

Elmore Community Services:

Flipping the Narrative Podcast: Misogyny in uniformed services

Podcast duration: 40 minutes

Co-Hosts: Liz Jones and Luke Jerdy

In conversation with:

Rod Diaz, a former Metropolitan Police and Royal Hong Kong Police officer, who served for 32 years and retired in 2018 as a detective superintendent. Rod's police career saw him work in the domestic violence unit in London and oversee the 'family conflict and sexual violence unit' in Hong Kong.

Producer: Ben Anderson, Sound Rebel

Podcast Episode Transcript

Luke Jerdy: Hello and welcome to Flipping the Narrative. I am your host, Luke Jerdy. Well I'm your co-host. I am an actor, writer... I've been very interested in the subject of masculinity and what it means to be a man and toxic masculinity and the culture that exists within male society, growing up as a young man in today's world, and how we move forward with progress.

I wrote a show about my own experiences with anger and manhood called Y'MAM, Young Man's Angry Movements. From there, I've become even more... From my own personal experiences and beyond writing and performing the show, I've become much more involved in those kinds of male issues. So that's me. I'm joined by my co-host, Liz Jones.

Liz Jones:

Hi, I'm Liz Jones and I have been working in the violence against women and girls sector now for over 20 years and before that within the criminal justice sector. I'm also a volunteer that works with sex offenders to rehabilitate them safely back into society and I've managed perpetrator programmes for men who are abusive to their partners.

This podcast is coming from Elmore Community Services which is based in Oxford. I have a real passion about moving forward and starting conversations. Following the tragic death of Sarah Everard last year, the government were quick to say we need to make our streets safer, we need women to go and speak to bus drivers, flag them down, we need women to do, we need women to do.

Now, absolutely, women have got to keep themselves safe, that's fine, but we don't really say, "What do the men need to do to help women feel safer?" The vast majority of men wouldn't hurt a female, they're law-abiding, but as females we don't know which ones are and which ones aren't the ones who are going to hurt us.

We need to talk about, and we want men to talk about, what we can do to keep people safe. What's our understanding of masculinity? Let's flip the narrative, instead of keep saying to women, "You must change how you look, change what you do." let's have this open conversation. Start rethinking, start learning, how do we challenge some of these perceptions of victim blaming and that women, in some way, are asking for it. They're either whores or virgins, we want to change that but we want to do it with men.

Personally, I think we can only change our society and make it safer for all women and some men as well. Men can be attacked. We need to do that together. The first thing we need to do is to come together, talk...

This series of podcasts, what we're hoping is there're lots of different things to talk about but you can pass it to a friend, a brother, an uncle, a father, and say, "I've heard this, maybe you might like to listen to this, this might help you have a better understanding."

This episode is talking about misogyny within uniformed services. Our guest is [Rod Diaz 00:03:15]. He was a police officer for many years, both, in this country and in Hong Kong and retired as a chief superintendent. He wanted to talk about his experience, what he'd seen within the police, and his views on what needs to change.

Luke Jerdy:

We had a fascinating conversation with Rod, who was very open and honest about his experiences working in the police force in the UK and abroad. In this chat, we covered the Sarah Everard case and the Met's response to it, we covered the importance of early education, recruitment, and how we go about changing the culture that exists within uniformed services.

We hope you enjoy it. Let's have a listen.

Thanks very much for joining us Rod, really appreciate your time and looking forward to chatting through these issues. I think, just to kick us off, do you want to give us a little bit of background about what you do and how you came across

misogyny and why we're talking about it in the context of what you do?

Respondent: Sure. First of all, thank you for having me on this podcast, it's a pleasure to be here. It's a really interesting subject, along with so many other subjects to do with policing. I was a police officer for 32 years in London and Hong Kong. My career has basically been bookended, I would say, by a possible illustration of progress in the subject of misogyny.

