


BICYCLES, BARRACKS AND BANDOLIERS

Suggested Activities

Role of women in the police force

Notes to Teachers

A group of learning activities that explores women's rights, legislation and the evolution of women in the workplace and in policing. Pupils use video, imagery and a timeline to gain a better understanding of the changing role of women in the police force in Northern Ireland.

Tasks can be completed by pupils individually or in pairs. Where a class discussion and teacher input is required this is marked with a .

The activity set finishes with a concluding task, *task 5*, that supports pupils to evidence their learning across the theme.

Resources required:

Tasks 2, 3 & 4: whiteboard or computers with internet access.

Curricular Links

Learning Areas: History, Local & Global Citizenship

KS3 History:

- *Knowledge, Understanding and Skills*
 - Understanding continuity and change, progression and regression;
 - Developing chronological awareness.
- *Key element:* Cultural Understanding
 - Investigate the impact of significant events/ideas of the 20th Century on the world - women's rights.
- *Key element:* Economic Awareness
 - Explore issues related to Economic Awareness.

KS3 Local & Global Citizenship:

- *Key concept:* Equality and Social Justice
 - Explore how inequalities can arise in society including how and why some people may experience inequality or discrimination;
 - Explore the work of inter-governmental, governmental and non governmental organisations (NGO) which aim to promote equality and social justice - Equality Commission for N. Ireland.

Key Skills and Personal Capabilities

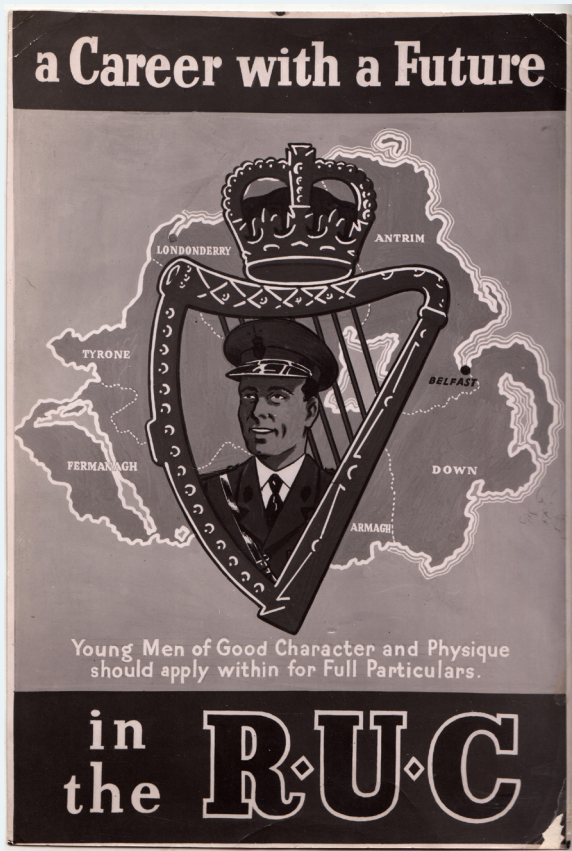
Managing information, Self-management, Being Creative, (Working with others –if undertaken in pairs or small groups).

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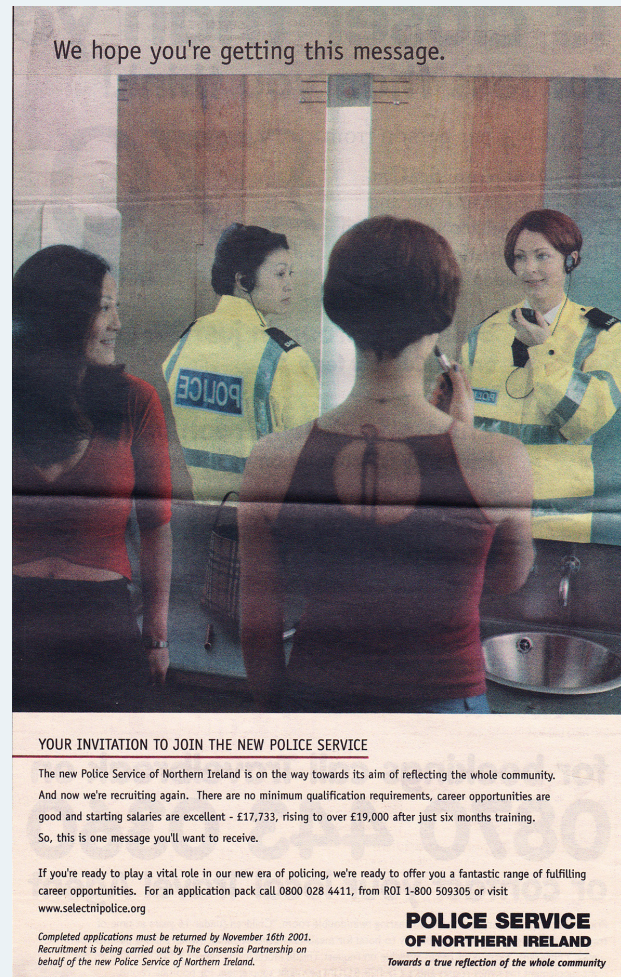
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Role of women in the police force

