

Marital status	
Single	5 (12%)
Married/co-habiting	95 (75%)
Same sex	8 (6%)
Divorced	9 (7%)
Ethnicity	
White	119 (94%)
BAME	5 (4%)
Other	1 (1%)
Mixed heritage	2 (2%)
Rank	
Constable	6 (5%)
Sergeant	8 (6%)
Inspecting	45 (42%)
Superintending	44 (41%)
Chief officer	4 (3%)
Education	
Undergraduate degree	76 (60%)
Masters	39 (31%)
Average age	45.2 years
Average length of service	21.5 years

Table 1: Sample details

	Cluster one	Cluster two	Cluster three	Chi-square
Ideas accepted only when voiced by a man	34%	56%	54%	8.5**
Bullied by more senior officer	36%	56%	81%	6.8*
Greater sympathy shown for fathers compared to mothers over child care	10%	28%	18%	81.0****
Men claiming success for work done by women	38%	56%	86%	18.5***
Stereotypic gender tasking	48%	70%	72%	9.4***
Target of sexualised joking and banter	16%	40%	49%	9.4****
Witnessed sexualised joking and banter as a bystander	28%	58%	43%	6.7 *

***p<.001 **p<.01 *p<.05

Table 2: Discriminatory and sexually harassing experiences

Characteristics	Women's self rating	Women's perceptions of men's ratings	t
Operational credibility	8.4	9.2	-5.114***
Personal commitment	9.1	8.1	1.309
Integrity	9.6	8.5	7.390***
Command authority	7.7	9.5	-10.305***
Corporate loyalty	7.4	7.9	-2.420**
Long hours	6.1	8.7	-8.802***
Going the extra mile	8.2	9.6	-0.400
Being fair	9.6	7.2	11.797***
Physical presence	6.5	8.9	-8.230***
Can do	8.9	8.2	4.059***
Emotional intelligence	9.3	5.8	16.939***
Use of evidence to inform decisions	7.4	6.3	4.500***
Presenteeism	4.5	7.2	-7.484***

***p<.0001: **p<.01

Table 3: Self-rated and perceived men's rating of the importance of leadership attributes.