I was one of the first officers in London to be part of a domestic violence unit in the area that I worked in, first male officers. My immediate supervisory officer was a chief inspector who basically gave me the remit to scare the men. That was my job description, to scare the men. This is, if you can imagine a young 20-year-old probationary police officer being told that you're one of the first male officers in one of the first set up domestic violence units in London in the late 1980s and your job is to scare the men. It's a little confusing as to what that all means, I'm sure you can appreciate and understand that.

Fast forward 30 years to 2018, I'm a detective superintendent in Hong Kong and one of the units I'm overseeing is the family conflicts and sexual violence policy unit. You can see, from the depth and the breadth of that title, how things might have moved on. We covered really tricky policy issues like drafting law for international child abduction, custody procedures, setting up vulnerable sexual violence victim interview suites for women and children and so on and so forth. So you can see, maybe-

In the span of 30 years you can see, maybe, a shift in the change in attitude and culture towards the treatment of women victims of crime, women witnesses of crime, children, vulnerable people. Not that women are vulnerable but, you know, there's been a shift and a change, I think, in the culture.

Having said that, I think the Wayne Couzens and Deniz Jaffer cases recently, within the Metropolitan Police, have highlighted serious concerns in terms of misogynistic attitudes, by police, towards women. I think, yes, that's...

So that's me, in general terms. I think the whole discussion has been ignited with the recent Wayne Couzens case in London.

Luke Jerdy:

Yes, definitely. Let's go back to the start, I suppose, and this- I'm interested in the scaring the men objective that you were given when you first became a police officer. What did he mean by that and why do you think that was your task?

Respondent:

I really don't know what he meant by that because that's all he said. I was working with a team of three other women. In consultation with my female colleagues in that unit, what I did was I was the arresting officer whenever we had to make an arrest against a male for a domestic violence case crime. I would be the one to go along, arrest, interview, detain, release, charge the offenders. That's how we interpreted scaring the men.

Apart from doing my normal job, I just made it very clear to the perpetrators of domestic violence cases that I came across that they couldn't whitewash this over. They had to take this really seriously. A lot of the men who were arrested

didn't take this very seriously at all. Some of them almost thought it wasn't even a crime. I had to re-educate, if you like, those suspects, in these cases, that this was an incredibly serious crime that they were arrested for. Some of the injuries were horrendous, so I couldn't imagine how anyone could conceive that these cases were not serious.

Luke Jerdy: Yes, I guess that is reflective of some of the attitudes- Maybe some of the attitudes still, today, although I'd expect that anybody arrested for domestic violence now would know that it's wrong and that there is a law against that. That's really interesting, to hear that 30 odd years ago there were men that didn't even think they'd done anything wrong.

Liz Jones: I'd just come in there, actually, because I think we would like to think men recognise that it's against the law but they don't. There's no actual crime of domestic abuse, it's made up of lots of other different crimes. They always... Not always but many of them will not see it as their fault, they don't recognise... It's that their behaviour, their criminal behaviour, is brought on by the behaviour of their partner.

So saying scaring the men doesn't actually work. It doesn't really make you understand why they're committing domestic abuse in the first place, because it's something that they've grown up with. It's accepted, well it certainly was 20 or 30 years ago in our society. Even today, it's still minimised. I can see, within the police, domestic abuse units were a good thing to come in. Unfortunately, not all areas have maintained them because they needed that specialism.

Respondent: Some of the men who were arrested actually thought that... They verbalised, "Well she'll never give evidence against me, she'll never testify against me." We had a very useful tool at that time, and it had just come in. I joined in 1985. PACE, Police and Criminal Evidence Act, was passed in 1986 or became effective in 1986 although it's a 1984 act. Section 80 of PACE legalises the compellability of spouses in assault cases. We would tell the arrested offender that, actually, we could compel his spouse to give evidence against him. Even if she doesn't want to, we can compel her.