The rights of women and their role in society and the workplace have changed greatly over the past century. Prior to 1918, women were unable to vote, stand as an MP or work in certain professions. The Sex Disqualification (removal) Act of 1919 gave women greater rights of employment. Further legislation enabled women to gain greater equality and become more integrated into the workplace. The role of women in the police force in Ireland and Northern Ireland reflects this gradual evolution of women's rights.



Recruitment posters for above: RUC (c. 1960) and right: PSNI (2001)



Task 1: Review these recruitment posters

Review these two recruitment advertisements for the RUC (c.1960) and the PSNI (2001).

1. Study each image.
2. Who is the poster targeting – think about gender?
3. Read the text – pick out any words that relate to gender.
4. How are the images different?
5. How would the older poster be received if it were released now? Would it be positive or negative? Why?
6. How would the new poster be received in 1960? Would it be positive or negative? Why?

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<i>Policewomen in Ireland/ Northern Ireland</i>	<i>Women in the workplace and related legislation</i>
	— 1914 Voluntary Women's Police Service set up
	— 1915 Edith Smith became first official UK women constable in Grantham
Four civilian women recruited to the RIC 1918	— 1918 Representation of the People Act gave women over 30, in the UK, the right to vote The Parliamentary Qualification of Women Act is passed, enabling women to stand as MPs Constance Markiewicz, Sinn Féin became the first woman elected to Westminster
	— 1919 The Sex Disqualification (removal) Act removed the 'gender bar' in certain professions, including the civil service, courts and universities First women police officers joined the Metropolitan Police
RUC formed, retained two civilian policewomen 1922	— 1923 Policewomen in Britain given power of arrest
	— 1928 Representation of the People (Equal Franchise) Act 1928 gave women over 21, in the UK, the right to vote
Civilian policewomen issued with warrant cards 1938	— 1939 246 policewomen in England and Wales
	— 1941 The National Service Act was passed introducing conscription for women for war work
First six women constables entered service under Woman Sergeant MacMillian at the RUC Women Police Branch (WPB) in Belfast. Duties included dealing with sexual offences, prostitution, taking statements from women and children, searching female prisoners, political work and accompanying children, female juveniles and aliens. 1944	
A woman sergeant and four woman constables were deployed in Londonderry city 1947 WPB take on additional seaside duties	— 1946 Marriage bar removed in England and Wales
WPB given additional court duties 1952	
WPB take on additional points duties 1955	
Head Constable MacMillian became district inspector (3rd class), WPB decentralised to seven Belfast district headquarters 1956	— 1956 In Britain, legal reforms say that women teachers and civil servants should receive equal pay

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Women constables transferred to Newry Portadown, Coleraine and Ballymena	1961	
42 hour working week, night duty for women introduced in Belfast city	1967	
First married women joined the force	1969	1968 Marriage bar removed Northern Ireland and Scotland
Boyes and Hunt reports recommended increase in the number of RUC policewomen	1970	1970 The Equal Pay Act makes it illegal to pay women lower rates than men for the same work
First women recruited to part-time RUC Reserve	1973	
Policewomen attached to 32 stations in RUC		
First women recruited to full-time RUC Reserve	1974	
Female recruits join the RUC Cadet Corps		1975 The Sex Discrimination Act made it illegal to discriminate against women in work, education and training.
First seven women constables attached to traffic branch	1976	The Employment Protection Act introduced statutory maternity provision and makes it illegal to sack a woman because she is pregnant.
First women chief superintendent		1976 Sex Discrimination (Northern Ireland) order
Policewomen make up 9% of RUC	1977	
Contracts of full-time women RUC Reserve ceased to be renewed	1980	1979 First female UK prime minister.
First female dog handlers		
WPB headquarters closed	1982	
European Court found in favour of female reservists sex discrimination case	1986	1985 Armed roles in UK police opened to women
Use of 'women' prefix for rank discontinued	1990	1986 The Sex Discrimination (Amendment) Act enables women to retire at the same age as men. It also lifts the legal restrictions which prevent women from working night shifts in factories.
First female sub-divisional commander in RUC	1992	
RUC women given personal protection weapon	1994	
Patten report recommended a greater number of female officers in PSNI	1999	1995 Pauline Clare became the first female chief constable in Britain
First female deputy chief constable in RUC	2009	

