

91436R



Mana Tohu Mātauranga o Aotearoa  
New Zealand Qualifications Authority

## Level 3 History 2023

### 91436 Analyse evidence relating to an historical event of significance to New Zealanders

Credits: Four

#### RESOURCE BOOKLET

Refer to this booklet to answer the questions for History 91436.

Check that this booklet has pages 2–14 in the correct order and that none of these pages is blank.

**YOU MAY KEEP THIS BOOKLET AT THE END OF THE EXAMINATION.**

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## INTRODUCTION: The rise of women in the New Zealand Police

The International Association of Women Police (IAWP) was established in 1915 in Los Angeles, California. However, women played only a small role in New Zealand policing then.

The National Council of Women began lobbying the New Zealand government in the 1930s to recruit women officers. There was considerable opposition to women being formally appointed as police officers until Hon. Peter Fraser became Minister in Charge of Police.

In 1938, after considerable research by the Police and undoubtedly encouraged by his wife, Janet Fraser, who was an active campaigner for policewomen to be appointed, and also a member of The League of Mothers and the New Zealand Society for the Protection of Women and Children, Minister Fraser announced:

“I am forced by the facts to a conclusion that I long ago reached in my own mind, that women can be a great help to the Police Force and to society in this country ... I am pleased to announce that women police will be appointed as soon as possible.”

Ten women from around New Zealand were recruited in June 1941 – a time of workforce pressures due to the Second World War.

Trainees were required to be well educated, aged between 25 and 40, unmarried or widowed, have shorthand and typing skills, and pass a strict medical test. The 10 women selected, all aged between 30 and 35, trained at the Police Training school in Wellington for three months.

Upon completion of their training, the policewomen worked as temporary constables in detective branches. Most dealt with cases involving women and delinquent<sup>1</sup> children. The tasks of women police were not as wide-ranging as the men. The women were chiefly confined to patrolling the streets and open places and not the arresting of drunken and disorderly men.

These early policewomen faced challenges in a male-dominated police culture. They were often perceived as being less capable, especially in the more physical aspects of the job. Policewomen also faced discrimination in promotions, encountering a “glass ceiling<sup>2</sup>” effect.

It took until 1991 for 10% of New Zealand’s police to be women and until 2016 to get to 20%. In 2022, women police reached 25%. Current recruitment rates of women should see police include more than 40% women by 2032.

In September 2023, the International Women in Policing Conference was held in New Zealand for the first time.

<sup>1</sup>. delinquent      an offender guilty of a minor crime or a misdeed

<sup>2</sup>. glass ceiling      an unacknowledged barrier to promotion in a profession, especially affecting women and minorities

**SOURCE A: The call for policewomen in New Zealand**

...it is a matter of common knowledge to all who have anything to do with the courts of justice that policemen are frequently called upon to discharge duties for which women are better suited than men. It is for this reason that policewomen have been appointed in most of the cities of America, in Germany, and other European countries, while in England at the present time a movement is on foot having for its object the appointment of a number of women to assist the police. The policewoman can never take the place of the policeman. For physical reasons her usefulness to the police force is restricted, but within certain limits she is eminently fitted for service in the force. In the big cities, the chief work of the policewoman is to guard young girls and boys in public places, and for this purpose they are on duty chiefly in the parks, dancing halls, skating rinks, picture theatres, and other places of amusement where young people of both sexes gather together. ... The duties which policewomen are carrying out in America are also carried out by women associated with the police force in Canada, Holland, Denmark, Norway, Sweden, Austria, Russia, and Germany. ... in pressing for the appointment of policewomen, the women's organisations of New Zealand are following in the steps of similar bodies in other countries where the agitation has been successful and where excellent results have been obtained from the innovation.

Source (adapted): The Southland Times. (1914, July 21). The Policewoman. *The Southland Times*(17708), p. 4. [https://paperspast.natlib.govt.nz/newspapers/ST19140721.2.16?items\\_per\\_page=10&page=3&query=policewomen&snippet=true](https://paperspast.natlib.govt.nz/newspapers/ST19140721.2.16?items_per_page=10&page=3&query=policewomen&snippet=true)

## SOURCE B: New Zealand should follow Britain's example

"Women Police" was a subject discussed at last night's meeting of the Christchurch branch of the Howard League<sup>1</sup>. The president (Mr R. M. Laing) sketched the history of the women's force in Great Britain.

