Traditional mandate

Pre-liminal
(Condition X)

Transitory Liminality
(Not X but not yet Y)

Craft-based tutoring
(In-house training)

Professionalization
(HE/evidence based learning)

Permanent Liminality
(X and Y)

Post-liminal
(Condition Y)

Modernising mandate

Figure 1: A model conceptualising liminality for police forces in England and Wales

Cluster 0ne (N=60)
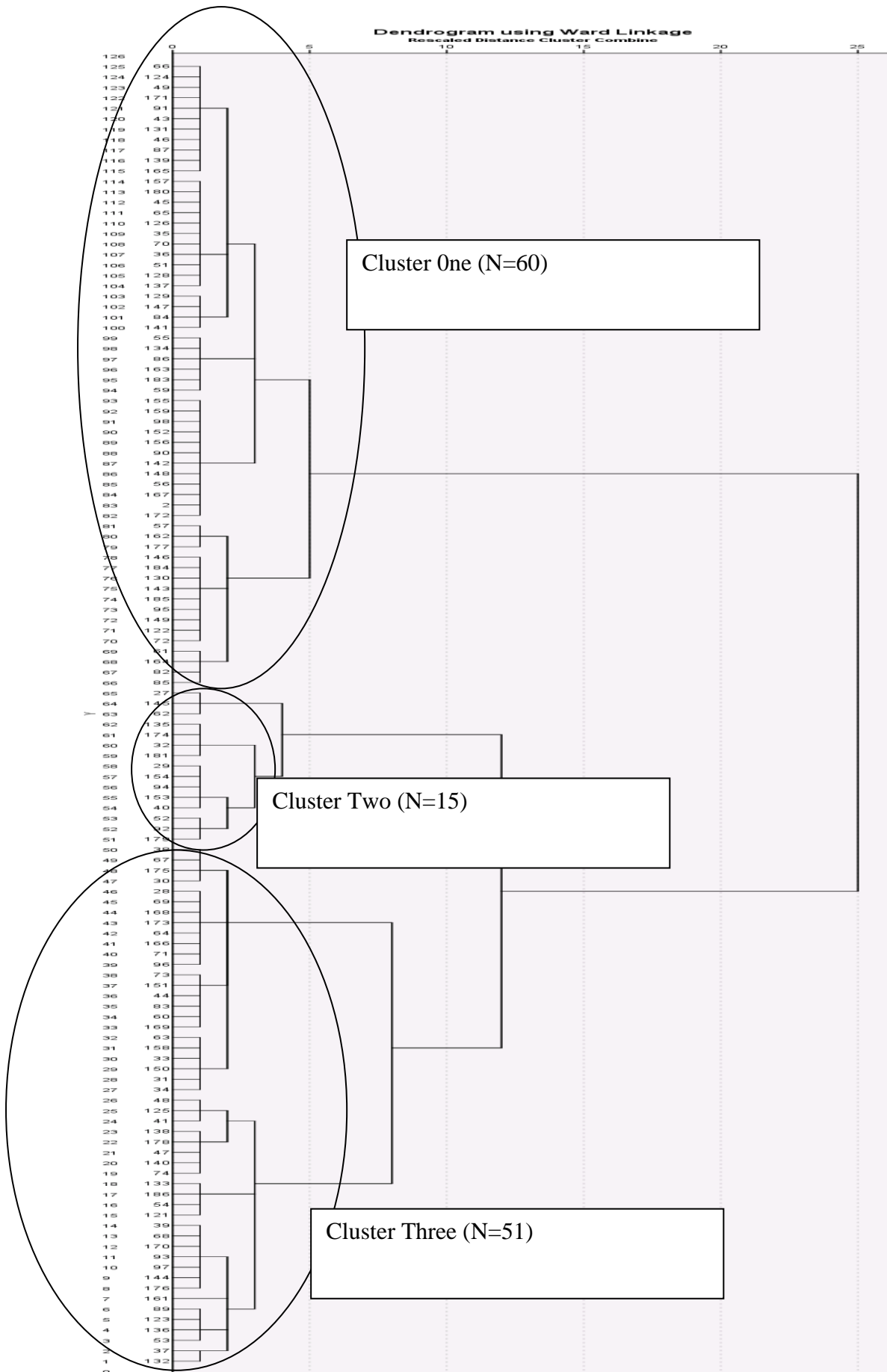
Cluster Two (N=15)

