female colleagues' fear when they ask for flexible work should be erased. When a female applies for a specific position, a question in the interview should be about flexible working, whether this is required or whether their current flexible agreement will adhere. Additionally, add it to the advert that flexible working applicants are welcome.

There are likely to be many long terms benefits of being an accommodating organisation, such as retention levels and fewer absences recorded, as revealed in a study conducted by the National Institute of Justice (2019). In addition, a better understanding of well-being and a sense of thoughtfulness toward female officers who may have to miss key events in their personal lives leads to a more positive outlook and appreciation.

- **Recommendation 2:** Evaluate the impact of females within the organisation: - Have workshops designed for women to attend which can look at focus groups to allow for a better understanding of what works in supporting females then the promotion of application processes or generally day-to-day.
- **Recommendation 3:** Promotion process/ specialist departments: - Advice to look at the talent pool of previous applications or look inside the department and have honest conversations about opportunities with those around to see who a suitable candidate could be. Results of these conversations can be beneficial in finding someone with a great skill set who may not have the confidence to apply due to perceived barriers.
- **Recommendation 4:** - Policies: - Look at current harassment policies; does gender banter need to be recognised internally to tackle misogyny within the organisation to provide more significant support for women?
- **Recommendation 5:** - Gender Equality: -. Mensah (2019) identified that culture is crucial to job satisfaction. Females should not have to prove themselves to their male counterparts. Training and educational days on police culture should be delivered, ensuring that discrimination is not accepted.

5.4: Limitations

Providing a complete and honest review of a study's limitations is the researchers' duty to the academic community (Ross and Bibler Zaidi, 2019).

The research was intended to understand if misogyny still exists in policing whilst examining barriers women face. However, the research did not study findings from other police organisations to get a broader context. Exploring more than one police organisation would provide additional data to support the title of this study in more detail; however, the researcher could not upload to their intranet due to not being able to access other forces' internal systems.

Additional limitations included an insufficient sample size for statistical measurements; Overall, there were only 30 questionnaires returned and lacked male participation. This could be down to the study's title, aimed only at women.

Furthermore, a small number of participants took part in the interview questionnaire. This could be down to worry of exposure of opinion as with the questionnaire; you cannot be seen or known as all data is anonymous.

5.5: Future research

Due to the limited data received, this study was conducted on a smaller scale. However, should other organisations be willing to participate, this will provide a broader context to the survey.

This present study found that there is little empowerment of women in policing, with the perception women lack support due to family circumstances.

Further research on how women impact police organisations could see more women in leadership positions and feel empowered within the organisations.

5.6: Conclusion

This study aimed to examine the culture of female police officers by investigating misogyny within the police organisation through examining barriers women face.

The researcher has concluded that women's experience of police work has drastically changed in England and Wales in recent years. Findings showed that challenges exist for female officers and that the main difficulties were personal circumstances such as family and work-life balance when applying for specific roles.

Although research now suggests that barriers have developed for the better over the years for women, they have not necessarily levelled through equality regarding higher rank roles. Studies highlight that sexist behaviour is being challenged more, but women have also accepted it as normalised behaviour. This would indicate that although reporting misogynist behaviour has improved, progress still needs to be made regarding behaviour demonstrated by some officers. In addition, women need to feel confident in challenging unethical behaviour.

The results of this study show that conditions of the once called "Boys Club" have improved, but subtler misogynist behaviour now exists. However, challenges to this behaviour are more accepted, and women are starting to feel equal in the workplace concerning responsibilities they are given compared to the 1800s when women were only seen as matrons.

Indeed, different females have different challenges. Thus, it is recommended that future research is conducted to examine the impact women in policing are making with the aim for women to feel empowered and seek promotion regardless of their flexibility.

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Appendix

Appendix A:

Covering letter attached to all survey questionnaire

Dear participant:

You are invited to take part in a research study of Female Police Officers and experiences and perceptions with regards to Misogyny within the police. The researcher is inviting you as a participant because you are currently employed by a police force and have experiences that you can possibly share from things you either have experienced, heard or seen.

This form is part of consent that allows you to understand the study before deciding whether to take part. With regards to confidentiality, your details will not be shared, and they will remain anonymous entries. However, should you have concerns then please feel free to contact me.

This research is being conducted by a Police Officer Katie Jones who is also a student at St David's Trinity of South Wales University. Due to negative recent investigations involving police forces across the UK this has motivated her to conduct this research.

Background Information:

Policing today is facing high levels of scrutiny from the public and its women colleagues, additionally considering the publicity surrounding misconduct and sexism within the Metropolitan Police shared across media outlets. The author will explore the theory that female officers are treated inconsistently due to their gender and highlight areas such, sexism and barriers women may face. Feedback will be provided of the results to establish if in fact findings uncovered support current literature that has already been reviewed or contradictory.

Procedures:

If you agree to take part in this study and complete a questionnaire you will be asked to complete a number of questions of multiple choice answers.

Your participation in this study is voluntary and It imperative you feel comfortable participating therefore you have the right to withdraw your involvement at any time, additionally you have the right to not answer some questions.

Any information you provide will be kept confidential and will not be used outside of this research product, additionally the researcher will not include your name or anything that may identify you in the study report. The researcher would like to underline that the research will be conducted in accordance with the University of Wales Trinity Saint David regulations in accordance with research guidelines.

To confirm all details will remain confidential and there are no names to be added to the questionnaire.

If you decide to take part or you have any questions, concerns or complaints about this study please contact research 1916167@student.uwtsd.ac.uk.

Appendix B:

Covering Letter to those taking part in interview questionnaire

Dear participant:

You are invited to take part in a research study of Female Police Officers and experiences and perceptions with regards to Misogyny within the police. The researcher is inviting you as a participant because you are currently employed by a police force and have experiences that you can possibly share from things you either have experienced, heard or seen.

This form is part of consent that allows you to understand the study before deciding whether to take part. With regards to confidentiality, your details will not be shared, and they will remain anonymous entries. However, should you have concerns then please feel free to contact me.

This research is being conducted by a Police Officer Katie Jones who is also a student at St David's Trinity of South Wales University. Due to negative recent investigations involving police forces across the UK this has motivated her to conduct this research.

Background Information:

Policing today is facing high levels of scrutiny from the public and its women colleagues, additionally considering the publicity surrounding misconduct and sexism within the Metropolitan Police shared across media outlets. The author will explore the theory that female officers are treated inconsistently due to their gender and highlight areas such, sexism and barriers women may face. Feedback will be provided of the results to establish if in fact findings uncovered support current literature that has already been reviewed or contradictory.

Procedures:

If you agree to take part in this study, you will be invited to complete an interview which will be conducted through a questionnaire format. Your participation in this study is voluntary and It imperative you feel comfortable participating therefore you have the right to withdraw your involvement at any time, additionally you have the right to not answer some questions.

All your information and answers will remain confidential and your personal details will not be shared through the study. You will be noted as 'Participant' and given a number, therefore great care will be taken not to identify you.

Any information you provide will be kept confidential and will not be used outside of this research product, additionally the researcher will not include your name or anything that may identify you in the study report. The researcher would like to underline that the research will be conducted in accordance with the University of Wales Trinity Saint David regulations in accordance with research guidelines.

The interviews will take place at Newport Central Police Station or via Teams calls should Covid restrictions be an implication. All information will be stored securely, and password protected.

I would be most grateful if you could return to me with dates that are suitable to you and that allow you to take part in this research.

If you have decided to take part or you have any questions, concerns or complaints about this study please contact research 1916167@student.uwtsd.ac.uk.

Appendix C:

Blank Interview questionnaire with police respondents

Rank/Position: _____

Years as a Police Officer: _____

Why did you pursue a career in policing? _____

Would you consider your police force to be small, medium, or large-sized? _____

Do you have children? _____

1: Gender Equality

- Do you believe there is a gender inequality between police officers?

- (1.1) If Yes

- A. Since you entered the profession, have you always felt this way or has your perception improved in gender equality? _____

- B. Can you give me examples on why you feel gender in-equality does exist in policing?

- C. Why do you think there is an unequal number of male and female police officers?

- (1.2) If No:

- 1. Since you entered the profession, has your perception on gender equality improved, stayed the same, or got worse, why?

- 2. Which of the following factors do you feel contribute to barriers/ challenges female police officer faces, if any?

- a. Policing is a “man’s profession”
- b. Absence of acceptance by male police officers

- c. Absence of acceptance by society
- d. Absence of trust in female police officers in performing job duties
- e. Sexual harassment
- g. Family Life
- h : None

2: Promotion:

Have you applied for promotion? _____

Have you applied for specialist department and what department?

- What's your perception of that department?

- (2.1) If Yes

- A. What position did you apply for/ department?

- B. Did you get awarded a position/ role?

- C. What was your reason for applying?

- D. What was your experience?

- E. Do you feel the application process was fair? (why or why not)

- F. Do you think being a female helped you get the promotion/ position? (why/ why not)

- G. Do you think male counterparts support females as authority figures?

-

- (2.2) If No

- A. Why haven't you applied for the promotion/ department?

- B. What is your feeling of that role/ department?

- C. Do you wish to move up the ranks in the future?

- D. What barriers do you feel women face compared to other professions when applying for roles?

- E. Do you have children? _____
- F. Do you think having children hinders your chance of development?

Sexism:

1. Describe to me what Misogyny means to you?

2. How do you perceive sexism in policing to be _____

3. Do you feel women are treated fairly?
a) Yes
b) No
4. Tell me about if/ when you have received sexist/ derogatory behaviour
5. Was the incident reported?
a) Yes
b) No
6. Have you ever experienced discrimination when applying for roles?
a) Yes
b) No
7. What's your experience with discrimination?
8. Do you know what the policing procedure is for reporting unethical behaviour and how to do it?
a) Yes
b) No
9. Do you feel comfortable reporting unethical behaviour? (why/ why not)
a) Yes
b) No
10. Have you ever experienced resistance from male counterparts?
a) Yes
b) No
11. What was that? _____
12. What is your opinion on Gender Banter?

Closing:

1. What do you feel is necessary for women to be at least proportionately represented in leadership positions?

2. Do women face discrimination in the promotion process, how and why?

3. Why do you think women are not being promoted or seeking promotion one might expect?

4. What challenges do you feel you face as a female in this role?

5. What skills and experience are necessary to have a successful policing career?

6. What role can men play in improving experiences for women in policing

7. How can more opportunities be created for women in policing?

8. Would you like to add anything else in todays interview?

Appendix D:

Blank Survey Questionnaire by use of Likert Scale

Generic

1: What is your Gender?

- a) Male
- b) Female
- c) Prefer not to say
- d) Other please specify

2: What is your rank?

- a) Police constable
- b) Detective
- c) Sergeant
- d) Inspector
- e) Chief inspector
- f) Superintendent or above
- g) Prefer not to say

3: What is your age?

- a) 18 to 21 years old
- b) 22 to 30 years old
- c) 31 to 40 years old
- d) 41 to 50 years old
- e) 51 + years
- f) Prefer not to say

4: What is your ethnicity / Race?

- a) White
- b) Black/Black British, Caribbean or African
- c) Asian or Asian British
- d) Mixed or multiple ethnic group
- e) Other ethnic Race
- f) Prefer not to say

5: What is your length of service?

- a) 0 to 3 years
- b) 4 to 10 years
- c) 11 to 20 years
- d) 21 years +
- e) Prefer not to say

6: Do you have Children

- a) Yes
- b) No

7: What made you choose policing as career?