There was still this attitude that, "Well she's still not going to give evidence. Even if you try to make her and force her, she's still not going to give evidence." It's really deeply engrained in some cases, this attitude of a spouse being almost property that you can do with as you wish without any consequences even when the police are breathing down your neck. Even when you're in a police cell and you're being interviewed by the police in an interview room, there's still this very, very, strong denial of the situation.

Luke Jerdy: What did you think when you first joined and you said your three colleagues were women but you were given the specific task of arresting and scaring the men, as we've spoken about. Did you see that as favouritism towards you because you were a man? At the time, how did you perceive that when you first joined? Would a woman have been given that role back then?

Respondent: It depends who you choose. Another colleague of mine, who I won't name, she successfully sued the Met in the 1980s for sexual discrimination because she was refused access to become a traffic officer. She sued the Met successfully and became the first female traffic officer in London in the early '80s.

I worked with her in that police station, that I worked in, in London. We partnered up together for a while. She was the advanced area car driver, I was the operator or the plain clothes observer in the back. We responded to all the emergencies in the area for about six months.

She could quite easily hold her own with the toughest of criminals but I would say, from my experience of life and my experience in policing, a male officer has a different presence, a different role to play, in that scenario.

Female officers can have a very, very, powerful affect in other scenarios, in other situations, in other types of cases, but when you're dealing with male offending in a domestic violence situation I think there's a different angle because hitherto it was only female officers who were investigating or deployed to deal with domestic violence cases. Here comes a young man who is suddenly involved and the dynamic changes slightly. I think that's probably a good thing.

Even though the communication of the role, itself, wasn't probably done in the best way, I feel that having a man investigate, or men being involved in investigating domestic violence cases is absolutely essential. I think it's important to have both female and male officers involved in all types of crimes.

Liz Jones: Interestingly, there's been quite a call for having misogyny as a hate crime, the same as racism etc. However, it's been not seen as core policing. Sara Thornton and Cressida Dick have both come out and said no. As females, that seems a little bit more surprising but they've said, no, that it isn't core policing and they don't see that it should be classed as a hate crime. How do you feel about that?

Respondent: Lord Justice Fulford would probably beg to disagree with Dame Cressida Dick and her colleagues who reject that notion. He was the judge who sentenced Wayne Couzens to a whole life term for the abduction, rape, and murder of Sarah Everard. Lord Justice Fulford specifically mentioned the breach of trust that Couzens employed in his position as a police officer because he used his warrant card to entice her into the car. He used his handcuffs to restrain her, and he used his police belt to eventually murder her after raping her.

If that's not core police crime, I don't know what is. You couldn't get a more serious crime because not only is the crime, in itself, extremely heinous and horrendous and objectionable but this as committed by a police officer using his police equipment and police powers and police identity.

When this case first came out, the whole media discussion was on women's safety. For me, my attention went straight to, "What the hell are the police doing to stop police officers like this from joining and being police officers?" Then, eventually, after a few months, some time and the prosecution and the conviction, the whole issue of misogyny has come up but it wasn't spoken about for a long time. That shocked me, almost, more than the case itself, that there was

no discussion on, “This was a police officer using his identity and equipment to commit this horrendous crime.”

So, yes, I can't... I reject that notion that this is not core policing. Misogyny, it's been proven time and again- With Deniz Jaffer, one of the police officers who recently got two years and nine months for distributing those photos of murdered sisters, Nicole Smallman and Bibaa Henry... Wayne Couzens and Deniz Jaffer were on the same WhatsApp group. We can go into more depth talking about police culture and police canteen culture but it's migrated, now, to online as much it is physically actually in the canteen itself, which I can also comment on in my experience.

It's interesting because these two police officers, Deniz Jaffer and Wayne Couzens, they're both very close in age, late 40s. They both had other careers and they joined the police relatively late, I would say. I don't know, without stereotyping, if there's a pattern there but I would question how police selection is undertaken.

The culture within the police clearly has to change. It hasn't changed that much, if at all, I would say. We need to really, really, dig deep and think about, “How do we change police culture?” It hasn't changed. Even these horrendous cases, we're still coming up against a wall of denial and rejection which, to me, is completely unacceptable.

