

FEMALE BECOME A POLICE RECRUIT

ENHANCING GENDER DIVERSITY IN QUEENSLAND POLICE SERVICE RECRUITMENT

THE PROBLEM

Increasing the number of female police officers is significant because:

In 2015, females made up only 26% of the QPS. In response, the QPS has decided to increase the gender balance of police officers; "A more balanced and diverse police organisation means a better service to the people of Queensland" - Commissioner Ian Stewart.

- Equality enhances productivity
 - Diverse police services are more representative of communities
 - Communities are more responsive to diversified services
 - A diverse QPS allows for a plethora of new skills
- Barriers and facilitators to gender exist within the QPS. Our aim was to identify these barriers and possible facilitators to allow for future processes to be implemented for more women in the QPS.

RESEARCH QUESTIONS

- Why are there fewer women completing the application process and subsequently, fewer women making it into recruitment?
- How can the QPS increase the number of women successfully completing the application process, and thereby increase the number of female police officers?

METHODOLOGY

'A three phase mixed-method approach'

- Phase 1: Public perceptions**
 - 101 surveys examining perceptions of QPS
- Phase 2: Successful recruits**
 - 17 interviews examining challenges of the application process
 - 41 surveys examining recruit experience in the QPS environment
- Phase 3: Unsuccessful recruits**
 - Interviews examining challenges within the application process

ACKNOWLEDGEMENTS

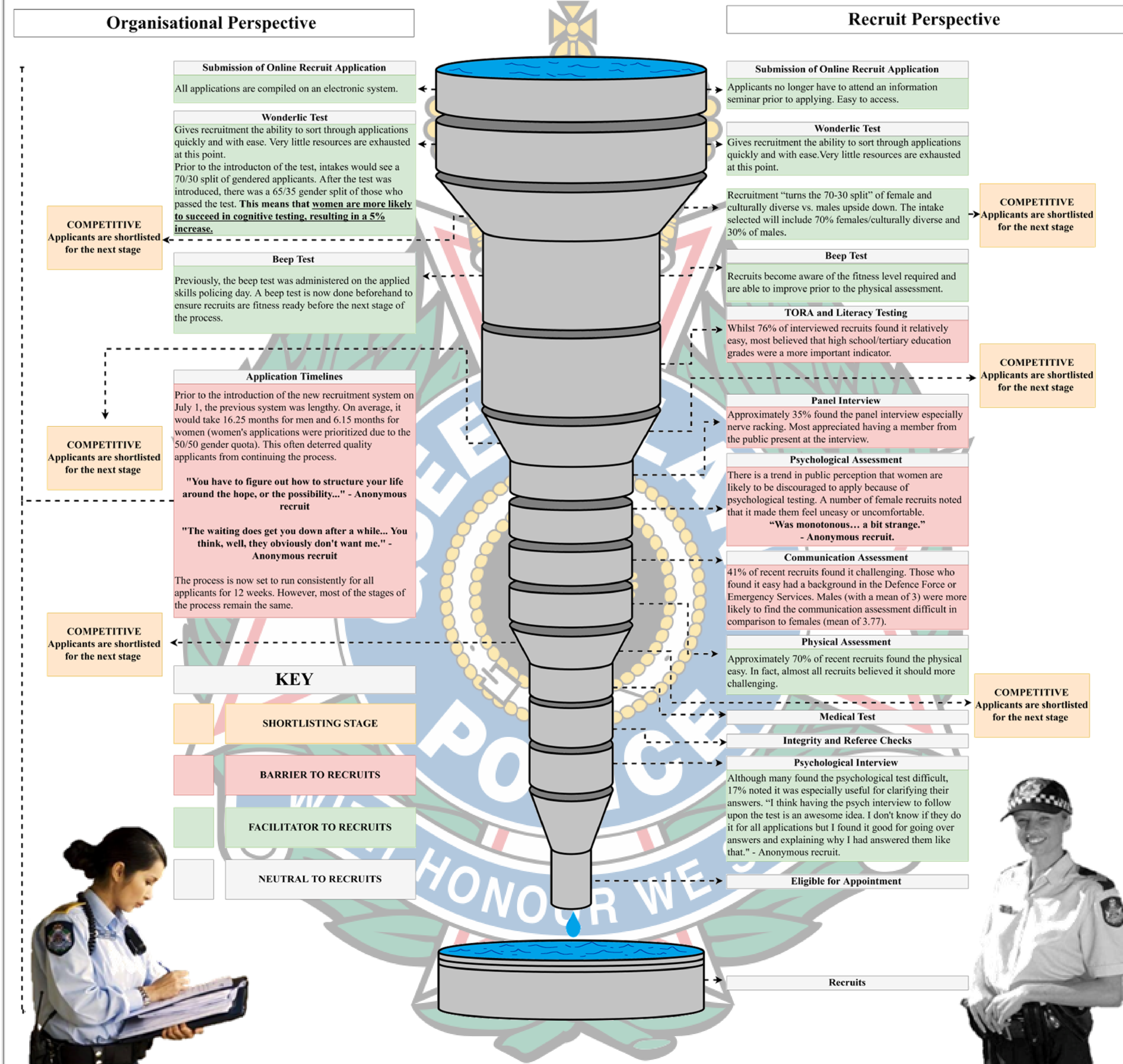
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REFERENCES