- a) I enjoy helping people
- b) I wanted a career with job security
- c) I have family/ friends in policing?
- d) I have had positive experiences with police
- e) Wanted a career
- f) Other. Please specify _____

8: What department do you work in?

- a) Custody
- b) Response
- c) DCC Task Force
- d) CID
- e) Human Resource
- f) Intelligence
- g) Cyber Crime
- h) Learning and Development
- i) Firearms
- j) Professional Standards
- k) Control Room
- l) Public Protection
- m) Other (Please Specify)

9: Are you aware of how many female officers in your department?

- a) Yes if yes How many _____
- b) No

Perception of Gender equality

10(a). Gender inequality is present in police departments

Strongly Disagree	Disagree	Agree	Strongly Agree
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10.(b) Gender inequality exist in police organisations

Strongly Disagree	Disagree	Agree	Strongly Agree
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11. What factors do you believe contribute to barriers women face in policing?

- a. Policing is a “man’s profession”
- b. Personal – (Family, shift work)
- c. Absence of acceptance by male police officers
- d. Absence of acceptance by society
- e. Absence of trust in female police officers in performing job duties
- f. Sexual harassment
- g. None
- h. Other (Please Specify)

12. Policing is viewed as a mans jobs

Strongly Disagree	Disagree	Agree	Strongly Agree
-------------------	----------	-------	----------------

13. Male Police officers accept female colleagues as equal

Strongly Disagree	Disagree	Agree	Strongly Agree
-------------------	----------	-------	----------------

14. Gender banter is just a joke

Strongly Disagree	Disagree	Agree	Strongly Agree
-------------------	----------	-------	----------------

15. society views female officers jobs and duties are less serious than a males

Strongly Disagree	Disagree	Agree	Strongly Agree
-------------------	----------	-------	----------------

16. Female officers are not physically capable of performing all job duties specific to policing

Strongly Disagree	Disagree	Agree	Strongly Agree
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17. Female police officers are not emotionally capable of performing the duties required of a police officer

Strongly Disagree	Disagree	Agree	Strongly Agree
-------------------	----------	-------	----------------

Sexism:

18. Sexual harassment exist in police departments

Strongly Disagree	Disagree	Agree	Strongly Agree
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19. Female police officers are sexually harassed in policing organisations

Strongly Disagree	Disagree	Agree	Strongly Agree
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20. Sexism and harassment is normalised in policing

Strongly Disagree	Disagree	Agree	Strongly Agree
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21. I have heard, experienced or saw male police officer have inappropriate physical contact with female officer

Strongly Disagree	Disagree	Agree	Strongly Agree
-------------------	----------	-------	----------------

22. The force I work in takes sexual harassment reports very serious

Strongly Disagree	Disagree	Agree	Strongly Agree
-------------------	----------	-------	----------------

23. I feel comfortable in reporting/ challenging unethical behaviour

Strongly Disagree	Disagree	Agree	Strongly Agree
-------------------	----------	-------	----------------

24. I don't see anything wrong in gender banter

Strongly Disagree	Disagree	Agree	Strongly Agree
-------------------	----------	-------	----------------

25. Are female police officers valued ?

Strongly Disagree	Disagree	Agree	Strongly Agree
-------------------	----------	-------	----------------

26. Are female police officers treated fairly?

Strongly Disagree	Disagree	Agree	Strongly Agree
-------------------	----------	-------	----------------

27. Are female members of the public treated equally and with respect?

Strongly Disagree	Disagree	Agree	Strongly Agree
-------------------	----------	-------	----------------

28. Women deserve to feel safe

Strongly Disagree	Disagree	Agree	Strongly Agree
-------------------	----------	-------	----------------

Promotion:

27. There is a structured approach in applying for promotion or specialist department

Strongly Disagree	Disagree	Agree	Strongly Agree
-------------------	----------	-------	----------------

28. I have applied for a position of rank in my force in the last year

- Yes

- No

29. I have applied for a role in a specialist department in the last year

- a) Traffic RSPO
- b) Dog Handling RSPO
- c) Firearms
- d) Cyber crime
- e) Intelligence / Special Branch
- f) Gravitas
- g) Mosovo
- h) CID including Public Protection/ Quartz
- i) Other ...please specify _____
- j) I have not applied for specialist role

30. Did you get the role you applied for

- a) Yes
- b) No
- c) I was offered something else (Please specify) _____

31. The promotion process / applying for specialist departments is more challenging for female colleagues?

Strongly Disagree	Disagree	Agree	Strongly Agree
-------------------	----------	-------	----------------

32. I feel policing should change their promotion process for more gender equality response

Strongly Disagree	Disagree	Agree	Strongly Agree
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33. I feel male police officers are threatened or intimidate by female police officers of rank

Strongly Disagree	Disagree	Agree	Strongly Agree
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34. I feel women only get the jobs because they are women and not because they earn it

Strongly Disagree	Disagree	Agree	Strongly Agree
-------------------	----------	-------	----------------

35. I feel female police officers do not move up the rank because of responsibilities of family and children

Strongly Disagree	Disagree	Agree	Strongly Agree
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36. I feel male police officers respect women in charge of them and their counterpart

Strongly Disagree	Disagree	Agree	Strongly Agree
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37. I feel the promotion process within my organisation is fair

Strongly Disagree	Disagree	Agree	Strongly Agree
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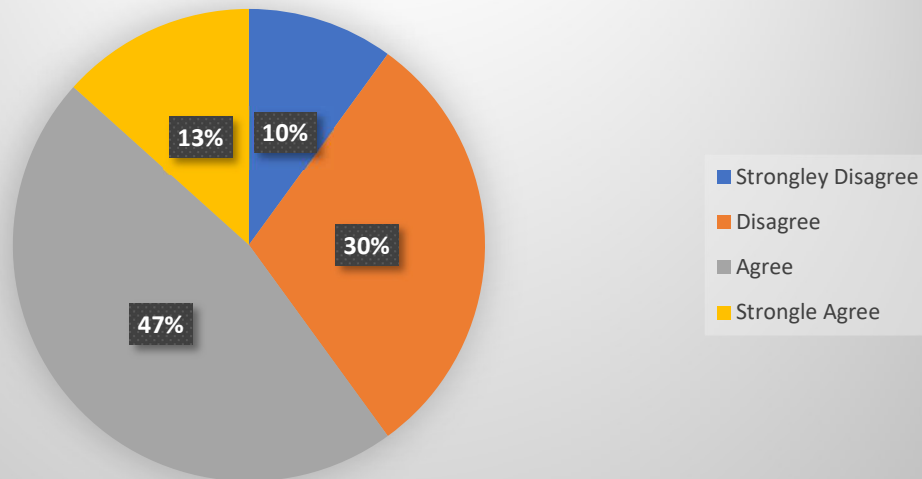
38. Open section:

Do you have any comments that are not covered in the above questions

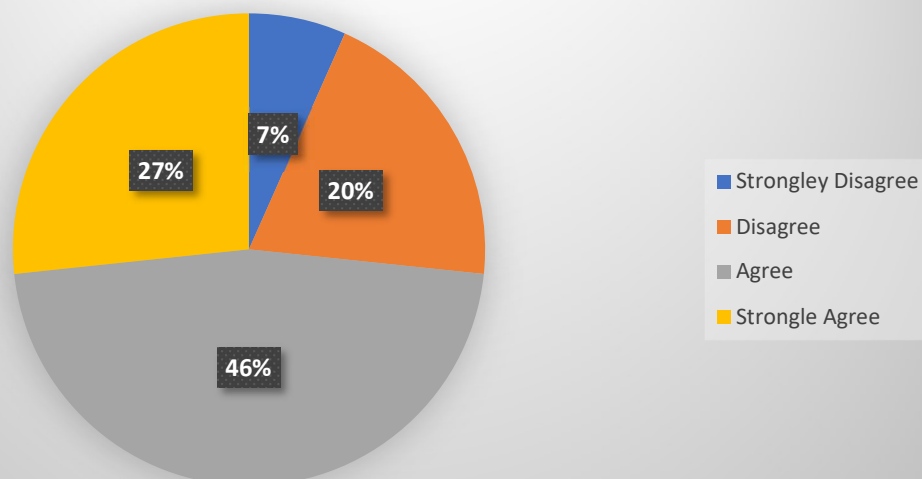
Appendix E

Results from questionnaire and Interview multiple choice answers

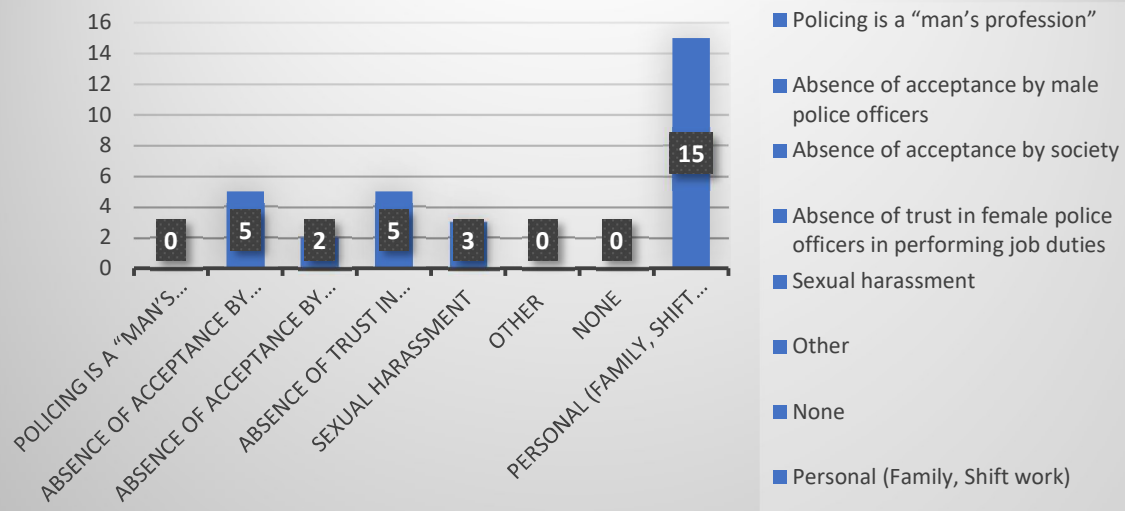
Gender inequality exist is present in police departments



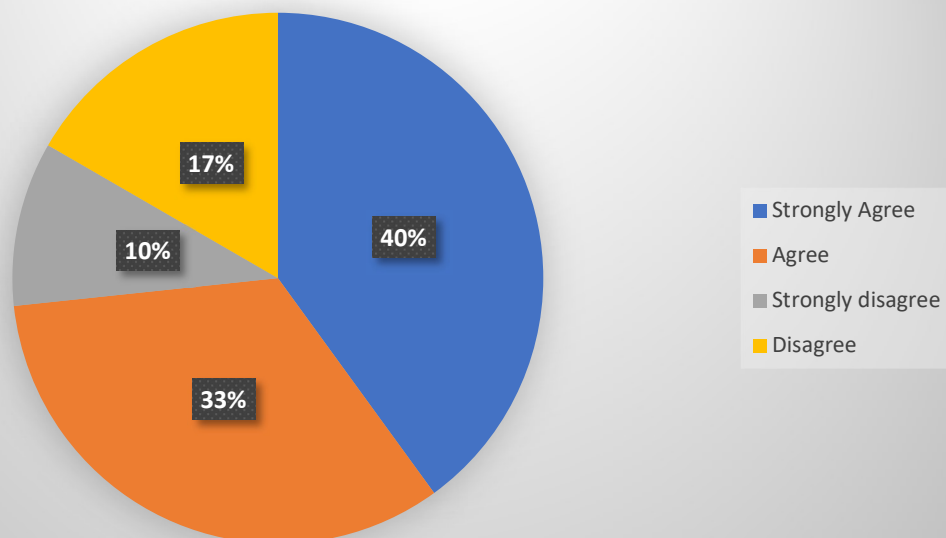
Gender inequality exist in police organisations