Liz Jones:

Yes, I work very closely with police. I have to say, they were absolutely devastated by the death of Sarah Everard. You know, it impacts on all police officers who would never do something like that. Again that whole underlying culture, that might be there, that's become so normalised to both males

and females in the police, it's difficult to actually identify and say, "How do we change culturally, what can we do as individuals within a quite hierarchical service?"

If we look at our uniformed services, our armed forces, exactly the same. Few women, actually, in high-ranking jobs, few women actually within the services, it's very male-oriented. That drive and that culture- Because I don't think this is just within police forces, I think it's in many, many, working environments across the country actually. How do we identify that and change it?

Luke Jerdy:

Yes, I completely agree Liz. I think it starts off small, doesn't it, and quickly snowballs. There can be just one comment among friends or colleagues about another woman and everybody turns a blind eye or some laugh and some might stay silent because they disagree with it but also don't really want to put themselves out there and challenge it. I think it's those kinds of micro-aggressions that can quickly build and become more and more acceptable to the point where officers are taking photos of women at a crime scene. Of course I'm not saying that the minute a misogynistic comment gets made that is what it's going to lead to.

What do you think Rod, do you think it's a case of nipping it in the bud as early as possible to stop that from happening? I mean I'd be interested to hear you talk a bit more about the canteen culture and now onto WhatsApp groups and things like that. I think, online, it becomes a lot easier and more acceptable to say things via a message, doesn't it, than in person?

Respondent:

So Luke, yes, I think... I'm currently a part-time teacher at a local college, teaching the uniformed protective services course to young men and women. I didn't see anything about misogyny on the syllabus so I actually introduced, unofficially, a kind of secondary discussion topic and introduced it to the class. The response, I can honestly say, was lukewarm from the class itself, even the female students. One even made a comment that it's nice to get a wolf whistle every now and then when you walk down the street.

Of course there wasn't time for me to develop a deeper dialogue around that subject with these very young people but if you... I would like it to start in school actually, especially on a subject that's being taught like uniformed protective services at colleges which is a BTEC national curriculum subject and core module. It's nowhere on the syllabus, it should be.

Then I think the police force, particularly when you talk about large police forces, they're huge. You know, there're tens of thousands of officers, it's multi-layered, multi-structured. The people that actually do the work are the constables and the sergeants and some inspectors. Then you get into the whole management strata of things which are often very far removed from what actually goes on in the street and in the canteen.

How do we instil a culture and constable, sergeant, and inspector level which transcends those ranks as officers are promoted and advanced but kicks off in training and, I think, even before training? I think you've got to look really deeply at recruitment and what type of person wants to become a police officer. Is it linked to a desire for power and control over other people, is that indicative of childhood experiences

where they've suffered a lack of control and power for whatever reason? Were they bullied, and they want to balance the cards and seek justice in society as a whole because they were bullied at school? Who knows?

If you ask me why I wanted to join the police force right at the beginning, initially it was because I wasn't being supported to go to university. I wanted to do law. I had to find something else to do. I did get a place to do law at a university that actually produced a couple of very successful lawyers that I came across in my career later around the world, which was ironic. They went to that very institution at the time that I would've been there, but I digress.

I've had some adverse childhood experiences, I did experience bullying at school. One of the main motivators, for me, was to ensure, try to help contribute towards a fairer society. Not everybody joins the police for the same reasons or similar reasons. I don't even think you can even say, "What is a legitimate reason for becoming a police officer?" We all have different reasons for doing all sorts of things.

I think roles like army and police and the intelligence services attract a certain type of individual which could- If you did enough digging psychologically, emotionally, mentally, intellectually, you could probably discern certain characteristics of the type of person that would join these services compared to other people who wouldn't dream of joining those services. It calls into question the role itself, are we policing in the right way, what is the police?