The movement, he said, was established in 1915 by Miss Damar Dawson, who had organised a voluntary body of women to assist Belgian refugees. This was at first thought to be a wartime-measure, but today women police were in almost every civilised country. In 1915, the organisation became known as "The Women's Police Service."

Objections were raised on the grounds of women's lack of physical strength, but the women had moral strength, and it had been shown that both men and women yielded more readily to women than to men. The women police were not expected to use physical strength, but there had been cases when women had succeeded where men had failed. Another objection was that women should not come up against sordid<sup>2</sup> scenes.

The policewomen had been fortunate in getting a fine type of member – generally a highly educated woman.

... In one or two instances policewomen were injured, but these cases were very rare. At the present time there were 100 policewomen in London. They received the same training as policemen, but also training in psycho-pathology [study of psychological disorders and conditions].

"There is any amount of work for policewomen in New Zealand," concluded Mr Laing. "One has only to walk down the streets of the larger cities to see the need for them."

<sup>1</sup> Howard League an organisation that wanted to improve the criminal justice and prison system in New Zealand

<sup>2</sup> sordid causing moral distaste or disgust

### SOURCE C: “They are indispensable”

*By Sub-Inspector M. T. Braddon, a New Zealander, who formerly worked for the Women Police, London.*

“The protection of women by women is the cardinal<sup>1</sup> principle underlying the whole system of women police.

They are essential for the work of dealing with women and girl offenders, for special investigation of domestic and other cases requiring tact and delicate handling . . .

From my own experience in active service with the Women Police in England . . . women are indispensable to any well-ordered Police Force.

The work of the Women Police consists of street patrolling with particular attention to young girls, loitering, gambling, and smoking among young children.

Night patrolling with the object of *preventing objectionable conduct* by either men or women, observation of public houses<sup>2</sup>, and sanitation are also among their duties.

For this work, of course, women of experience, steadiness of character, tact, and intelligence must be chosen.

In England, as in other countries, the suggestion that policewomen should patrol the parks, streets, and other public places was the cause of a very fierce controversy in the press.

However, undaunted, they proceeded with their organising and took over the lighter duties from the then hard-pressed police force.

There are three great difficulties in connection with women police. The first and most important is to secure exactly the right type of woman. She not only requires to be strong and courageous, but must possess great initiative, coupled with delicacy and tact. Women Police cannot afford to make mistakes.

The second is the hitherto reluctance of the authorities to give women police officers sufficient powers to make their duties worthwhile undertaking at all.

The third is the education of the public mind to the necessity for Women Police.

I would like to emphasise the absolute necessity of a uniform for women police. This serves not only as a protection to the police officers themselves, but – and I am speaking from several years’ experience – as a restraining influence.”

<sup>1</sup> cardinal            of the greatest importance, fundamental

<sup>2</sup> public house       a hotel or bar where alcohol was available to the public

## SOURCE D: Marie Storey

In 1943, while many New Zealanders were away fighting in the war, 18-year-old Marie Storey (née Nixon) made the decision to join the police force and she was part of the third intake of women to do so.

Her application was accepted, and she was placed in a three-month female-only training programme which was held over the summer.

Storey was posted to Wellington and she says back then, roles for women in the force weren't the same as they are today.

Much of her time was spent patrolling parks and community areas where groups of people congregated, and also on jobs that concerned women and children.

One evening Storey was sent out in Wellington where she had to confront one of her biggest fears – she was scared of the dark – an obstacle she would have to quickly overcome.

“There had been women living nearby complaining of a male molesting [harassing] them,” she says.

The lack of visibility was one obstacle. The second obstacle was that she was alone on the job. A detective had been assigned to accompany her, but on this occasion he was nowhere to be seen.

So Storey set off up an uneven, dirt track in total darkness, making her way back-and-forth at least half a dozen times. What's more, she had to do it clambering in a skirt, blouse, hat, gloves, and a handbag – appropriate attire for women in the day.