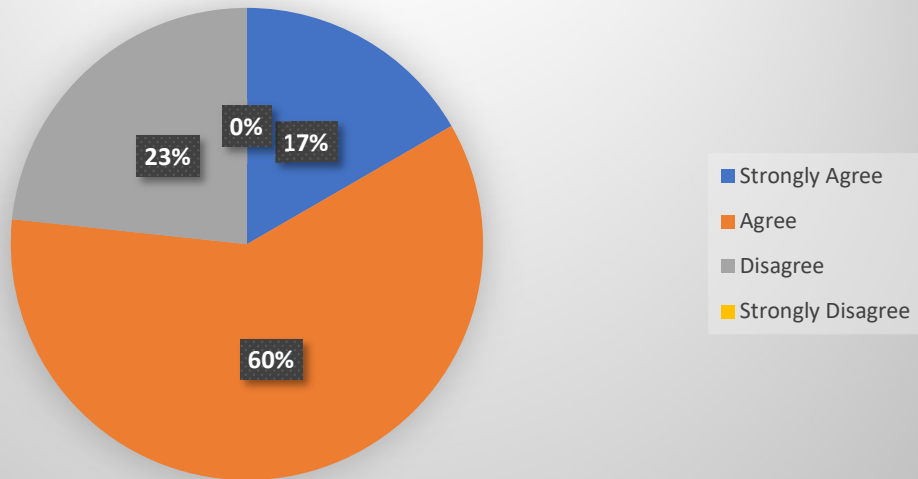
What factors do you believe contribute to barriers women face in policing?



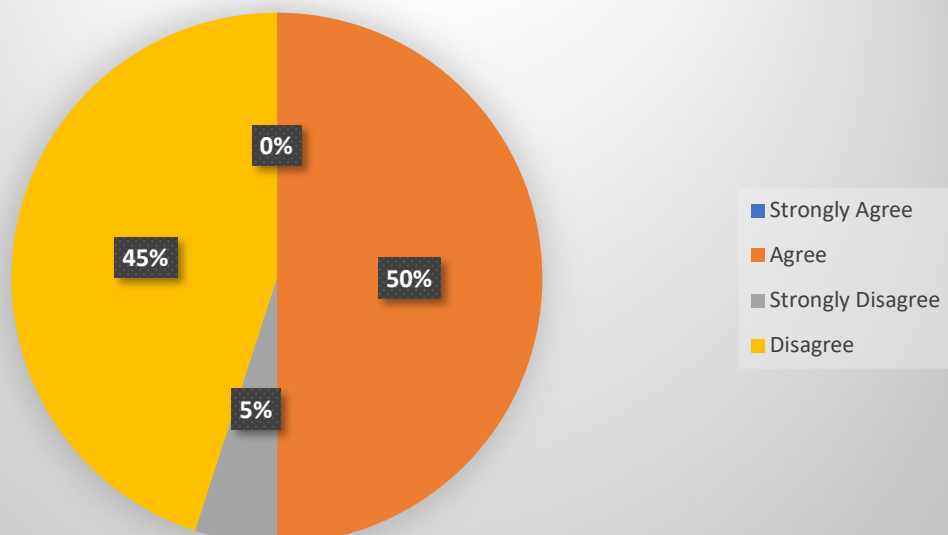
Policing is viewed as a mans job



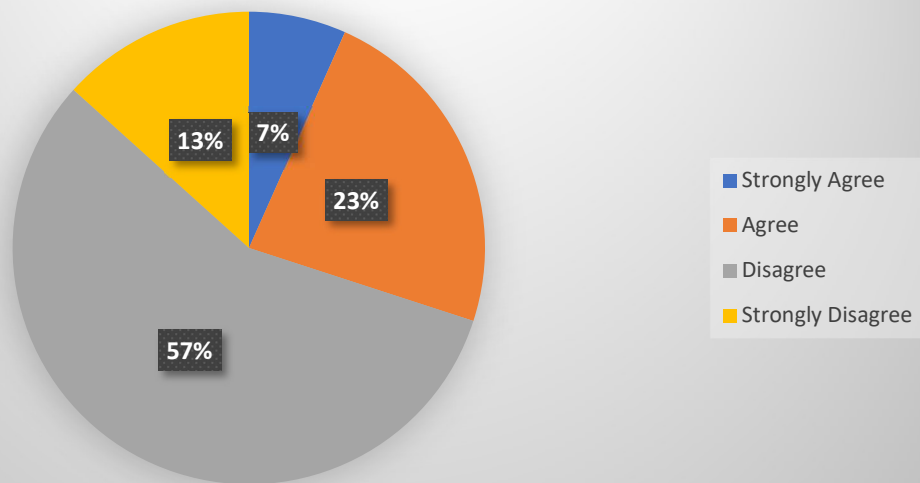
Male Police officers accept female colleagues as equal



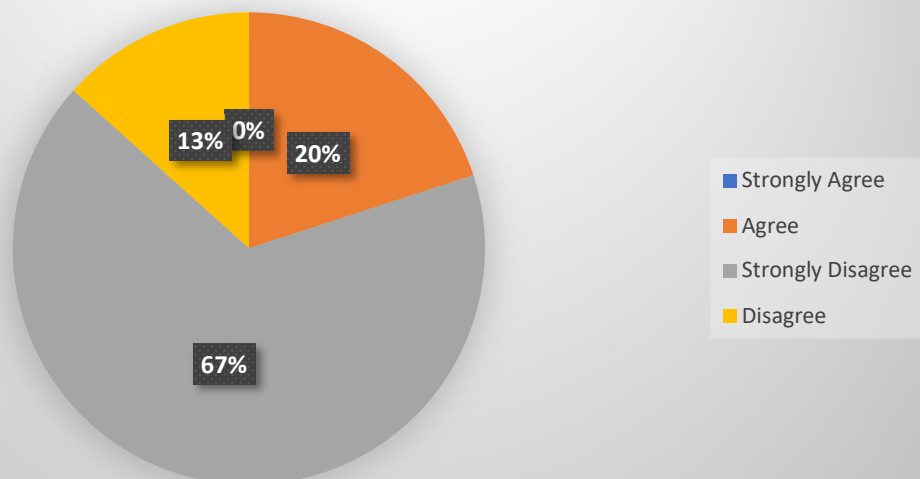
Gender banter is just a joke



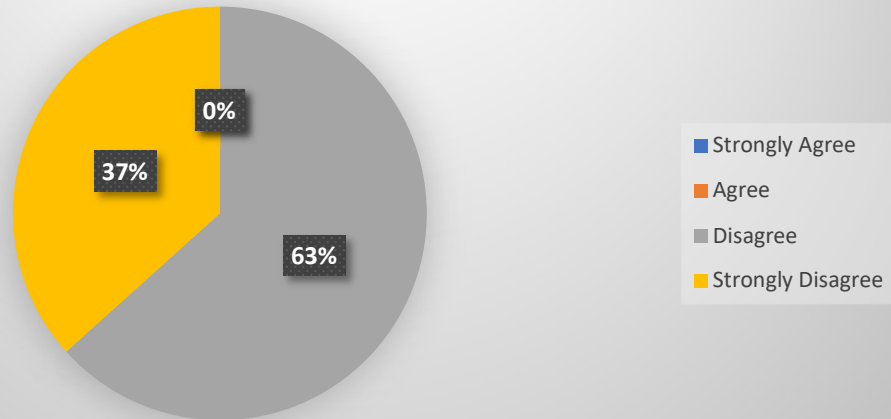
Society views female officers jobs and duties are less serious than a males



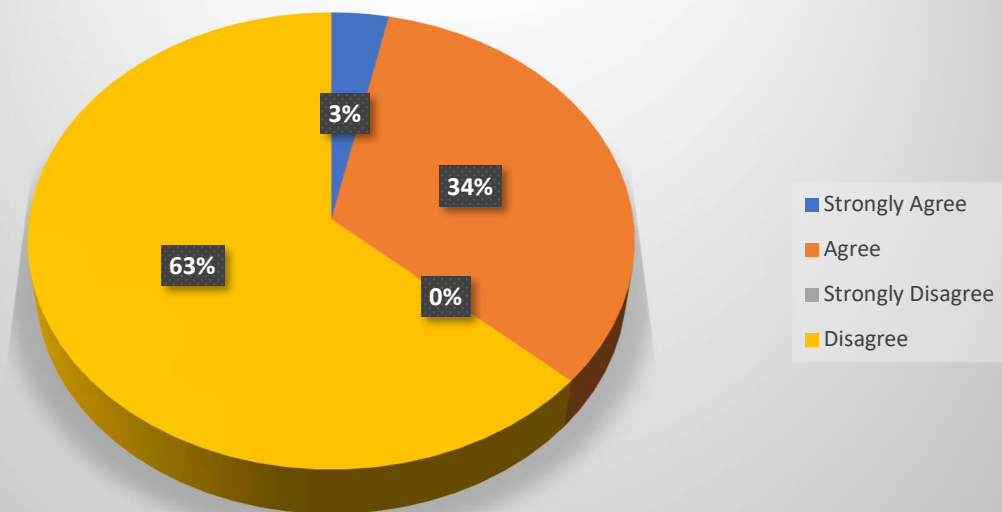
Female officers are not physically capable of performing all job duties specific to policing



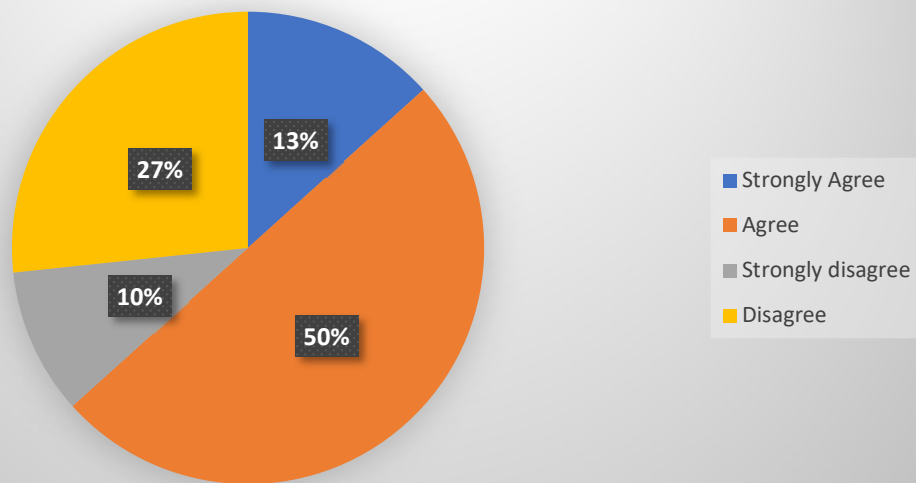
Female police officers are not emotionally capable of performing the duties required of a police officer