You know, it originated with the Bow Street Runners in London and became... Robert Peel and Sir Henry Fielding created the Metropolitan Police as a result of the success of Sir Henry

Fielding's Bow Street Runners who were out there knocking people on the head with sticks and bringing them before the magistrate, Henry Fielding.

These are very deep questions because I think this issue is very, very, deeply set and it transcends just police forces or armed services. I think these sorts of issues and attitudes transcend society.

Liz Jones:

I do think the socialisation of females and males... Certainly my age group, growing up females were very much... You know, "You get married, you have children." Your career is not as strong as what, maybe, a male's could be. Males need to be powerful, etc. I do think-

If we look in, say for example, our FTSE 100 companies there're only 6 CEOs who are female, 94% are male. Why is that? I don't think- I think this is broader than just police force, armed forces, think there's a socialisation there that it's okay.

Women are quite objectified and it's their normality for a lot of women, as well, especially when you see- We celebrate celebrities and, on females, it's how they look, it's how they dress, it's how they behave. Whereas on the males they don't... Nobody is interested in the fact their tux comes from Gucci or whatever, they're just interested much more in what they've achieved.

All of this is subtle and we don't actually recognise it. I would say females don't either. So that banter and that laughing which might be accepted, that's sexism, by one person and seen as, "Yes, that's quite funny." by another has a completely different response and feels- You know, with that misogyny

coming through- So I think it's something that all of us, as a society, need to be really understanding and looking at the root cause of this.

Respondent:

Yes. I just wanted to go back to the issue of misogyny becoming encoded within the criminal code, making a crime out of misogyny. It's funny because we've made a crime out of incitement of racial hatred, haven't we, but yet that's... Even with these horrendous consequences from a person of extreme trust, a police officer, that's being rejected from the get-go.

What comes to mind is former superintendent of the Metropolitan Police, Nusrit Mehtab, who retired in January 2020. She was the Met's most senior woman of colour ever, former superintendent, and she was quoted relatively recently in the press as saying, "The force harbours a culture that enables people like Couzens to flourish."

So a former senior female police officer of colour has said, out loud, to the world, "The force harbours a culture that enables people like Couzens to flourish." That has to be addressed. Someone of that experience and that stature, she needs to be listened to. She went on, she was quite explicit, "The commissioner, Cressida Dick, hasn't the appetite for cultural change, that's why we're here." She was talking about her experiences of trying to instigate change in that particular unit that Couzens was attached to.

I also want to draw attention to the Macpherson report 1999, which reported on racism within the Metropolitan Police. It identified the canteen culture as being the primary contributor towards the Met's institutional racism. On that,

former superintendent Mehtab replied that racism and sexism has never gone away.

You can couple those two together, racism and sexism, because I think they're two sides of the same coin. It's this idea that the thin White blue line is the only thing that's going to save this country from anarchy. That mentality certainly used to pervade, I don't know if it's gone away.

There's this attitude, this kind of self-fulfilling prophesy, that if we weren't doing this job as the White thin blue line- I add White to it because of what we're talking about in this context of the Macpherson report. This thin blue line, "If we weren't here this place would be chaos, it would be anarchy. Thank God that we're here doing this job." That implies a certain elitist, separatist, attitude that we're the ones that are saving this country, no one else can do it, we're the best, we're the experts. That gives us the power, apart from all the power that we've already got from legislation, to think and do what we want if we can get away with it.

That's my approach, that's my understanding of it. That might be a little bit extreme but I do think that the minority of... The majority of officers are not misogynistic or racist but there is a minority that are, there is. I think the minority of officers, invariably, are protected by the majority.

It comes down to what I think, within the culture, is this inappropriate, misconceived, misguided loyalty and allegiance to the quote unquote thin blue line and, yes, this notion that if police were not omnipotent then there would be anarchy. I think that adds carte blanche to any officer who is a bit rogue to go down the road of acting out, talking about gathering his like-minded colleagues in whatever forum he can to talk

about, act out, and actually commit acts that are illegal and are towards the racism and sexism road. I've seen both, I've seen both.