Smiles among the replica policewomen uniforms of different eras. From left to right: 1940s, also 1940s, 1950s, Hon. Judith Collins (then Police Minister), Marie Storey, Mike Bush (then Police Commissioner), 1960s, 1970s, 1989, and current uniform.

Storey has a sense of humour about the job and some of the trickier situations that arose over the course of her four-year career.

She served as a constable between 1943 and 1947 and was forced to resign after marrying, as this was not permitted by the force at the time.

Today, Storey is proud of the way women have contributed to the police force.

“Policing to a certain degree has to change because society has changed,” she says.

“I really admire women who take policing on ... these days they've got more than what we had to deal with.”

Source (adapted): Yee, S. (Host). (2020, November 26). First Female Police Recruits: ‘They were a fine bunch of young women’ [Audio podcast episode]. In *Eyewitness*. RNZ. <https://www.rnz.co.nz/national/programmes/eyewitness/audio/2018771722/first-female-police-recruits-they-were-a-fine-bunch-of-young-women>

Image: Reidy, M. (2016, June 3). *75 years of policewomen celebrated today*. [Photograph series]. Te Waha Nui. <https://tewahanui.nz/crime-And-justice/75-years-of-policewomen-celebrated-today>

## SOURCE E: Gladys O'Brien

When Gladys O'Brien first joined the Police as one of four female recruits in 1954, things were a lot different on the streets.

O'Brien used to walk Hamilton's "mad mile", knocking on doors to check for vagrants<sup>1</sup>.

Daily tasks in Hamilton included foot patrols along the Waikato River and the lake and typing notices for senior officers.

When they did get to go to a case, all women were accompanied by a male officer. As one of two female officers in Hamilton, O'Brien said she was accepted by the male fraternity and given her own office.

Being an officer even secured her a bank loan for her first house.

"They didn't give women loans for houses, but as soon as they heard I was a police officer, they reconsidered."



Hamilton's first female officer, Gladys O'Brien, joined the force at the age of 22.

<sup>1</sup>. vagrants                      a person without a settled home or regular work

Source (adapted): Moorby, C. and Yalden, P. (2016, 11 July). Officers celebrate 75 years of women in police. *Stuff*. <https://www.stuff.co.nz/national/81967836/officers-celebrate-75-years-of-women-in-police>

Image: Yardley, C. (2016). [Photograph]. Fairfax NZ. <https://www.stuff.co.nz/national/81967836/officers-celebrate-75-years-of-women-in-police>



## SOURCE F: Sandra Manderson

Sandra Manderson's resumé reads like a mismatched list of major international policing sagas. As events unfolded, she was the woman at the forefront of the action.

The former Canterbury district commander has retired after 40 years in the force.

Manderson helped the police force through an international fugitive and murder case, national disasters, royal visits, sporting world cups, and still found time to implement her skills as a national judo champion to chase down criminals while off-duty.

Her career started in Canterbury in 1978. She worked her way through the ranks for 15 years before moving to Wellington to lead the Crime Prevention Unit. She progressed through the Criminal Investigation Branch ranks, served in Search and Rescue teams, and became the country's first female superintendent and district commander.

Her next post took her to Washington DC, where she spent four years as the first woman to serve as an international liaison officer.

Manderson worked as the contingent commander in Phuket after the 2004 tsunami.

Manderson became the go-to national commander for policing of major events, including the 2012 visit of the Prince of Wales and Duchess of Cornwall, the ICC Cricket and FIFA Under-20 World Cups in 2015, and the World Masters Games, Lions tour, and Rugby League World Cup in 2017.

She has a Bachelor of Science, a Master of Science, a Master of Business Administration, and an honorary Doctorate of Laws from the University of Canterbury. She received the Queen's Service Medal in 1993.

Manderson said the police force had vastly improved its attitude to female staff since the day a senior officer learned the hard way that Constable Manderson was not his tea girl.

"I wasn't there to make tea, I was there to make a difference. When I joined, women weren't supposed to go out alone. There was no way I was being told that."



Superintendent Sandra Manderson hanging up her hat in 2018 after 40 years in the police force.

