

THIS EVENT WILL START SOON

Breaking Bad: Challenging the heteronormative environment in the UK's police and prisons



@OUBSchool



Breaking Bad: Challenging the heteronormative environment in the UK's police and prisons



@OUBSchool



BUSINESS SCHOOL

BREAKING BAD

HOST

Dr Nela Smolović Jones

- Lecturer in Organisation Studies at The Open University Business Schools Department for People and Organisations
- Founder and director of the Gendered Organisational Practice research cluster, which sits within the REEF academic centre of excellence
- The research cluster provides a space in which feminists of any gender can share insights and knowledge from academic study and practice
- Nela is particularly interested in exploring the gendered experiences of women in precarious employment, especially the enactments of reproductive labour within the workplace, relational ethics from positions of precarity and the ways women organise for gender equality
- Nela's research is informed by participative democracy, agonism and deliberation; feminist theory; performativity; embodiment; ethnography; multimodal and discourse analysis
- Teaching interests are centred on the research process, ethics, diversity, equality and leadership



BREAKING BAD

SPEAKER

Dr Matthew Jones

Director of Policing Organisation and Practice

- Matthew joined the OU in 2017. Currently leads a team of interdisciplinary academics developing a portfolio of programmes delivered to police forces nationally and is part of the Centre for Policing Research and Learning leadership team.
- Matthew was previously at Liverpool John Moores University (Senior Lecturer in Policing) and Northumbria University Newcastle (Programme Leader for Criminology).
- An interdisciplinary social scientist, Matthew's interests include:
- Policing: including the role and function of the police in contemporary society; community policing; policing and victimology; police and crime; researching police organisations.
- Criminal Justice Organisations and Management: including the structures and governance of key criminal justice organisations; ethics and accountability; visual and cultural representations; organisational culture and reform; evidence-based practice.
- Contemporary intersections between LGBT identities and crime / criminal justice organisations: including the occupational experiences and contributions of LGBT police officers; police investigation of LGBT Hate Crime.
- Matthew is currently the Chair of the national British Society of Criminology Policing Network.

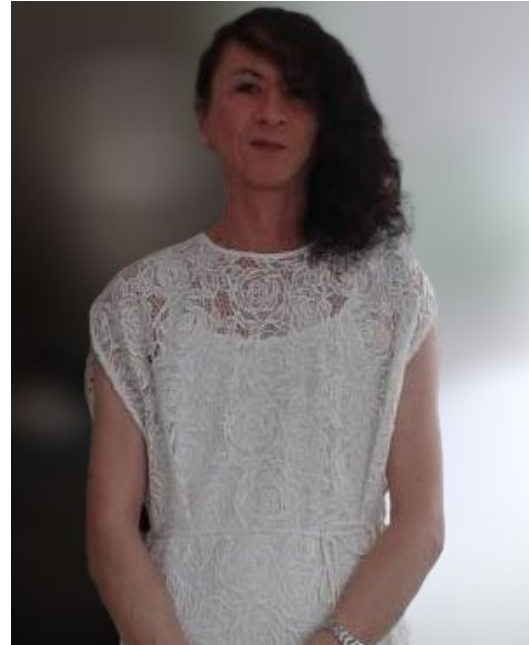


BREAKING BAD

SPEAKER

Dr Saoirse O'Shea

- Saoirse joined The Open University in October 2020 and is a non-binary person.
- Saoirse's research interests include:
 - How people, particularly those who are vulnerable and marginalised, are organised in heteronormative societies.
 - Qualitative analysis including ethnographic, autoethnographic methods and writing.
 - Issues of vulnerability, precarity, marginalisation, power and gender.
- Currently co-lead on a three year project with Leicester University concerned with the lived experiences of transgender and non-binary prisoners in the English and Welsh Prison Estate.
- Saoirse has published my research in various academic journals including: Sociology; Organization; Culture and Organization; Management Learning; Gender, Work and Organization.
- Likes cats, fashion, chocolate and rugby in no particular order.



**“I’m just a police officer who happens to be gay...but...”?
Exploring the Contemporary Career Experiences and
Contributions of Lesbian, Gay and Bisexual Police Officers in
England and Wales**



**Dr Matthew Jones
The Open University**

Matthew.Jones@Open.ac.uk

Fraught LGB Police Histories

- **Burke (1994) – *Coming Out of the Blue***
 - the only UK study ever to look into the issue of sexuality and policing
 - Sexuality as antithetical to British policing
 - *‘the most serious kind of contamination and worst possible threat to the integrity of the service’* (p. 194)

Four main themes :

- i. The gendered, heteronormative and exclusionary nature of police practices and culture.
- ii. LGBT officers experience of discrimination in relation to recruitment, deployment, and promotion.
- iii. The ‘memory’ of homosexuality as criminal as a justification for resistance.
- iv. The dual persona: to dual or not to dual?