Cluster Three (N=51)

Figure 2: Dendrogram of respondents classified by scores on the cultural descriptors
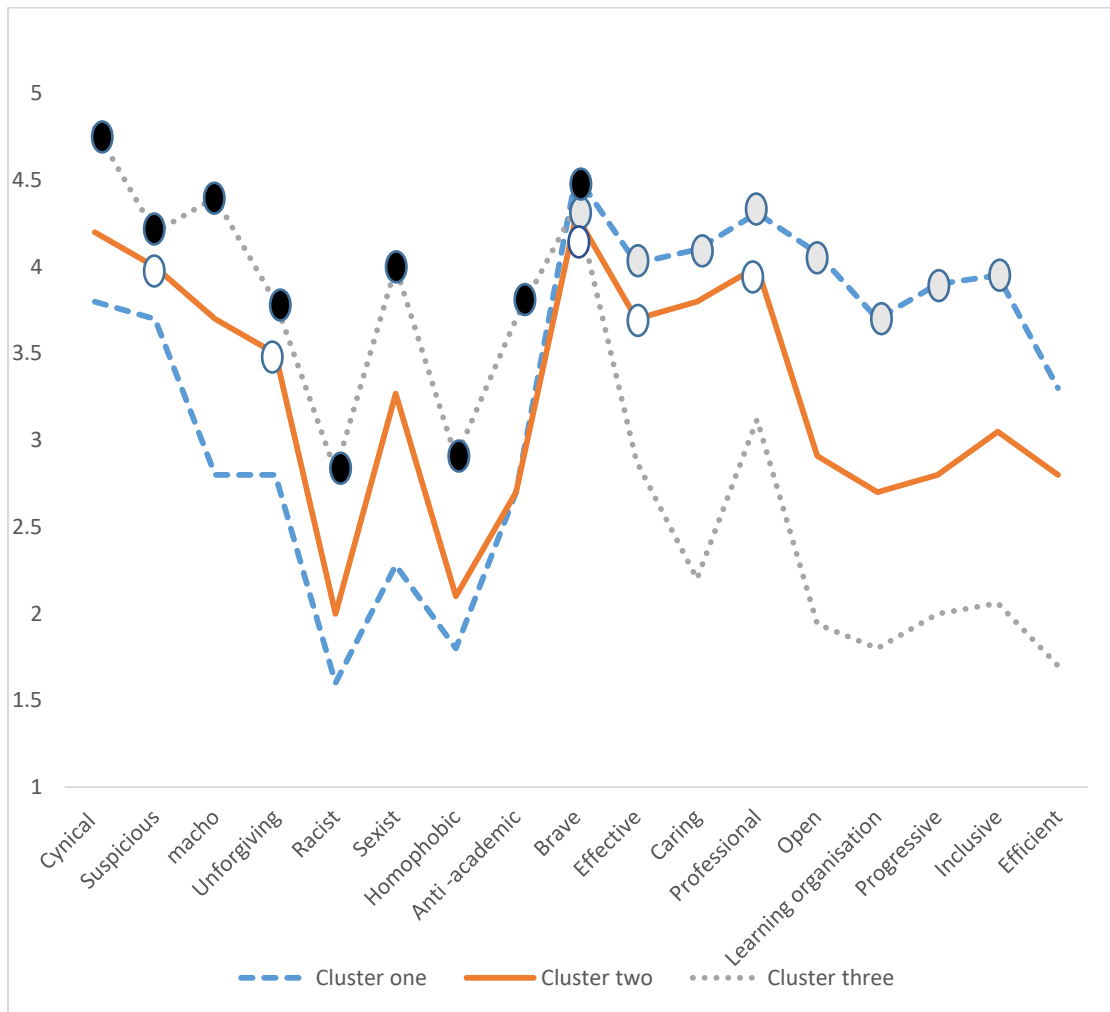
Figure 3: Profile of scores for the three HCA derived clusters of respondents (dots indicate the strongest endorsements, where adjectives are marked by two dots these were not statistically significantly different scores) In the case of 'brave' there were no statistically significant differences between respondents in all three clusters