Source (adapted): (2018, January 19). Top cop Sandra Manderson retires after 40 years with the police force. *Stuff*. <https://www.stuff.co.nz/the-press/news/100706298/top-cop-sandra-manderson-retires-after-40-years-with-the-police-force>

Image: Sanders, J. (2018, January 19). [Photograph]. *Stuff*. <https://www.stuff.co.nz/the-press/news/100706298/top-cop-sandra-manderson-retires-after-40-years-with-the-police-force>

## SOURCE G: Zeena Ali

When the Christchurch terror attack happened Zeena Ali was inspired to join the police to help her Muslim community.

And this week she will not only graduate as a police officer, but will become the first in New Zealand to don a police-issued hijab as part of her uniform.

Ali, 30, even worked with police to design a garment that is both functional for her new role and considerate of her religion.

Ali will be posted in the Tāmaki Makaurau area and is excited to get out on the beat.

“It feels great to be able to go out and show the New Zealand Police hijab as part of my uniform,” she said.

Ali said she appreciated police considering her personal needs – both at college and in her role going forward.

“At college they had a prayer room and halal meals,” she said. “When I had to go swimming they were OK with me wearing long sleeves.”

Ali’s wing, who graduate tomorrow, was “highly diverse” and female recruits outnumbered their male colleagues.

Of the graduates, 51.3 per cent were females – and 48.7 per cent of the graduates were ethnicities other than European.

Māori officers make up 25 per cent of the wing.

“I think it’s great,” Ali said.

“And we need more Muslim women to help in the community; most of them are too scared to talk to the police and would probably shut the front door if a man turned up to talk to them.

“If we have more women turning up, a more diverse front line, then we can reduce more crime.”



Zeena Ali in 2020 – the first officer to wear a police-issued hijab.

Source (adapted): Leask, A. (2020, November 11). The future of the frontline: Hijab introduced to police uniform, first officer to wear it ‘proud’. *Stuff*. <https://www.nzherald.co.nz/nz/the-future-of-the-frontline-hijab-introduced-to-police-uniform-first-officer-to-wear-it-proud/G3ZZEE4WW3RNERHENZXBCIKODA/>

Image: NZ Police. (2020, November 11). [Photograph]. *Stuff*. <https://www.nzherald.co.nz/nz/the-future-of-the-frontline-hijab-introduced-to-police-uniform-first-officer-to-wear-it-proud/G3ZZEE4WW3RNERHENZXBCIKODA/>

## SOURCE H: Jesse Raukawa

For the first time ever, a quarter of New Zealand's police are female, and Invercargill constable Jesse Raukawa is proud to be one of them.

Raukawa (Ngāti Tūwharetoa), 31, is the Southland armed offenders squad medic. But if she was born a generation earlier, she may have been immediately ruled out from joining police [because of her height].

"It's hard to think of barriers because I was always a tomboy. But maybe [women] could be scared of dangerous aspects of the job."

While motivated to join the police, knowing she faced a gruelling physical test to get on the armed offenders squad, she put 11 kg of muscle onto her 164 cm frame in a year.

Sexist comments mostly came only from intoxicated females, Raukawa said. When she was dealing with a male "criminal" during an armed offenders job, the man was often more positive with her "because they're not trying to be the alpha male".

