

A critical evaluation into the impact of menopause on leadership within the police service

Semi-structured interviews of leaders who have led through their menopause, extracting the experience on their roles and career trajectories.

Key details

Lead institution	University of Portsmouth
Police region	South East
Collaboration and partnership	This project is supported by the College of Policing Bursary scheme .
Level of research	Masters
Project start date	September 2023
Date due for completion	September 2024

Research context

This study is a critical evaluation into the impact of the menopause on leadership within the police service. The research considered three objectives:

1. self-assessment of own menopause – evaluate specific details from individuals to understand how they comprehend, medically support and communicate their menopause in the workplace
2. leadership performance – examine and review specific details from individuals who have lived experience of menopause, in order to better understand the subjective impact on their workplace performance alongside any mitigation strategies

3. leadership trajectories – analyse the nuanced impact of menopause symptoms on roles, career aspirations and promotion processes within the specified demographic, elucidating factors that may influence future improvement

Research methodology

In order to conduct an exploratory study focused on this gap in knowledge, the research will be conducted in an interpretivist paradigm. Using an inductive approach, primary data will be collected in order to analyse the detail and provide subsequent findings.

This study will employ a qualitative methodology to elicit first-hand information directly from participants. Non-probability sampling in the form of volunteer (self-selection) sampling, will be employed to select participants.

A mono-method approach of in-person semi-structured interviews will be conducted, appropriate for studying a sensitive area in order to give the researcher opportunity to prepare the participant for any questions that may be sensitive.

Research participation

12 voluntary participants from Avon and Somerset.