Luke Jerdy: It sounds like a really deep rooted issue. How do you even begin to tackle that and change that culture, is there a simple solution here or does it kind of have to start at the very beginning of recruiting officers? Does the whole outlook of the police need to change? I think, from what you're saying, it almost sounds like a God-like status that is given, or that some believe that they have. Yes, where do you even begin to tackle it?

Respondent: It's really interesting that Dame Cressida Dick is a female, she's female, and she's the commissioner of the largest police force. She's the number one police officer in the country and yet we have another female senior officer who is challenging the Met's approach, the culture of the Met, which is being rejected by the top police officer.

It is really deep but then, the thing is, most police officers start as a constable and then get promoted up through the system. To change the system, you've got to change people who have gone through that system. That's really, really, tricky because it's institutionalised. Macpherson report, that reports on the Met's institutional racism. Sexism is part and parcel of that, I think it's the other side of the same ugly coin. It's institutional, so how do you overcome a deeply engrained institutional culture? I don't really know. I've got a lot of ideas.

Let's go back to how the Met responded to the Wayne Couzens incident officially. They responded that policing is complex and challenging, yes it is. It's not as complex as it could be made out to be, it's not that complex. The Met responded that the Met has a clear set of values for staff and the code of ethics reinforces the standards of behaviour expected, well clearly not, clearly not. If that is the response of the organisation to this incident, and other like incidents, then the way that the organisation responds, as an organisation, institutionally needs to change. It needs to change. I don't know how you do that.

You can't get rid of 20,000 experienced, trained, police officers and replace with them with 27,000 or 28,000 new ones, so how do you instigate this institutionalised cultural change from within? Yes, it has to start with training. I think it has to start with recruitment, I think it has to start at college. I think you don't just talk about misogyny, I think you have to talk about racism, misogyny, integrity, ethics... It's really tricky, I don't know...

In simple terms, to wrap this up maybe, I think it has to be a holistic approach to this subject and to other subjects. I don't think we necessarily need to separate misogyny from racism or ethics or integrity, I think they're all part and parcel of the same thing because they all come down to honesty and acting in integrity with an ethical and moral compass. It comes down to morality, ultimately. I think we have to put misogyny into that bracket.

I think we have to recognise that misogyny does lead to serious criminal acts. Originally, there was no offence of inciting racial hatred but it became an offence because clearly it's an issue. Clearly this is an issue so it's only a matter of time

before it becomes an offence no matter what the commissioner of the Metropolitan Police and others say. It will become a crime because it should become a crime because morally it's unacceptable.

So, yes, I'm afraid I don't really have any answers. I've got a lot of questions myself. I think it has to be holistic whichever way we go.

Liz Jones: Could I ask about the infrastructure? I was reading a report on the armed forces and one of the issues they have is that when you do complain it's either minimised, it's ignored, or you're told to change your behaviour, type of thing, which means that doesn't encourage people to come forward to make complaints. Those complaints, then, might lead to systemic change or institutional change. Do you feel that the whole process, within the police, of making a complaint against another officer could be improved and could be something that would assist in changing culture?

Respondent: Yes. I think, at the same time that you're putting in place this holistic methodology to change institutionalised culture, you have to look at the complaints procedures. You have to look at the independent bodies that monitor police complaints. How independent are they, who selects them, how are they selected, how long is their tenure? You have to have a robust, solid, whistleblowing internal complaints mechanism. Again, where does that sit in the power chain, who controls that?

Yes, I think, if you have a force that has integrity then you don't need to worry too much or go too much down the road

of having independent verification of the structures and the systems and the actual cases. Where you do have a struggle there is it is where you don't...

It's very difficult to have total impartiality. It's almost like you have to have a change of ideology in terms of, if something like the Wayne Couzens, Deniz Jaffer, WhatsApp group came to light, go public with it. It's not about naming and shaming, it's about not hiding things, it's about dealing with the truth, it's about honesty, it's about just getting to the root of what is health and what is not healthy and dealing with it in a very different way.

