

Gender & Policing: Crisis, Change and Continuity

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A History of 'Struggle'

Fought, resisted, undermined & opposed
on legal, organisational, informal,
interpersonal levels

Women cast as 'outsiders' to policing

Here and the Now....

Post- feminist era

New meritocracy - the 'can do' woman

'All things are equal now'

Modern activism - Gender Mainstreaming

Transformative potential

INTERNAL & EXTERNAL impacts

- Use less physicality, force, threat
- Adopt a higher ethical code
- Greater empathy -victim focused
- 'Service' oriented - working with communities
- Positive partnership working
- Transformational leadership styles

Re-balancing a loss in legitimacy

RECURRING theme - to 'clean up' policing'

'Can these women save the Met ?'

'Restoring trust lies with senior females'

'The saviour of the nation's corruption-riddled, scandal-plagued police service'

Men/masculinities dominate

27% women

16% Chief Inspector and above

Need 35% for progression/ cultural integration
(BAWP)

‘Policing as a kind of power, in all forms and aspects remains embedded in notions of masculinities’

‘Irresolvable conflict’

Gendered substructure - ‘ideal’ type of worker

‘Uninterrupted, long & full time career’

‘Ever-available’

4 in 10 considered leaving the force (low morale,
concerns regarding flexible working/child care)

Independent Police Commission (2012)

Acceptance ?

Masculinities - ‘ Managerial’ culture

Transformative behaviours conceived of as
‘weak’ / ‘passive’ / ‘oversensitive’

A mixed century...

Progression and Regression - Simultaneous

Effects of Austerity

- Cultures of insecurity/ competition/ rivalry
- Dismantling of Equalities Support/ Networks

Change and Continuity

Struggle is Persistent & Enduring

CONTINUITIES in police career/male ethos