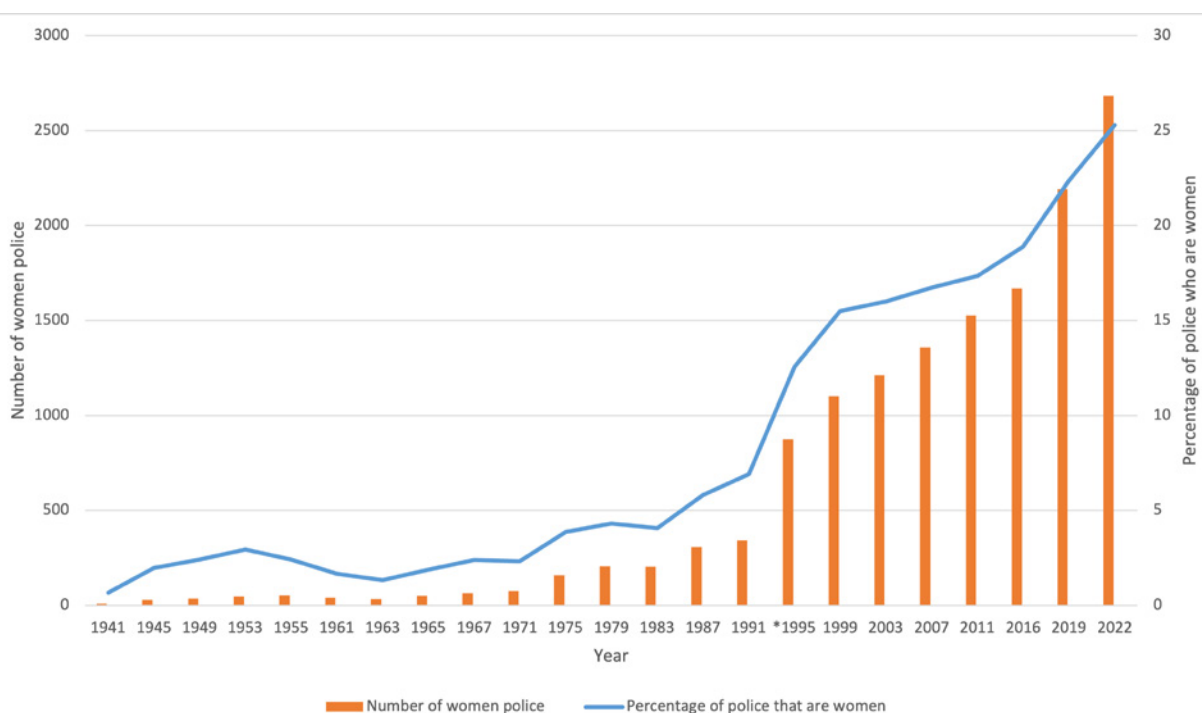


Constable Jesse Raukawa in 2022 – a member of the Southland armed offenders squad.

Source (adapted): Jackson, B. (2022, June 3). Packing on 11kg to join Armed Offenders Squad. *Stuff*. <https://www.stuff.co.nz/national/128838850/packing-on-11kg-to-join-armed-offenders-squad>

Image: Herath, K. (2022, June 3). [Photograph]. *Stuff*. <https://www.stuff.co.nz/national/128838850/packing-on-11kg-to-join-armed-offenders-squad>

## SOURCE I: Number and percentage of women in the New Zealand Police (1941–2022)



\*In 1994, the Ministry of Transport Traffic Branch had merged with the New Zealand Police.

Source (adapted): Data obtained from Stats NZ yearbooks, <https://stats.govt.nz/indicators-and-snapshots/digitised-collections/yearbook-collection-18932012/> and from annual police reports, <https://www.police.govt.nz/about-us/publications-statistics>

SOURCE J1: New Zealand Police newspaper recruitment advertisement (1961)

# WANTED



by the Police

## GOOD KEEN MEN of integrity and intelligence REWARDS

The satisfactions of doing essential work in crime prevention and detection, and exceptionally good rates of pay.



You are aged between 19 and 35  
You are keen and physically fit  
You have intelligence plus common-sense  
You have a sound character record

**YOU MAY MEASURE UP TO THE STANDARDS OF THE POLICE**  
Police recruits receive full pay while training.

### CONSTABLES:

If recruited under 21:		At 19 £915 p.a.	At 20 £930 p.a.
At 21 or over:		4th-9th Year	£1035
1st Year	£945	10th-14th Year	1075
2nd Year	975	15th-20th Year	1100
3rd Year	1000	Over 20 Years	1125

Constables appointed to the C.I.B. receive an additional allowance.

### PROMOTION PROSPECTS

After five years, constables and detectives who have passed the necessary examinations are eligible for promotion to sergeants which means a salary increase of £200. Senior officers receive substantial salaries, rising to £2,225 p.a. for Chief Superintendents.

Every recruit has the opportunity to rise to the highest position in the Police. Other advantages include:— 28 days' holiday a year. Excellent superannuation scheme. Free uniform. Above all the prestige accorded by the community to Police of high integrity.

### WOMEN'S DIVISION

There are a number of vacancies also for women.

The Recruiting Officer, Headquarters,  
N.Z. Police Dept., P.O. Box 694, Wgtn.  
Please send me full information on service  
in the N.Z. Police.