Post-MacPherson Policing – A New Era for LGB Officers?

- Politicisation of diversity in policing
- Social change related in LGBT rights and protections
- Acknowledgement as a potential victim within the criminal justice system
 - A transition from 'bad' to 'good' victim (Moran, 2012)
 - Legislative Recognition of
 - LGBT hate crime
 - Same-Sex Domestic violence
 - Same-Sex Sexual Offences, including rape.
- Active recruitment of LGB officers
- Established evidence base related to gender and ethnicity in policing...but not sexuality

Methodology

- Mixed Methods Research Design:
 - (i) Online Survey: 838 responses
 - (ii) 43 In-depth qualitative interviews
- National lens
- Convenience / snowball sample
- Some interesting methodological reflections

Initial Survey Findings

- 75% feel that the police currently does enough to support LGB police officers.
- 74% are 'very satisfied' or 'satisfied' with being a police officer.
- 79% consider themselves to be 'out' at work.
- 82% have never experienced discrimination at work due to their sexual orientation.

Recognition with Bite

- Overt discrimination and prejudice, often seen as negative expressions of police occupational culture, are now acknowledged as professional deviance
- Tripartite structure of measures:
 1. Introduction of legislation (e.g. Employment Equality (Sexual Orientation) Regulations 2003; Equality Act 2010)
 2. The establishment of a police code of conduct & ethics
 3. Commitment and support from senior officers - zero tolerance

Inspector Maria, Mid-size: *It's because of things like the Equality Act that things have got a lot better recently. People can't act inappropriately or make stupid comments anymore because if they do they are going to lose their jobs. It's not lip service in terms of the organisation just saying it is diverse, and there are actual measures that are in place to protect us if we need them.*



Power By Number

- More visible LGBT police officers than ever before
- Generations in transition
- New era of police officer – educated; exposed to diversity; accepting.
- Perceptions of LGB officers based on lived experience than social stereotypes
- LGBT Police Initiatives fracturing the homogeneity / dominant iconography of policing [See next slide]
- Establishment of LGB Police groups – to represent LGB officers and develop a professional community

"I used to be the only gay officer in my station, now there are four on my team alone"



Climate of Contribution

- I'm just a police officer that happens to be gay. But....
 - Identity seen as part of the contemporary police officer toolkit
 - Responding to and supporting LGBT Victims and Witnesses - empathy and shared experience
 - Contributing specialist knowledge of LGBT issues to investigations
 - Help re-build relationships with the LGBT community
 - Building stakeholder relationships
- Also make a contributions to 'traditional' police work
 - Less forceful / confrontational.
 - Seeing beyond the mask / performance of offenders – consequences of the 'double life' experienced by LGBT officers.
 - Patchwork police teams – being able to bring different perspectives from their lived experiences

Cultural Complexity

- **Gender differences**
 - Gay males experiencing most resistance
 - Continued sexism for female officers
- **Effects of geography / force type**
 - Diversity as an urban issue
 - Varying levels of commitment to diversity/reform.
- **Effects of Rank**
 - Protection from the management bubble
 - “I’ll speak up when the need arises”
- **Different Types of Police Work**
 - Uniformed v CID/Specialist roles
 - Macho roles for the boys

Further Reading

- Jones, Mand Williams, M. [Twenty years on: lesbian, gay and bisexual police officers' experiences of workplace discrimination in England and Wales](#) (2015). *Policing and Society*, 25(2) (pp. 188-211)
- Jones, M. [Who Forgot Lesbian, Gay, and Bisexual Police Officers? Findings from a National Survey](#) (2015-01-23), *Policing: A Journal of Policy and Practice*, 9(1) (pp. 65-76)

Sex Inside: Inside sex

Saoirse Caitlin O'Shea

Senior Lecturer DPO, The Open University

[Read more](#)



Meet Karen.

Karen was sent to a women's prison. Karen has a penis and sexually assaulted two women in prison. 22 more male prisoners are living in womens prisons. Some are rapists. Sign our petition to get this dangerous prison policy changed.

Think about it.
#ChooseReality



[Prisons](#)

After Karen White: What Is The Government Doing To Make Sure Women In Prison Never Get Attacked By A Male Inmate Ever Again?