Australian Federal Police, "International Deployment Group: Gender Strategy" last updated 2014, <http://www.afp.gov.au/~/media/afp/pdf/051514/gender-strategy.pdf>

Sisa Yallemas, "Queensland Police Aim to Raise Female Recruits to 50 percent," Brisbane Times, March 7 2016.

THE APPLICATION PROCESS



FINDINGS

Public Perception:

- More males than females tended to think that women were treated equally.
- Significant gender difference in consideration of working for QPS (men are more likely to consider a career in the QPS than females).

Recruit Perception:

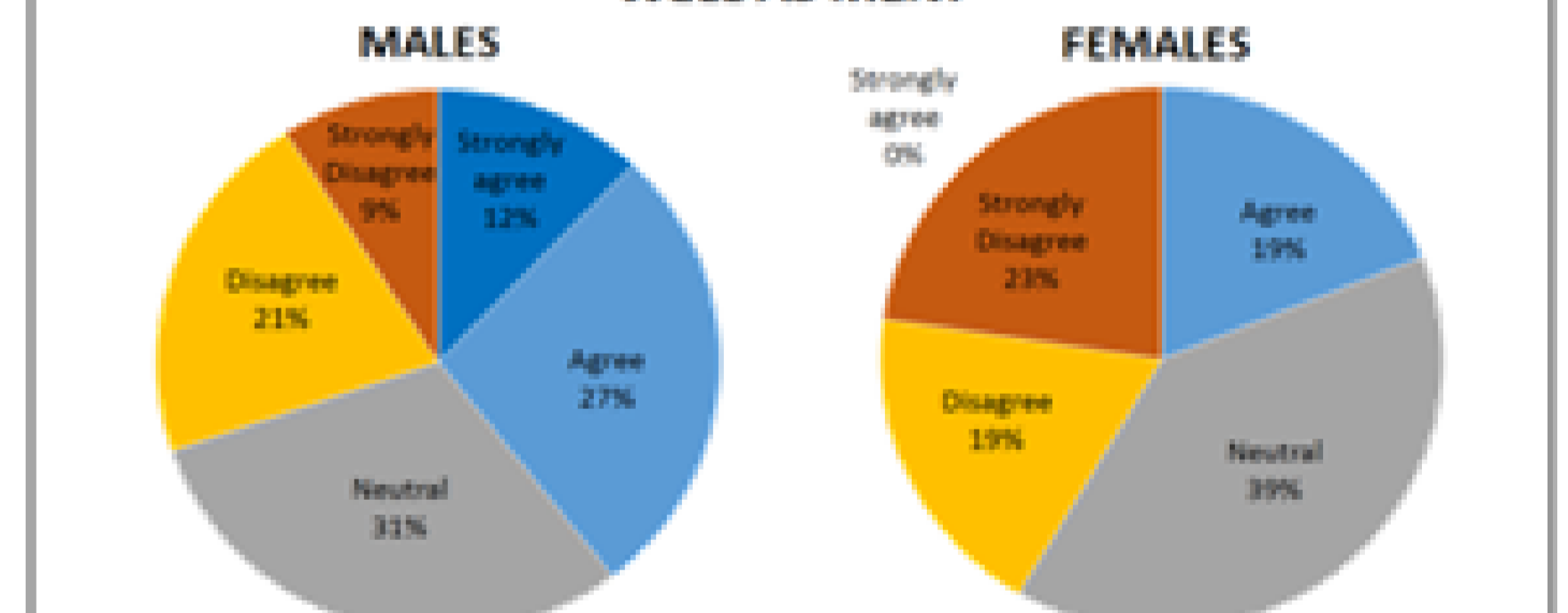
- Male recruits slightly more inclined to suggest that women are too emotional to be police officers.