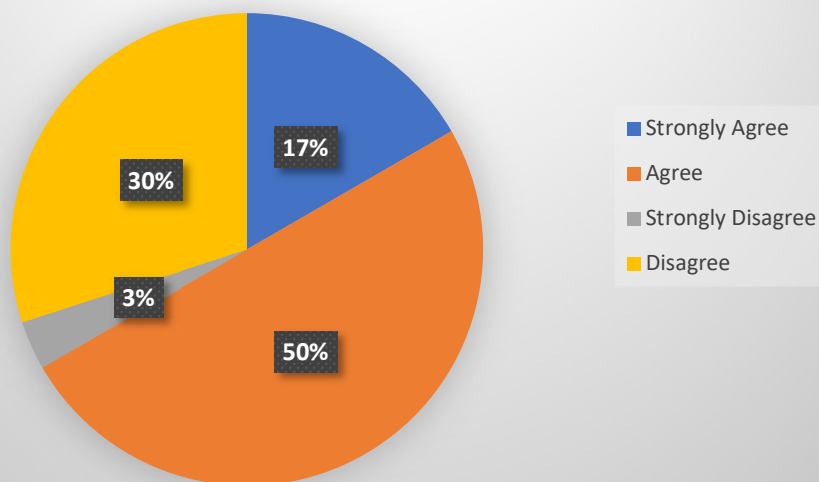
Sexual harassment exist in policing



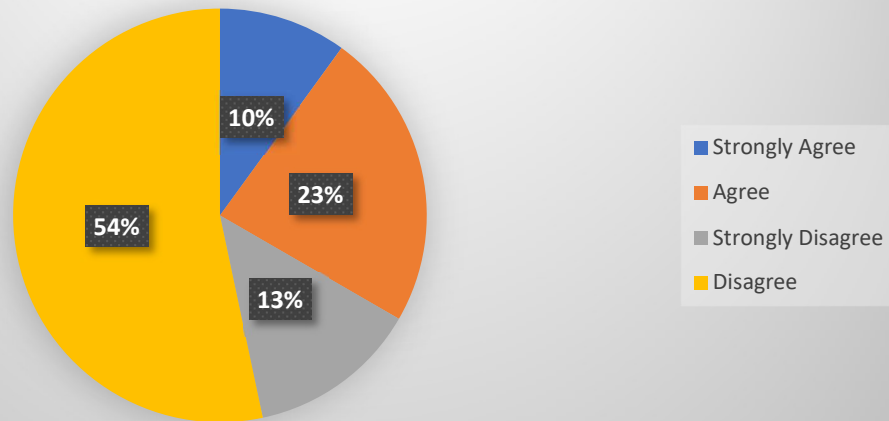
Female police officers are sexually harassed in policing organisations



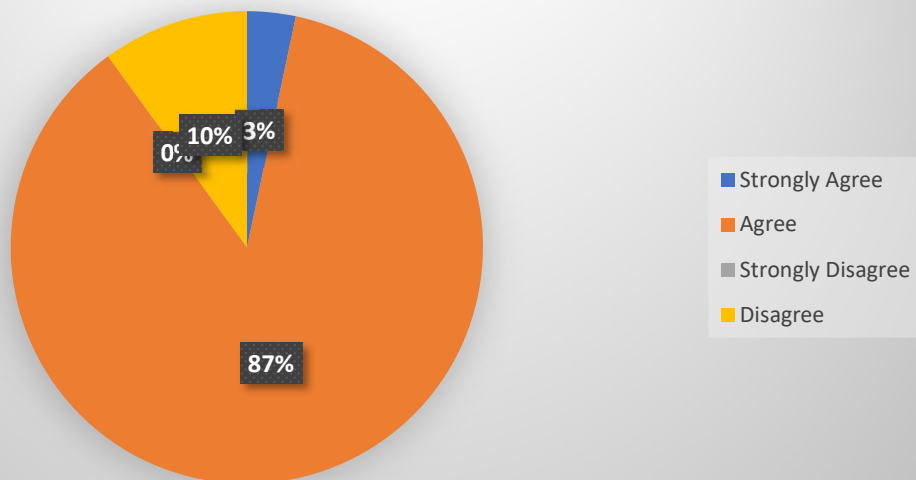
Sexism and harassment is normalised in policing



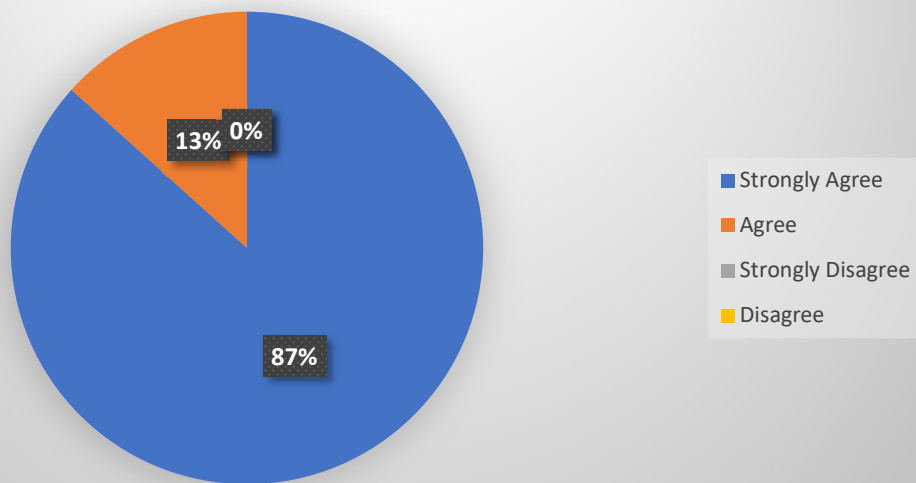
I have heard, experienced or saw male police officer have inappropriate physical contact with female officer



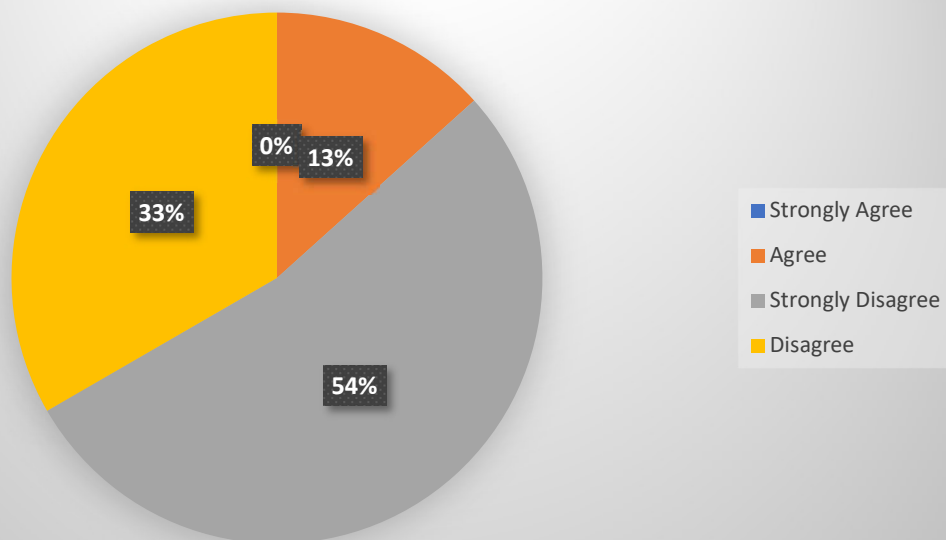
The force I work in takes sexual harassment reports very serious



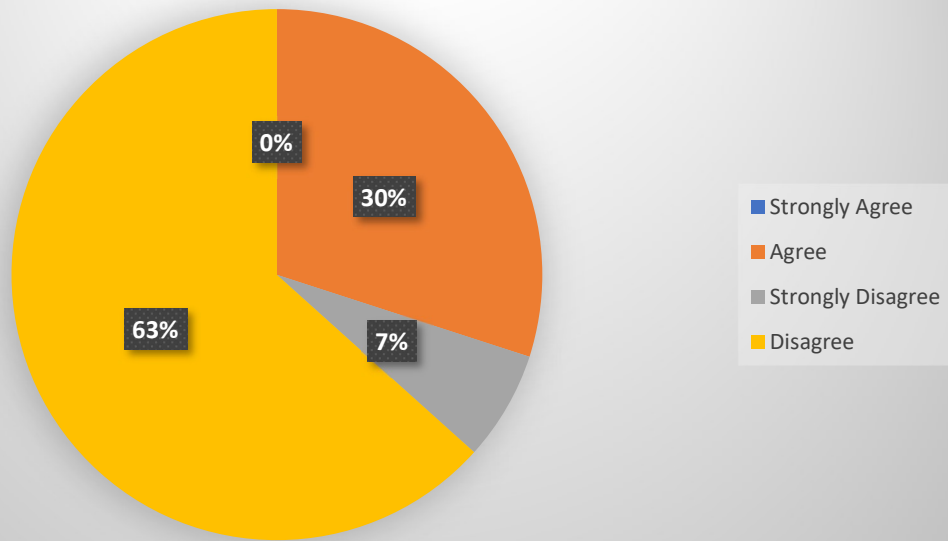
I feel comfortable in reporting/ challenging unethical behaviour



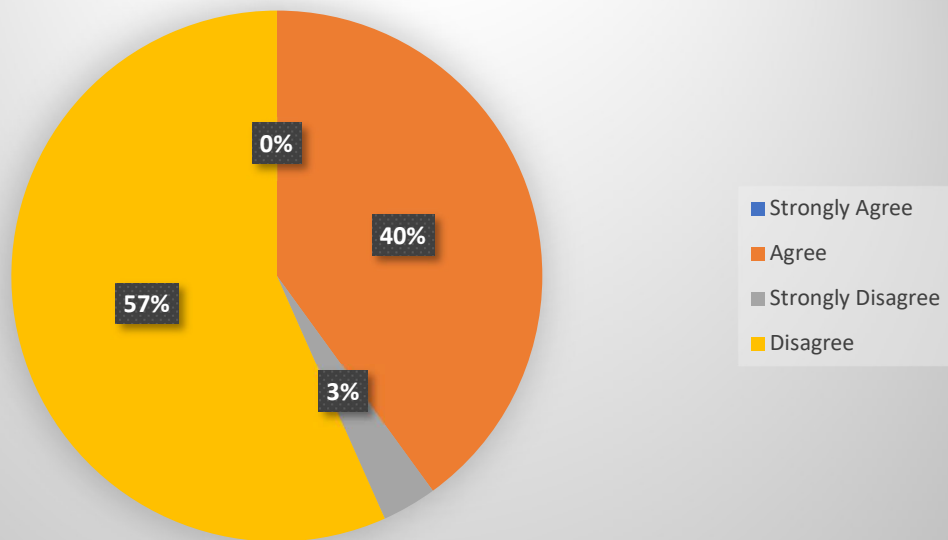
I don't see anything wrong in gender banter



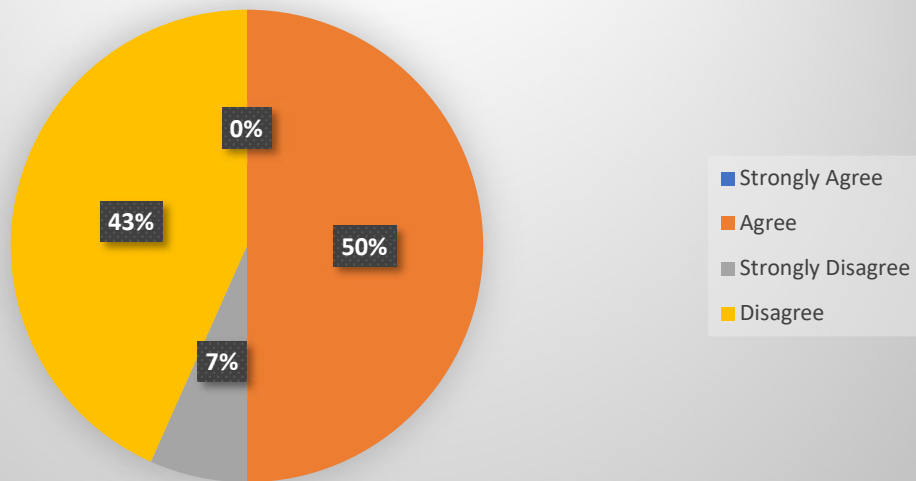
Are female police officers valued ?