Name \_\_\_\_\_

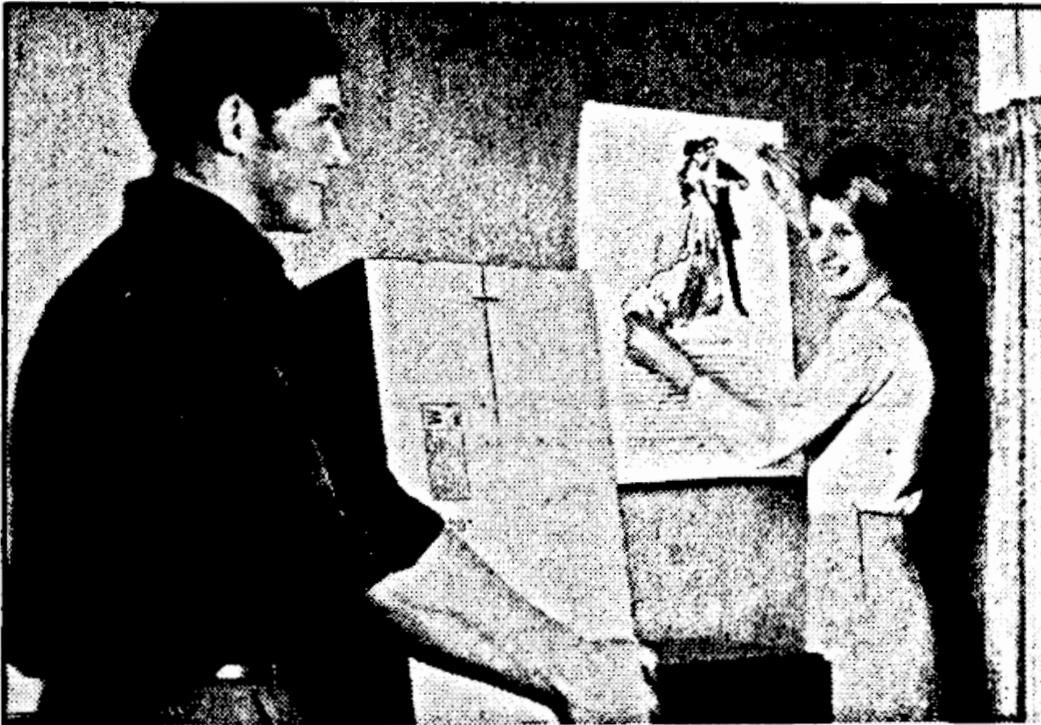
Address \_\_\_\_\_

If you believe that this is the  
honourable career for you,  
enquire now at your nearest  
Police Station, or post the  
coupon.

## BE PROUD TO JOIN THE POLICE



SOURCE J2: New Zealand Police newspaper recruitment advertisement (1970)



Please  
turn  
over for  
Source K  
➤

## Last month Bob Cranwell moved into a new house

passed an important exam which will

give him a nice rise in salary (and put him a big step nearer promotion)



tracked 5 miles through bush to help rescue three stranded climbers

found a gorgeous blue-eyed 4 year old who was lost



earned 235 dollars

scored a last-minute try in a vital rugby game

Bob's in the N.Z. Police — how were things with you last month?

If you're between 18-34 and have a good education (preferably School Certificate or high qualifications) you'd be surprised how much the N.Z. Police can offer you. Variety you find in no other job—excellent salary starting at over \$3000 and rising steadily—5 weeks' holidays . . . first class superannuation.

The Director of Recruiting, N.Z. Police Headquarters, P.O. Box 694 Wellington. Please send me full details about career opportunities in the N.Z. Police.