Recruit Experiences:

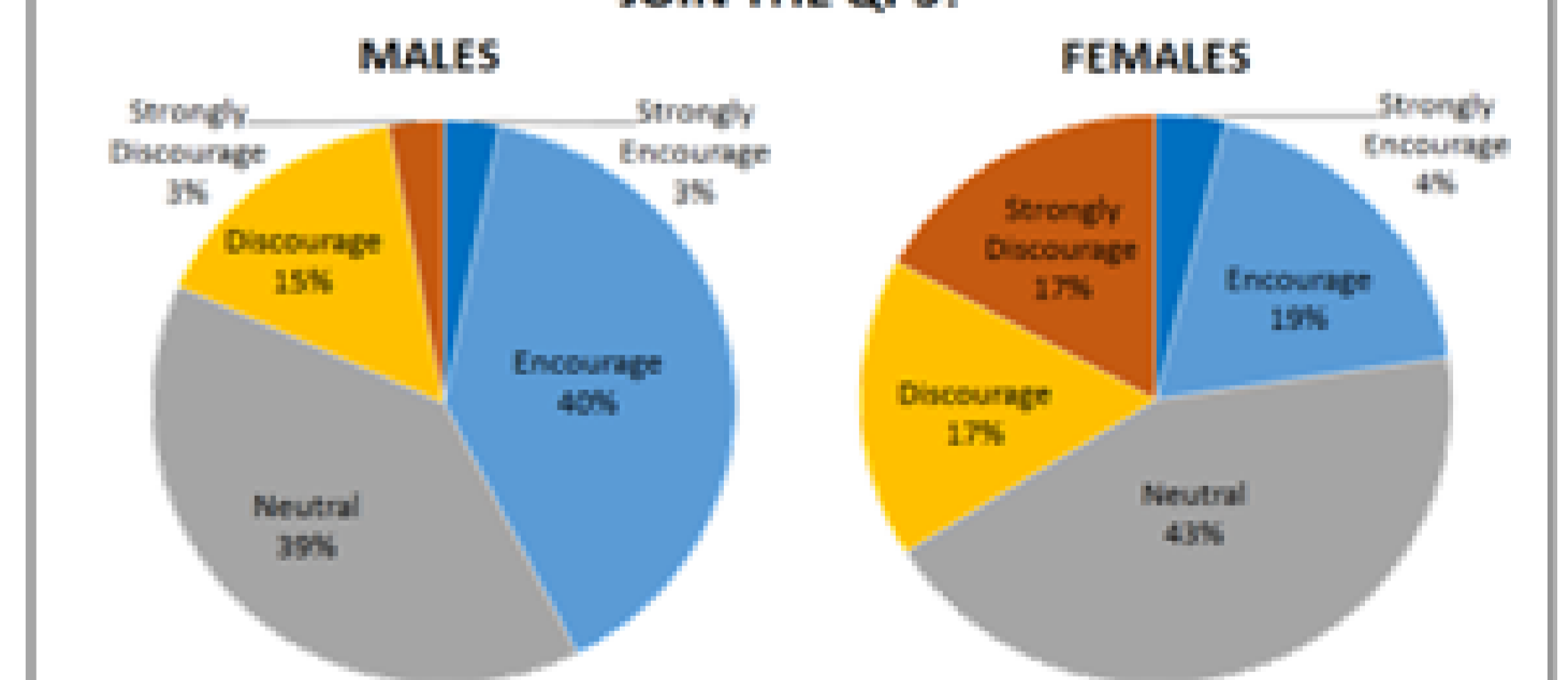
- All interviewees stated that they felt welcomed and supported in the QPS and that everyone was treated the same.
- Important theme: although all recruits believe they were treated equally, there was a reoccurring theme that female applications had been prioritised.

Inconsistent: All sampled recruits believed they were treated equally by gender, however survey results from the public revealed that female citizens felt that women in the QPS are not treated as well as men (see graph below).

PUBLIC SURVEY: ARE WOMEN IN THE QPS ARE TREATED AS WELL AS MEN?



PUBLIC SURVEY: DOES POLICE CULTURE ENCOURAGE YOU TO JOIN THE QPS?



IMPACT

- Changing QPS policies to reduce gendered barriers in recruitment process
- Increasing the gender balance and creation of a diverse police service
- Targeted QPS marketing for potential recruits