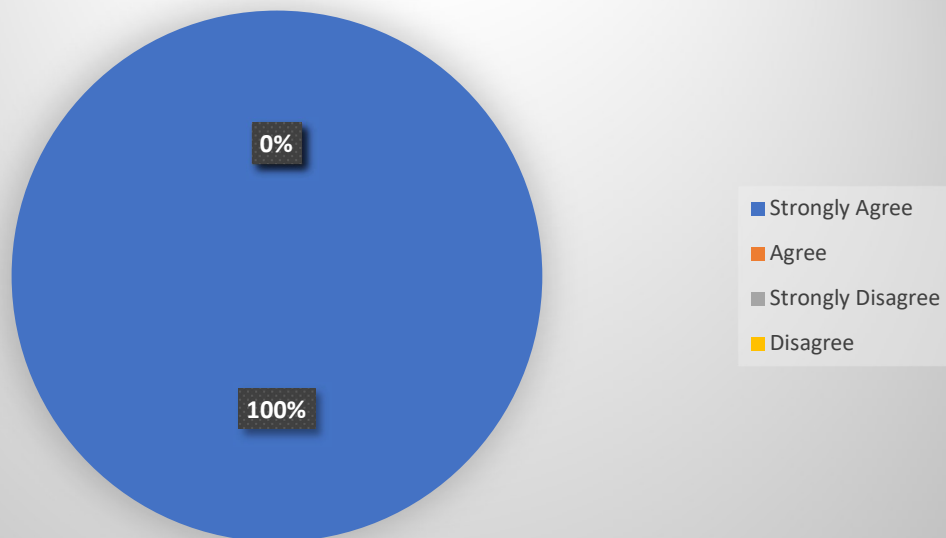
Are female police officers treated fairly?



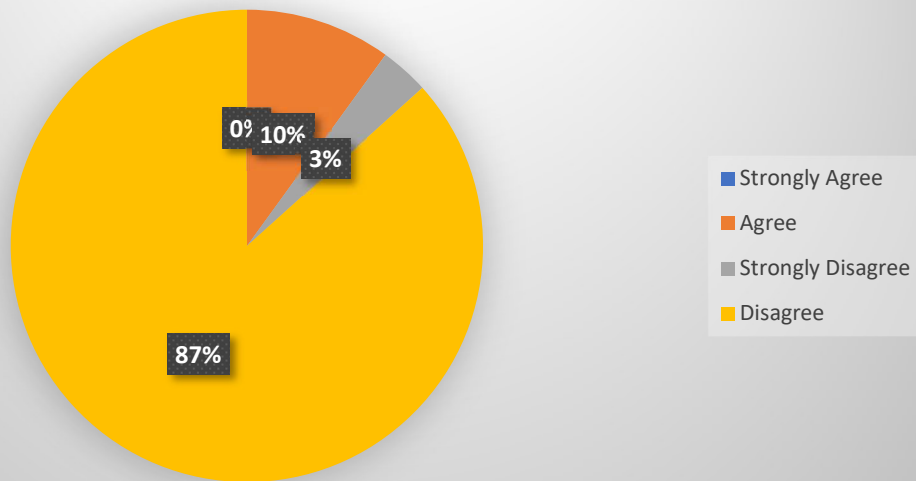
Are female members of the public treated equally and with respect?



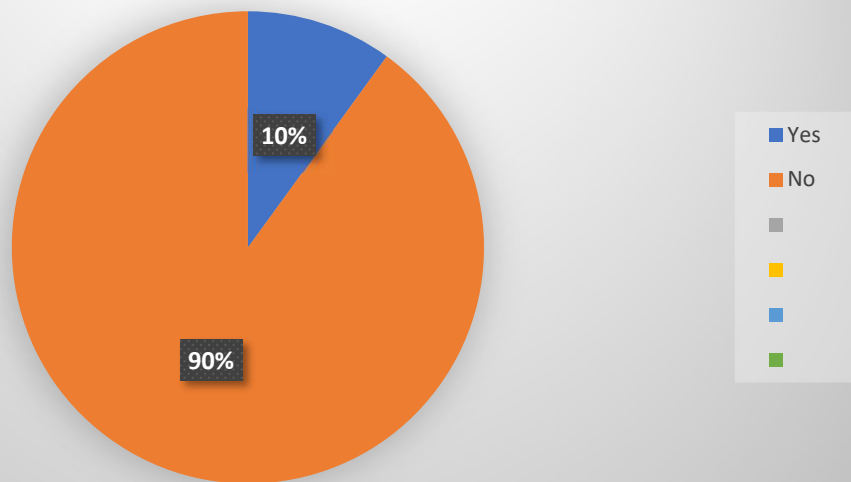
Women deserve to feel safe



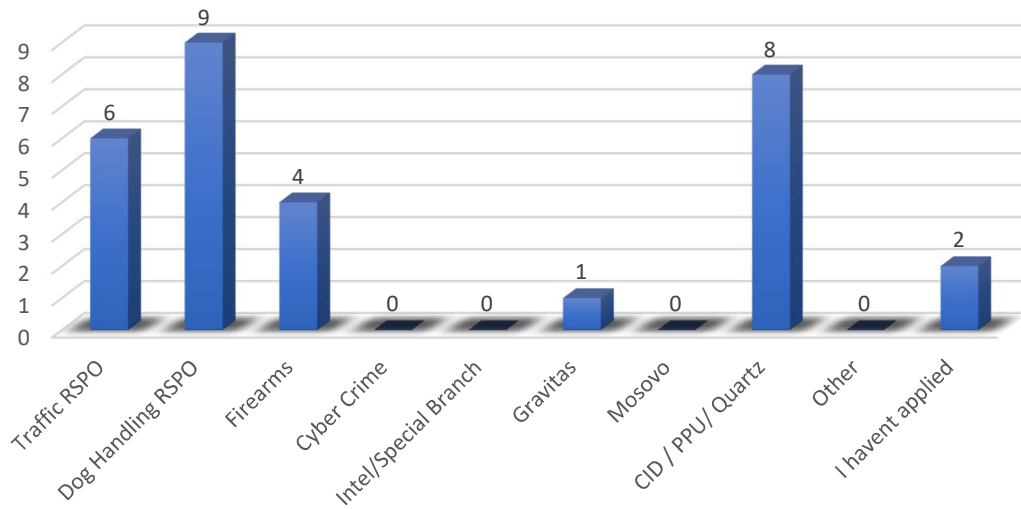
There is a structured approach in applying for promotion or specialist department



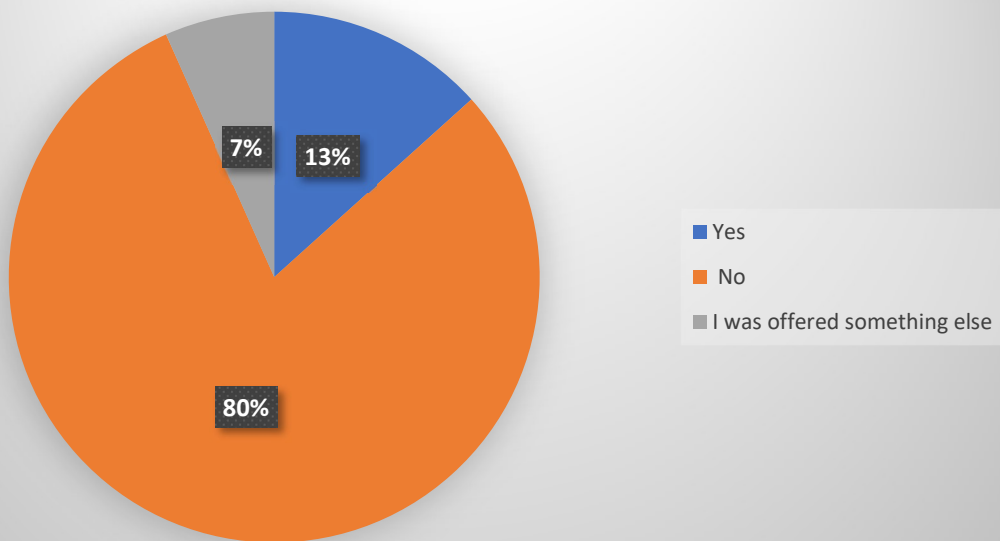
I have applied for a position of rank in my force in the last year



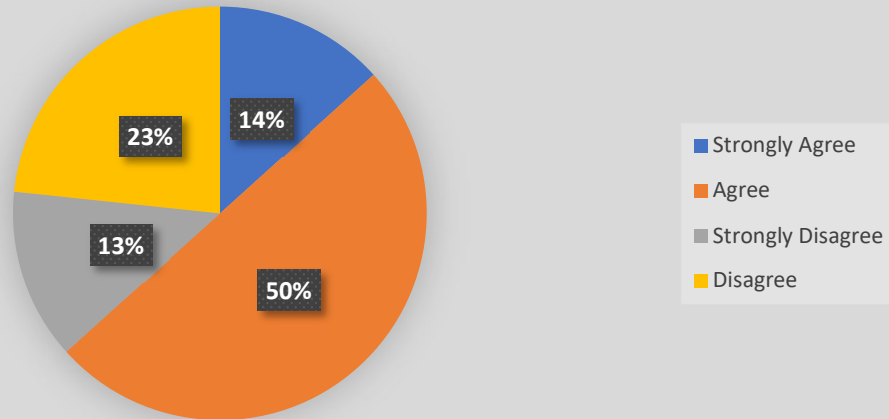
I have applied for a role in a specialist department in the last year



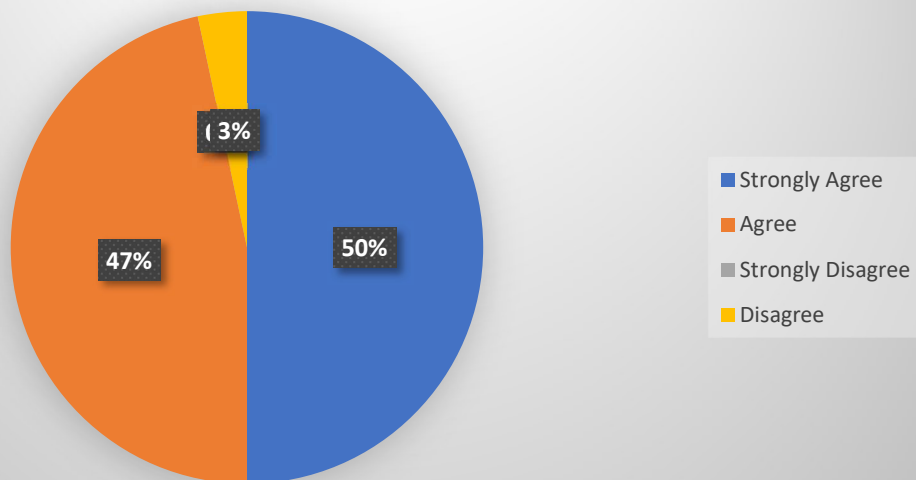
Did you get the role you applied for



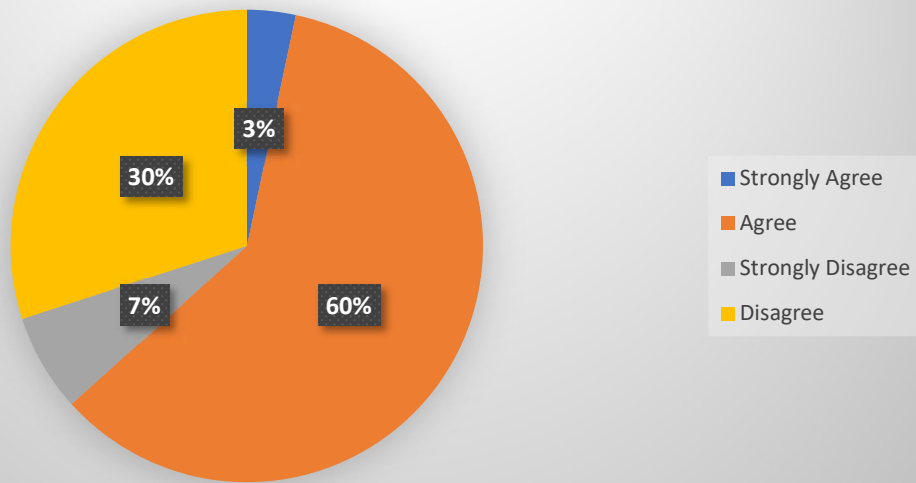
The promotion process / applying for specialist departments is more challenging for female colleagues?