I'm describing seismic changes in how we operate, which will not be... You know, we won't get there tomorrow but I believe that this whole culture of covering things up and trying to appear to be professional and clean and good is not good enough. You have to be clean and have integrity and have a strong moral compass and have the guts to stand up to unethical behaviour, immoral behaviour, criminal behaviour, dishonest behaviour. You have to have the moral courage and fortitude in the leadership, and that will filter all the way down, to deal with these issues, not just misogyny but racism, sexism, dishonest, ethics, everything.

When you have a body or an institution that does that then we might be getting somewhere. It won't happen quickly. I don't wish to criticise any particular individual officer or senior officer or institution because I loved being a policeman. My whole career was in policing, I've got three academic degrees related to policing and security and law. I live and breathe the office of constable. It's an incredibly important, valuable, job but it needs to be done with integrity and that's where we're going wrong, I think, fundamentally.

Luke Jerdy: Yes, I think some really, really, important points. You kind of touched on it there, I was just interested to hear what you think we could maybe do as individuals to help change this culture of misogyny, not just in the police force but elsewhere?

Respondent: Well we need a government and a cabinet that doesn't obstruct legislation that moved towards dealing with issues like misogyny in the criminal justice system.

Luke Jerdy: You've got to feel backed up, haven't you?

Respondent: Yes.

Luke Jerdy: I think you're absolutely right, I think if you're challenging somebody for a view that you see as wrong, you have to feel backed up by society and by bigger organisations, don't you? So I think you're absolutely right.

I think we've got to get away from this feeling of... If you do challenge somebody for something small, perhaps, that they've said, you don't want... We want to change this whole culture of feeling like you're the party pooper or you're the square that is... "Oh, come on, it's only a joke, shut up, why do you always have to be the one that says things?" It's not a nice feeling, it's difficult isn't it? I think, particularly within a group of men, it's really, really, difficult.

Respondent: It's really difficult, it's really difficult. I had an incident when, in uniform- As a very young officer, when I was still in uniform, I stood up to what I perceived to be an unlawful order from a supervising officer. This was in front of about six other police officers. I was being reported on by that officer and he gave me an unlawful order to do something and I stood up and said, "No, I'm not going to do it." That's really difficult. I got away with it, culturally, because... I don't know why I did. Three days later that supervisory officer apologised to me and said I did the right thing.

A few years later, I was entrapped to do something because anyone who is worth their salt needs to be owned. This is a completely new, different, subject. This is about integrity and honesty within the police. I wasn't so Rodust, right, and that led me to actually leaving and going overseas.

Even with rank and experience and knowledge and networks, when you stand up to something which is bigger than you, I'm talking later in my career, you will be shut down very quickly. It can happen in a number of ways. You can either be directly threatened, you can be transferred, you can be given an attractive alternative job. There're different ways of getting rid of a pRodlem. I've experienced pretty much all of the above.

Even with service and rank and perceived power, if you're challenging or dealing with something which is more powerful than you it's incredibly difficult but if the narrative changes- I think, to answer- A very long-winded response to your question, Luke, but to-

Luke Jerdy: No, it's great.

Respondent: To go back to your question, I think we just need to start a conversation because clearly the culture is so engrained there's not even a conversation being had. I think we just need to start having a conversation with all the stakeholders that are involved, up to and including the commissioner of the Metropolitan Police. Open, frank, honest, discussions.

Liz Jones: Rod, thank you ever so much, that's been really interesting. I really appreciate you being honest and talking to us on a fairly difficult matter. It's definitely something we need to talk about, so thank you very much for joining us today.

Respondent: You're welcome, thank you for having me.

Luke Jerdy: We hope you enjoyed this episode of the podcast. Please subscribe so that you don't miss an episode and that they download automatically to your phone. Please open up the conversation by passing this podcast on to your friends and family.