2018.12.13 PFW 1996 Views 0 Comments 7 min read

How did we get here? Back in December 2015 the government announced there would be a review of the Care and Management of Transgender Offenders. This led to the launch one year later of a new prison policy by HMPPS (Her Majesties Prison and Probation Service) called PSI17/2016. Two external consultants were used

[Read more](#)



Her Majesty's Prison and Probation Service
Offender Equalities
Annual Report

017/18

Ministry of Justice
Official Statistics Bulletin

Published 29 November 2018

2018:

There are 139 prisoners in England and Wales identifying as transgender

At least 111 were born the male sex.

At least 22 males are living in women's prisons.

It is unknown how many of the 22 males have retained their penis.

It is unknown how many of the 22 males have been convicted of sexual or violent offences against women.

[Prisons](#)

[Science & statistics](#)

How many transgender prisoners are there and where are they located? Analysis of 2018 HMPPS Equality statistics.

2018.12.09 PFW 2502 Views 0 Comments 4 min read

Data including the number of transgender prisoners serving their sentence in England and Wales is captured each year in April. Six months later the figures are released to the public. This article is an analysis of the data conducted by Fair Play For Women. This year, prisoners

[Read more](#)

'...the populist and highly punitive penal policy in the UK is promoted by media discourses around prison' (Mason , 2006)

Suffer 'wild swings in government policy'
(P Wheatley former Chief Executive NOMS /HMPPS 2016)

Prison for prisoners are:

“violent and dangerous” places (HMIP 2015-16:8)

‘Volatile’ (POA 2016)

For transgender and non-binary prisoners, prison is a site of:
‘stigma, exclusion, isolation, discrimination, harassment and violence’ (Emerton, 2018)

‘marginalisation behind bars’ (Baker, 2017)

What do we know? Very little, almost nothing

There are 163 transgender prisoners in England and Wales. 62 of the 121 public and private prisons.

129 prisoners reported their legal gender as male, 32 as female and 2 did not state their legal gender.

34 trans prisoners are held in the female estate including trans men prisoners.

[There are 2 trans men prisoners known to be in the male estate.]

(MoJ, 2019)

According to the 2019-2020 Her Majesty's Inspectorate of Prisons (2020) survey, 2% of respondents held in men's prisons described themselves as transgender or transsexual. 5% of prisoners in the male estate are gay, or bisexual, or 'other' and are also more likely to be trans, non-binary or female. 22% of prisoners in the female estate are lesbian, bisexual or 'other'.

Sex is one of the five 'pains of imprisonment' (Sykes, 1958). The others being liberty, desirable goods and services, autonomy, and security.

Officially sex between prisoners, whilst it is not against an official rule, is not condoned and if a complaint is made then the prisoners involved may be sanctioned under PR51 (20)/YOI R 55 (22). This may result in the couple being separated.

Sex between prisoners and sex between staff and prisoners is largely ignored least it be treated as a 'pain of imprisonment' that must be punished. Sex and sexuality in the male estate is often considered as 'gay for stay'.

'I've been surprised by who has approached and got with me' (P27)

This may fail to recognise the diversity of (sexual) relationships inside and may over emphasise a simplistic homosocialisation of prisoner relationships (Jewkes, 2005).

Sexual relationships take place and for different reasons. Some are coercive, some may be just for 'sex' to alleviate boredom, or for 'protection' but some occur in romantic relationships.

I'm getting married in 2021 I'll be [female name] can't wait to be with him he loves me so much ... he loves me for me.

(Sharron describing her relationship with a male prisoner whom she met inside)

I've fallen in love [whilst in prison] and entered a long term relationship

(P27)

But sex inside doesn't happen at all for some:

I long to be found, rescued and cared for. I offer my heart, honesty and free spirit. [but] Prison has made me fearful of men both romantically and sexually.

(Hotaru)

Officially sex between prisoners, whilst it is not against an official rule, is not condoned and if a complaint is made then the prisoners involved may be sanctioned under PR51 (20)/YOI R 55 (22). This may result in the couple being separated.

But to what end?

Separation increases the 'pains of imprisonment' and may make the prisoners involved unhappy, less willing to comply with authority and increase the stress that they face. It may also increase the vulnerability of some prisoners who are already marginalised and at risk inside. It is unlikely to improve their rehabilitation.

Questions & Answers

We will now take your questions!

Follow us on social media

Twitter

- @OUBSchool

LinkedIn

- The Open University Business School

THANK YOU