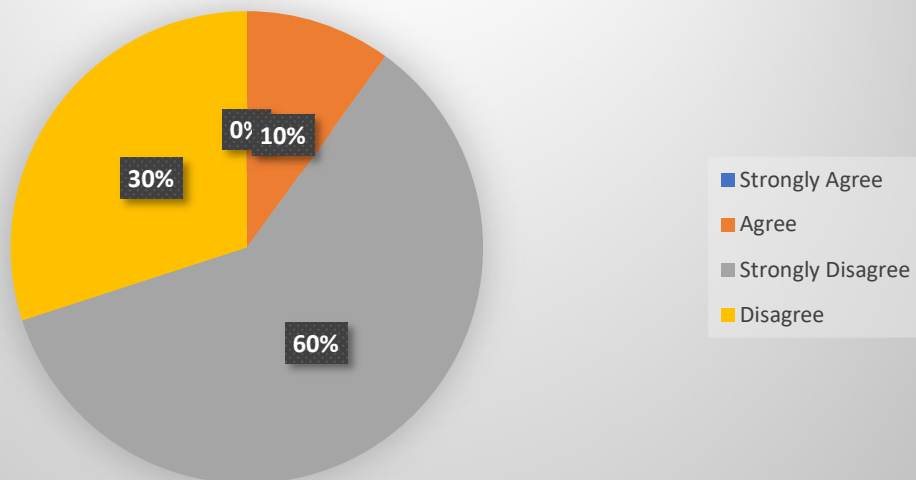
I feel policing should change their promotion process for more gender equality response



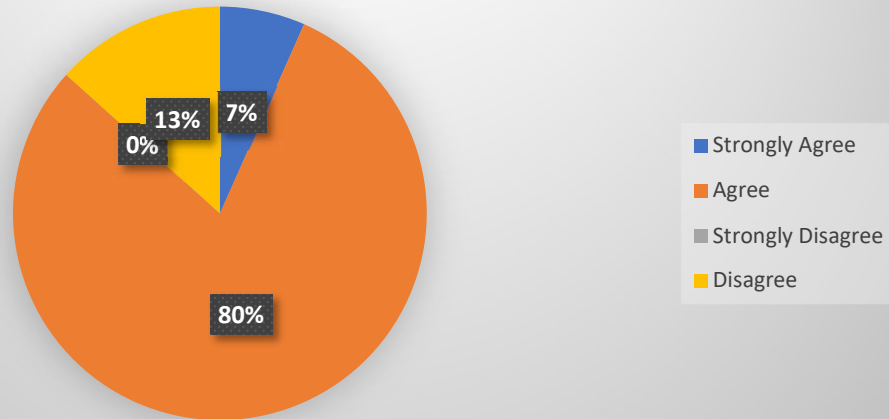
I feel male police officers are threatened or intimidate by female police officers of rank



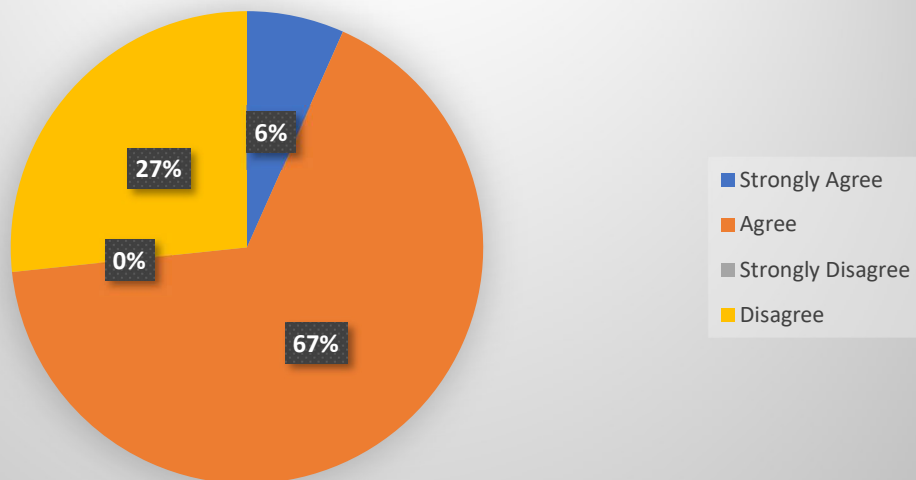
I feel women only get the jobs because they are female and not because they earn it



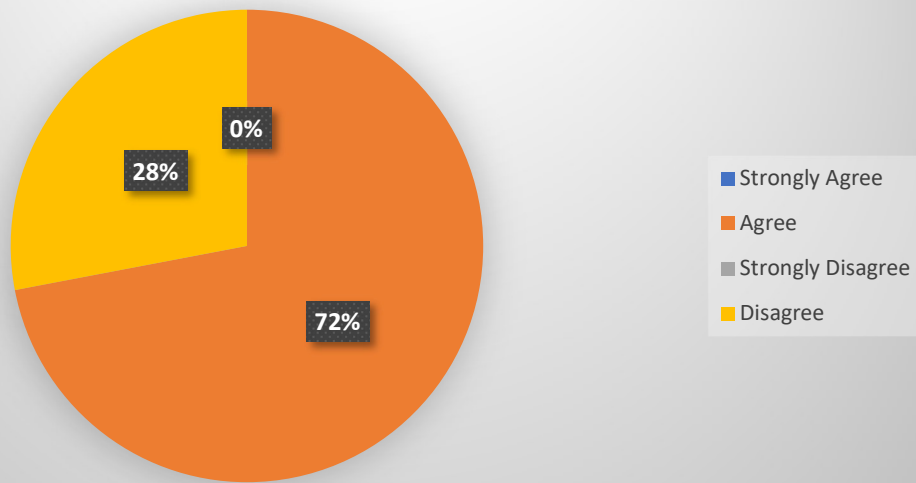
I feel female police officers do not move up the rank because of responsibilities of family and children



I feel male police officers respect women in charge of them and their counterpart

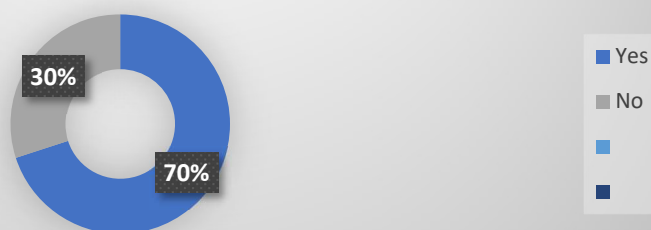


I feel the promotion process within my organisation is fair



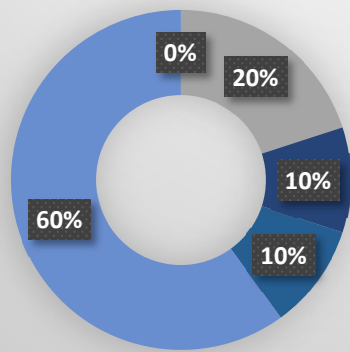
Interview question:

Do you believe there is a gender inequality between police officers?



Interview question:

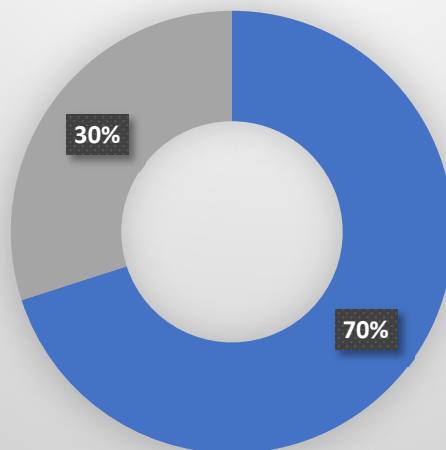
Which of the following do you feel contribute to barriers/ challenges female police officers face if any?



- Policing is a mans profession
- Absence of acceptable by male police officers
- Absence of acceptable by society
- Absence of trust
- Sexual Harassment
- None
- Family Life

Interview question:

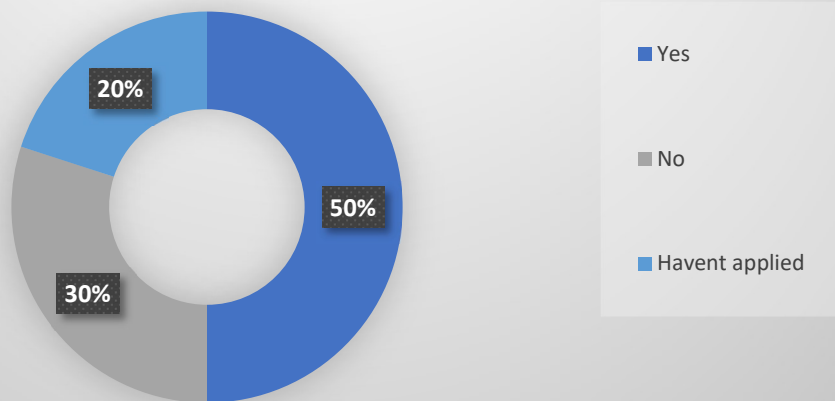
Do you feel women are treated fairly?



- Yes
- No

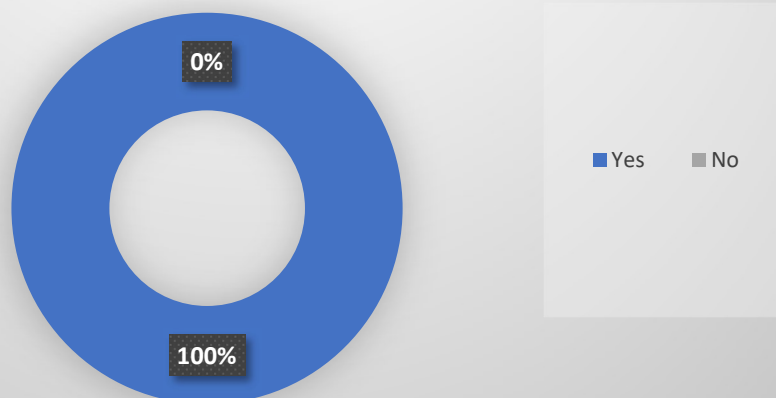
Interview question:

Have you experienced discrimination when applying for roles?