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Task 2: Find out about the early days of women in the police force

1. Review the timeline to find out when the first official policewomen was employed by police forces in England and Northern Ireland.

2. Watch the following short clip from the BBC documentary

A Fair Cop - A Century of British Policewomen [10.38 - 11.57]

<https://www.youtube.com/watch?v=20D0SOZjqn8&feature=youtu.be&t=10m38s>

3. Name two differences between the first policewomen and their male colleagues?

4. What was the marriage bar and when was it removed in Northern Ireland?

5. Visit the page **Royal Ulster Constabulary policewoman's gloves**

<http://policehistoryni.com/ruc-policewomans-gloves.html>

6. List the duties of the first police women in the RUC.



7. Discuss with the class how women were treated differently to men in the police force. Why do you think that was?

Task 3: Find out about unequal pay for unequal jobs?

1. Review the timeline, when did the Equal Pay Act come into law?

Listen to these former policewomen discuss their experiences of working in 1950s and 1960s and their attitudes towards equal pay.

2. Listen to a section of the clip **WPCs in the early sixties** [1.48 - 4.48]

http://www.oldpolicecellsmuseum.org.uk/page/sgt_edna_osbourne_and_sgt_janice_morford

3. Watch a clip of an interview with **Pat Finch WPC** [1.38 - 3.05]

<https://www.youtube.com/watch?v=AyfLPqTtUEs&feature=youtu.be&t=1m39s>

4. Do these women agree with the Equal Pay Act?

5. List the reasons they give.



6. Does their attitude surprise you? Discuss your thoughts with the class.

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Task 4: Understanding the impact of the Sex Discrimination Act

1. Review the timeline, when did the Sex Discrimination Act become law in Britain and in Northern Ireland?

2. Read 'On This day 1975: New laws to end battle of the sexes'

http://news.bbc.co.uk/onthisday/hi/dates/stories/december/29/newsid_2547000/2547249.stm

3. List the effects this act had on women in the workforce.

4. Read the 'Press release issued by the Equality Commission',

<http://policehistoryni.com/equality-legislation-ruc.html>

5. Why were the reservists' contracts not renewed?

6. Why was this action considered sexual discrimination?

7. Read the article 'Top PSNI women concerned at lack of female police officers', <http://www.belfasttelegraph.co.uk/news/northern-ireland/top-psni-women-concerned-at-lack-of-female-police-officers-31194684.html>

8. Do you think women are now treated equally in the police force in the UK and in Northern Ireland? Provide examples to back up your argument?

Task 5: Changing Times



1. In your opinion, what were the five most important changes for women working in the police force during the past 100 years? Share the reason for your selection with the class.

Links

- WPC Christine Braine 1972 - 1981 (audio interview)
http://www.oldpolicecellsmuseum.org.uk/page/chrissie_smith
- WPC Hazel Laine, Traffic Division 1967 - 1974 (audio interview)
http://www.oldpolicecellsmuseum.org.uk/page/hazel_laine-2
- WPC Hilary Pownall, 1973-1988 (audio interview)
http://www.oldpolicecellsmuseum.org.uk/page/hilary_pownall
- WPC Carolyn Jones, 1968 - 1996 (audio interview)
http://www.oldpolicecellsmuseum.org.uk/page/carolyn_jones_audio
- Equality Commission for Northern Ireland guide to Sex Discrimination
<http://www.equalityni.org/ECNI/media/ECNI/Publications/Individuals/SexDiscrimShortGuide2010.pdf>
- Open University - Women Police
<http://www.open.ac.uk/Arts/history-from-police-archives/Met6Kt/WomenPolice/wplIntro.html>
- British Pathé Women Police (1942)
<https://www.youtube.com/watch?v=IOcJmzChyd8>