Traditional mandate

Pre-liminal (Cluster three)
(Condition X)
Anti-academic
Sexist
Macho
Suspicious
Cynical
Unforgiving
Brave

Transitory Liminality
(Not X but not yet Y)

Craft-based training

Higher education

Suspicious
Effective
Caring
Unforgiving
Brave

Efficient
Effective
Caring
Professional
Progressive
Learning organisation
Open
Inclusive
Brave

Permanent Liminality (Cluster two)
(X and Y)

Post-liminal (Cluster one)
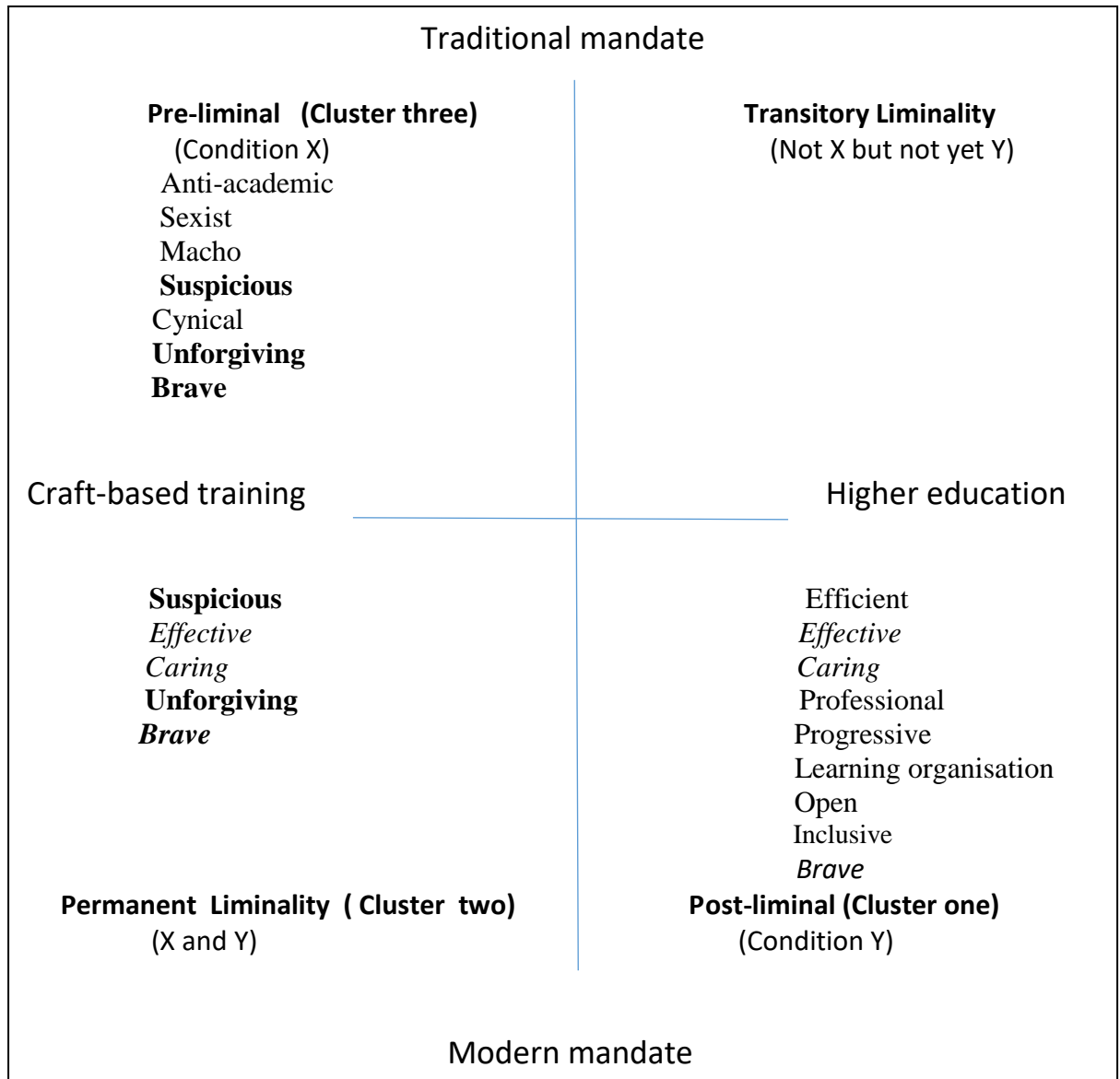(Condition Y)