NAME \_\_\_\_\_

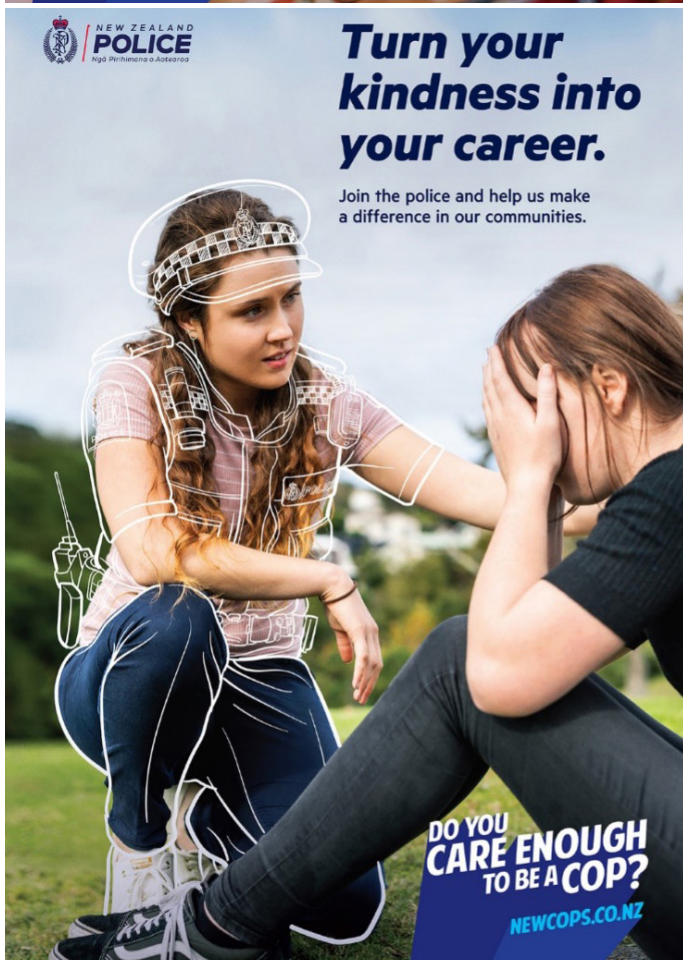
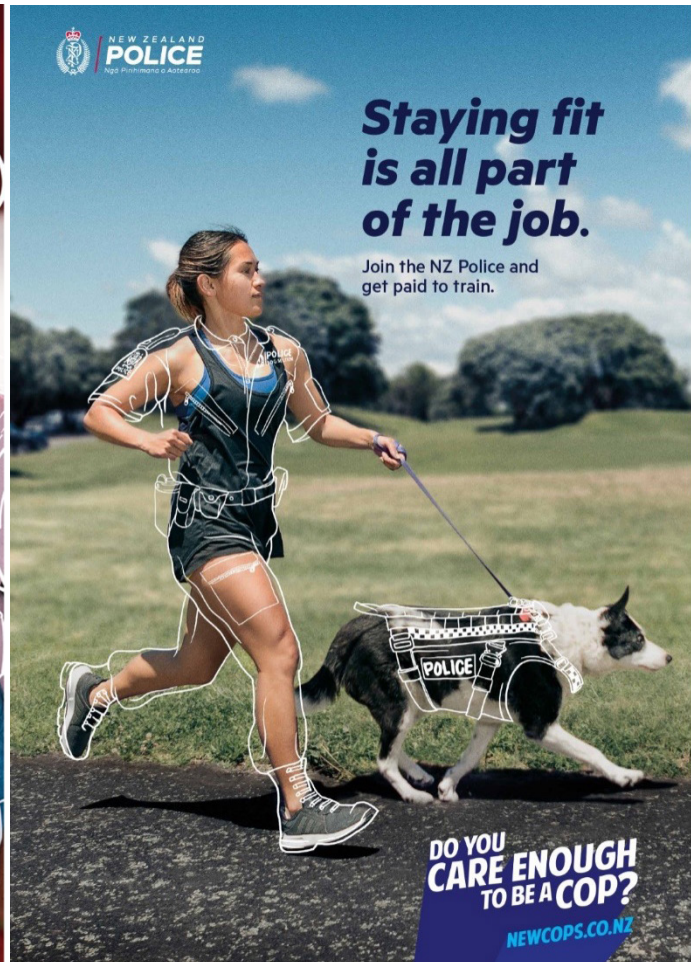
ADDRESS \_\_\_\_\_

AGE \_\_\_\_\_

**NZ POLICE**



## SOURCE K: New Zealand Police recruitment advertisement (2016)



Images: Jamie Wright. (2016). *Do you care enough to be a cop?* [Photograph series for newcops.govt.nz.] Jamie Wright Photography. <http://www.jamiewright.co.nz/nz-police>