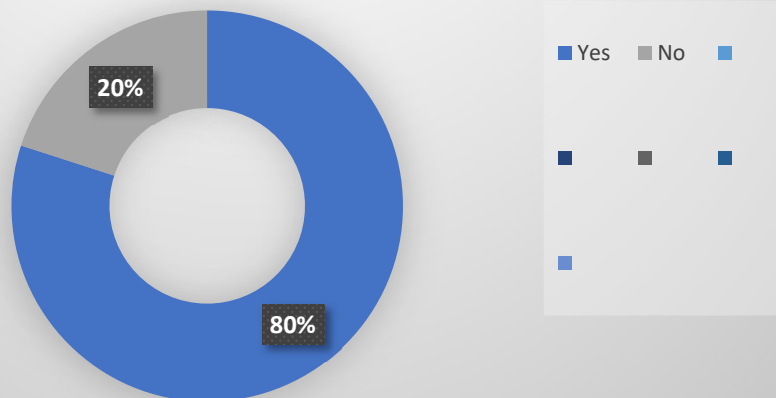
Interview question:

Do you feel comfortable reporting unethical behaviour?



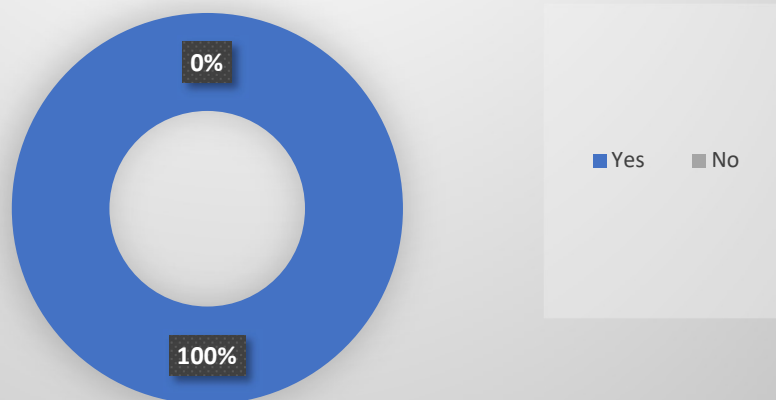
Interview question:

Have you experienced resistance from male counterparts?



Interview question:

Do you know the procedure for reporting unethical behaviour?



Appendix F

Ethics form

APPLICATION FOR ETHICAL APPROVAL

In order for research to result in benefit and minimise risk of harm, it must be conducted ethically. A researcher may not be covered by the University's insurance if ethical approval has not been obtained prior to commencement.

The University follows the OECD Frascati manual definition of **research activity**: "creative work undertaken on a systematic basis in order to increase the stock of knowledge, including knowledge of man, culture and society, and the use of this stock of knowledge to devise new applications". As such this covers activities undertaken by members of staff, postgraduate research students, and both taught postgraduate and undergraduate students working on dissertations/projects.

The individual undertaking the research activity is known as the "principal researcher".

Ethical approval is not required for routine audits, performance reviews, quality assurance studies, testing within normal educational requirements, and literary or artistic criticism.

Please read the notes for guidance before completing ALL sections of the form.

This form must be completed and approved prior to undertaking any research activity.
Please see Checklist for details of process for different categories of application.

Delete the Guidance Notes at the end of the form BEFORE submitting your application

SECTION A: About You (Principal Researcher)

Full Name:		Katie Jones			
Tick all boxes which apply:		Member of staff:	☐	Honorary research fellow:	☐
Undergraduate Student	☒	Taught Postgraduate Student	☐	Postgraduate Research Student	☐

Institute/Academic Discipline/Centre:	University Trinity St David
Campus:	Swansea SA1 Campus
E-mail address:	1916167@student.uwtsd.ac.uk /
Contact Telephone Number:	07854339478
For students:	
Student Number:	1916167
Programme of Study:	Bachelor of Science :Professional Policing Practice
Director of Studies/Supervisor:	Vanesa Serafini

Section B: Approval for Research Activity

Has the research activity received approval in principle? (please check the Guidance Notes as to the appropriate approval process for different levels of research by different categories of individual)	YES	☐	NO	☒
				Date
If Yes, please indicate source of approval (and date where known): Approval in principle must be obtained from the relevant source prior to seeking ethical approval	Research Degrees Committee	☐		
	Institute Research Committee	☐		
	Other (write in)	☐		

SECTION C: Internal and External Ethical Guidance Materials

Please list the core ethical guidance documents that have been referred to during the completion of this form (including any discipline-specific codes of research ethics, and also any specific ethical guidance relating to the proposed methodology). Please tick to confirm that your research proposal adheres to these codes and guidelines.	
UWTSD Research Ethics & Integrity Code of Practice	☒
UWTSD Research Data Management Policy	☒
	☐

SECTION D: External Collaborative Research Activity

Does the research activity involve collaborators outside of the University?		YES	☒	NO	☐
If Yes, please provide the name of the external organisation and name and contact details for the main contact person and confirmation this person has consented to their personal data being shared as part of this collaboration.					
Institution		Gwent Police			
Contact person name		Matthew Andrews			
Contact person e-mail address		Matthew.Andrews@gwent.police.uk			
Has this individual consented to sharing their details on this form?		YES	☐	NO	☒
Are you in receipt of a KESS scholarship?		YES	☐	NO	☒
Is your research externally funded		YES	☐	NO	☒
Are you specifically employed to undertake this research in either a paid or voluntary capacity?	Voluntary	YES	☐	NO	☒
	Employed	YES	☐	NO	☒
Is the research being undertaken within an existing UWTSD Athrofa Professional Learning Partnership (APLP)	If YES then the permission question below does not need to be answered.	YES	☐	NO	☒
Permission to undertake the research has been provided by the partner organisation	(If YES attach copy) If NO the application cannot continue	YES	☐	NO	☒

Where research activity is carried out in collaboration with an external organisation

Does this organisation have its own ethics approval system?	YES	☐	NO	☒
If Yes, please attach a copy of any final approval (or interim approval) from the organisation				

SECTION E: Details of Research Activity

Indicative title:	Investigation into misogyny within the police organisation		
Proposed start date:	January 2022	Proposed end date:	September 2022
Introduction to the Research (maximum 300 words) Ensure that you write for a <u>Non-Specialist Audience</u> when outlining your response to the three points below: • Purpose of Research Activity • Proposed Research Question • Aims of Research Activity			

- *Objectives of Research Activity*

Demonstrate, briefly, how **Existing Research** has informed the proposed activity and explain

- *What the research activity will add to the body of knowledge*
- *How it addresses an area of importance.*

Purpose of Research Activity

Purpose: The Purpose of this research is to gather information from officers, to help understand and establish an investigation into misogyny within the policing organisation and what affect this has on female officers.

In addition will I look to examine how this is being addressed.

From research I hope to propose way in which we can help find solutions on helping women within the workforce.

Proposed research question: -An investigation into misogyny within the police organisation.

(this box should expand as you type)

Research Question

My Core question will be Do you think there is sexism in policing

From this I aim to establish the persons gender and look at the difference in responses

- how female officers feel they treated within the workplace and do they feel valued and treated fairly

- whether female officers feel comfortable challenging/ reporting unethical behaviour if not why

- what barriers they feel are against them as female officer for promotion

- the perception of male culture in policing today

- pressure / stress of women officers

Existing research:

There have been current measures in place on how to protect women within the workforce however I wish to further develop these measures and engage with women directly to see what they think can be done differently to support them in the workplace

(this box should expand as you type)

Aims of Research Activity

The research that will be undertaken aim to highlight and analyse key problem areas within inside the organisation

I will also look to review current police practice and examine behaviours of officers within the police force and illustrate if officers feel comfortable challenging unethical behaviour.

I look to discuss policing strategies in helping support women and what policies and procedures are in place

(this box should expand as you type)

Objectives of Research Activity

My Overall research main objective will be to conduct a in-depth review of misogyny within the police organisation through identifying key issue women face. In addition, what is being done to support women.

Consideration of this research will address research surrounding misogyny within the police force and do women within the organisation feel they are treated fairly. Furthermore, I will examine if officers feel they are comfortable in challenging unethical behaviour and the pressure women face in the role.

Furthermore, consideration will be regarding the perception of male culture in policing

I will also look to make recommendation to organisations whilst taking into account feedback from the officers who participate in my research questions

(this box should expand as you type)

Proposed methods (maximum 600 words)

Provide a brief summary of all the methods that **may** be used in the research activity, making it clear what specific techniques may be used. If methods other than those listed in this section are deemed appropriate later, additional ethical approval for those methods will be needed.

Qualitative research- Interviews

Questionnaires- Qualitative

To Conduct this research I have chosen to research and present my findings through interviewing and questionnaires. I aim to conduct my research through Qualitative research

The use this method aims to increase the strength of study. I personally believe this will allow me to collate and disseminate the most accurate information obtained through research.

(this box should expand as you type)

Location of research activity

Identify all locations where research activity will take place.

The research will be taken remotely through internal questionnaires and at Newport Central Police station if this is not possible I will look to complete teams calls.

All participants opinions and answers will remain confidential when completing this research.

Interviews: will take place in a sperate room where only myself and one participant will be at one time or through Teams calls.

(this box should expand as you type)

Research activity outside of the UK

If research activity will take place overseas, you are responsible for ensuring that local ethical considerations are complied with and that the relevant permissions are sought. Specify any local guidelines (e.g. from local professional associations/learned societies/universities) that exist and whether these involve any ethical stipulations beyond those usual in the UK (provide details of any licenses or permissions required). Also specify whether there are any specific ethical issues raised by the local context in which the research activity is taking place, for example, particular cultural and/or legal sensitivities or vulnerabilities of participants.

N/A

(this box should expand as you type)

Use of documentation not in the public domain: Are any documents NOT publicly available?	NO	☒
	YES	☐
If Yes, please provide details here of how you will gain access to specific documentation that is not in the public domain and that this is in accordance with prevailing data protection law of the country in question and England and Wales.		
<i>(this box should expand as you type)</i>		

SECTION F: Scope of Research Activity

Will the research activity include:	YES	NO
Use of a questionnaire or similar research instrument?	☒	☐
Use of interviews?	☒	☐
Use of diaries?	☐	☒
Participant observation with their knowledge?	☐	☒
Participant observation without their knowledge?	☐	☒
Use of video or audio recording?	☐	☒
Access to personal or confidential information without the participants' specific consent?	☐	☒
Administration of any questions, test stimuli, presentation that may be experienced as physically, mentally or emotionally harmful / offensive?	☐	☒
Performance of any acts which may cause embarrassment or affect self-esteem?	☐	☒
Investigation of participants involved in illegal activities?	☐	☒
Use of procedures that involve deception?	☐	☒
Administration of any substance, agent or placebo?	☐	☒
Working with live vertebrate animals?	☐	☒
Other primary data collection methods, please explain in this box For example, 'focus groups'. Please indicate the type of data collection method(s) in this box and tick the accompany box.	☐	☒
Details of any other primary data collection method: (this box should expand as you type)		

If NO to every question, then the research activity is (ethically) low risk and **may** be exempt from **some** of the following sections (please refer to Guidance Notes).

If YES to any question, then no research activity should be undertaken until full ethical approval has been obtained.