Modern mandate

Figure 4: Mapping the liminal space by strongest endorsed adjectives (Embolden adjectives are shared between cluster two and three and italicised adjectives shared between clusters two and one.
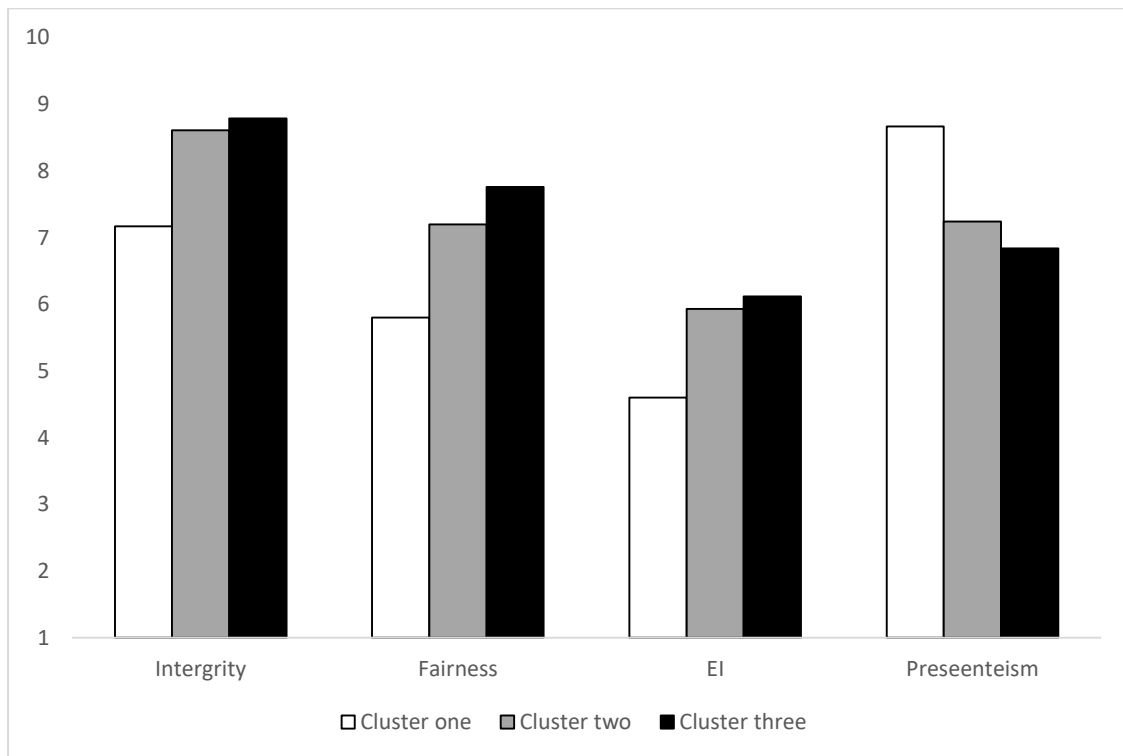
Figure 5: Policewomen's perceptions of how male senior officers would rate themselves on scores out of 10 the importance of attributes when working in a senior position