SECTION G: Intended Participants

Who are the intended participants:	YES	NO
Students or staff at the University?	☐	☒
Adults (over the age of 18 and competent to give consent)?	☒	☐
Vulnerable adults?	☐	☒
Children and Young People under the age of 18? (Consent from Parent, Carer or Guardian will be required)	☐	☒
Prisoners?	☐	☒
Young offenders?	☐	☒
Those who could be considered to have a particularly dependent relationship with the investigator or a gatekeeper?	☐	☒
People engaged in illegal activities?	☐	☒
Others (please identify specifically any group who may be unable to give consent) please indicate here and tick the appropriate box.	☐	☒
Other – please indicate here: (this box should expand as you type)		

Participant numbers and source	
Provide an estimate of the expected number of participants. How will you identify participants and how will they be recruited?	
How many participants are expected?	The estimated number of participants is between 10 and 15 (this box should expand as you type)
Who will the participants be?	All participants will be anonymous and mainly aimed as specific gender (women). Internal questions will be aimed at police officers and staff to help research in understanding different genders reactions into “do you think there is sexism within the police force” My research will be centred around women who work within the police organisation (this box should expand as you type)
How will you identify the participants?	All research is anonymous other than the gender and age group of that person (this box should expand as you type)

Information for participants:	YES	NO	N/A
Will you describe the main research procedures to participants in advance, so that they are informed about what to expect?	☒	☐	☐
Will you tell participants that their participation is voluntary?	☒	☐	☐
Will you obtain written consent for participation?	☐	☒	☐
Will you explain to participants that refusal to participate in the research will not affect their treatment or education (if relevant)?	☒	☐	☐
If the research is observational, will you ask participants for their consent to being observed?	☐	☐	☒
Will you tell participants that they may withdraw from the research at any time and for any reason?	☒	☐	☐
With questionnaires, will you give participants the option of omitting questions they do not want to answer?	☒	☐	☐
Will you tell participants that their data will be treated with full confidentiality and that, if published, it will not be identifiable as theirs?	☒	☐	☐
Will you debrief participants at the end of their participation, in a way appropriate to the type of research undertaken?	☒	☐	☐
If NO to any of above questions, please give an explanation			
I have made the decision not to obtain written consent from the participants as I personally feel it makes this less formal and people maybe put off by obtaining consent and this completed upon their own free time with no obligation. <i>(this box should expand as you type)</i>			

Information for participants:	YES	NO	N/A
Will participants be paid?	☐	☒	☐
Is specialist electrical or other equipment to be used with participants?	☐	☒	☐
Are there any financial or other interests to the investigator or University arising from this study?	☐	☒	☐
Will the research activity involve deliberately misleading participants in any way, or the partial or full concealment of the specific study aims?	☐	☒	☐
If YES to any question, please provide full details			
<i>(this box should expand as you type)</i>			

SECTION H: Anticipated Risks

Outline any anticipated risks that may adversely affect any of the participants, the researchers and/or the University, and the steps that will be taken to address them. If you have completed a full risk assessment (for example as required by a laboratory, or external research collaborator) you may append that to this form.		
Full risk assessment completed and appended?	Yes	☐
	No	☒
Risks to participants For example: emotional distress, financial disclosure, physical harm, transfer of personal data, sensitive organisational information		
Risk to Participant: Due to the nature of the research participants may disclose information that they deem to be distressing. As a result may cause emotional distress to the participants <i>(this box should expand as you type)</i>	<i>How will you mitigate the Risk to Participant</i> Prior to the commencement of the questionnaires and interviews I will inform participants that the information they discuss maybe that of upsetting nature. Or questions being asked may bring back emotional distress. I will conduct interviews at a steady pace for the participant and take breaks should they be needed <i>(this box should expand as you type)</i>	
If research activity may include sensitive, embarrassing or upsetting topics (e.g. sexual activity, drug use) or issues likely to disclose information requiring further action (e.g. criminal activity), give details of the procedures to deal with these issues, including any support/advice (e.g. helpline numbers) to be offered to participants. Note that where applicable, consent procedures should make it clear that if something potentially or actually illegal is discovered in the course of a project, it may need to be disclosed to the proper authorities		
The research focuses on women's within the police organisation who may have been affected by misogyny therefore upsetting or sensitive topics may be discussed if triggered a memory. As a police officer a range of support services will be offered at the end of the questionnaires/ interviews such as the contact details for safe line. Due to the nature of the topic I may be notified of information which maybe illegal internally or externally. I will inform at the start of the questionnaires that I will be legally obliged to report the issue raised along with any disclosures that may be evidence in any investigation.		

(this box should expand as you type)

Risks to investigator

For example: personal safety, physical harm, emotional distress, risk of accusation of harm/impropriety, conflict of interest

Risk to Investigator: The research will be taken place through means of electronics and the participants involved will be colleagues. At present I feel the risk toward me will be low. The questionnaires will be published through engines such as SURVEY MONKEY. Due to the nature of the questions I may come across abusive answers which may cause me emotional distress. <i>(this box should expand as you type)</i>	How will you mitigate the Risk to Investigator: As myself and some participants are employed by the organisation I will inform them of the “safe line” should they wish to record anything. I will also speak to supervisors should I feel the research has affect on my personal wellbeing <i>(this box should expand as you type)</i>
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University/institutional risks

For example: adverse publicity, financial loss, data protection

Risk to University: Negative public and organisation perception <i>(this box should expand as you type)</i>	How will you mitigate the Risk to University: I will conduct myself with professionalism and ensure I do not bring the university into negative light. <i>(this box should expand as you type)</i>
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Disclosure and Barring Service

If the research activity involves children or vulnerable adults, a Disclosure and Barring Service (DBS) certificate must be obtained before any contact with such participants.	YES	NO	N/A
Does your research require you to hold a current DBS Certificate?	☐	☒	☐

SECTION I: Feedback, Consent and Confidentiality

Feedback

What de-briefing and feedback will be provided to participants, how will this be done and when?

As all participants will be anonymous I will not be able to provide individual feedback upon completion of the questionnaires. I will present my findings within the dissertation.

(this box should expand as you type)

Informed consent

Describe the arrangements to inform potential participants, before providing consent, of what is involved in participating. Describe the arrangements for participants to provide full consent before data collection begins. If gaining consent in this way is inappropriate, explain how consent will be obtained and recorded in accordance with prevailing data protection legislation.

Consent will be gained verbally to colleagues I request complete the questionnaire.

I will gain consent from female friends who will be completing the questionnaires.

Each participant will be informed that their participation is voluntary and they can choose not to complete or answer certain questions should they wish.

(this box should expand as you type)

Confidentiality / Anonymity

Set out how anonymity of participants and confidentiality will be ensured in any outputs. If anonymity is not being offered, explain why this is the case.

Confidentiality and anonymity are guaranteed by myself and at no point within the research format will continue if anonymity cannot be protected.

I will ensure that all participants remain anonymous by storing data that may be obtained through research by means of encryption and ensure that confidentiality and anonymity remain throughout

(this box should expand as you type)

In completing this section refer to the University's Research Data Management Policy and the extensive resources on the University's Research Data Management web pages (<http://uwt.ac.uk/library/research-data-management/>).

97

Laptop computers/ CDs/ Portable disk-drives/ memory sticks?	☐	☒
"Cloud" storage or websites?	☐	☒
Other – specify:	☐	☒
For all stored data, explain the measures in place to ensure the security of the data collected, data confidentiality, including details of password protection, encryption, anonymisation and pseudonymisation:		
All data collated from the interviews will be stored on my personal police laptop that only I have access too. The laptop is password protected and requires verification through two stages to be allowed access. In addition nobody knows the password for this device therefore ensuring no others will be able to gain access <i>(this box should expand as you type)</i>		
All Data Storage		
Will the research activity involve any of the following activities:	YES	NO
Electronic transfer of data in any form?	☐	☒
Sharing of data with others at the University?	☐	☒
Sharing of data with other organisations?	☐	☒
Export of data outside the European Union or importing of data from outside the UK?	☐	☒
Use of personal addresses, postcodes, faxes, emails or telephone numbers?	☐	☒
Publication of data that might allow identification of individuals?	☐	☒
Use of data management system?	☐	☒
Data archiving?	☐	☒
If YES to any question, please provide full details, explaining how this will be conducted in accordance with the GDPR and DPA (and/or any international equivalent):		
<i>(this box should expand as you type)</i>		
List all who will have access to the data generated by the research activity:		
Only myself. However I have a duty of care to participants as a police officer. If there are any disclosures that may appear an offence has taken place and not been investigated i will have no other option than to disclose that to the organisation. <i>(this box should expand as you type)</i>		
List who will have control of, and act as custodian(s) for, data generated by the research activity:		
Just myself		

<i>(this box should expand as you type)</i>		
Give details of data storage arrangements, including security measures in place to protect the data, where data will be stored, how long for, and in what form. Will data be archived – if so how and if not why not.		
The research will only be stored for the period it takes to complete the research. Following this it will no longer be needed and will be deleted securely. As above all data will be stored securely.		
<i>(this box should expand as you type)</i>		
Please indicate if your data will be stored in the UWTSD Research Data Repository (see https://researchdata.uwtsd.ac.uk/). If so please explain. <i>(Most relevant to academic staff)</i>		
NA		
<i>(this box should expand as you type)</i>		
Confirm that you have read the UWTSD guidance on data management (see https://www.uwtsd.ac.uk/library/research-data-management/)	YES	☒
	NO	☐
Confirm that you are aware that you need to keep all data until after your research has completed or the end of your funding	YES	☒
	NO	☐

SECTION K: Declaration

The information which I have provided is correct and complete to the best of my knowledge. I have attempted to identify any risks and issues related to the research activity and acknowledge my obligations and the rights of the participants. In submitting this application I hereby confirm that I undertake to ensure that the above named research activity will meet the University's Research Ethics and Integrity Code of Practice which is published on the website: https://www.uwtsd.ac.uk/research/research-ethics/		
Signature of applicant:	K.JONES	Date: 18/1/2022

For STUDENT Submissions:

Director of Studies/Supervisor:	Vanessa Serafini	Date: 18/1/2022
Signature:	K. Jones	

For STAFF Submissions:

Academic Director/ Assistant Dean:		Date:
Signature:		

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Checklist: Please complete the checklist below to ensure that you have completed the form according to the guidelines and attached any required documentation:

☒	I have read the guidance notes supplied before completing the form.
☒	I have completed ALL RELEVANT sections of the form in full.
☒	I confirm that the research activity has received approval in principle
☒	I have attached a copy of final/interim approval from external organisation (where appropriate)
☐	I have attached a full risk assessment (and have NOT completed Section H of this form) (where appropriate) ONLY TICK IF YOU HAVE ATTACHED A FULL RISK ASSESSMENT
☒	I understand that it is my responsibility to ensure that the above named research activity will meet the University's Research Ethics and Integrity Code of Practice.
☒	I understand that before commencing data collection all documents aimed at respondents (including information sheets, consent forms, questionnaires, interview schedules etc.) must be confirmed by the DoS/Supervisor, module tutor or Academic Director.
☒	I have deleted the guidance notes before submitting the PG2 for consideration

RESEARCH STUDENTS AND STAFF ONLY

All communications relating to this application during its processing must be in writing and emailed to pgresearch@uwtsd.ac.uk, with the title 'Ethical Approval' followed by your name.

You will be informed of the outcome of your claim by email; therefore **it is important that you check your University and personal email accounts regularly.**

STUDENTS ON UNDERGRADUATE OR TAUGHT MASTERS PROGRAMMES should submit this form (and receive the outcome) via systems explained to you by the supervisor/module leader.

This form is available electronically from the Academic Office web pages:
<https://www.uwtsd.ac.uk/academic-office/appendices-and-forms/>