



## Gender Equality Plan in the Police for 2023-2026



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## INTRODUCTION

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Pursuant to Article 32 of the Constitution of the Republic of Poland, everyone is equal before the law and has the right to equal treatment by public authorities; everyone should be treated the same in political, social or economic life. Article 33 of the Constitution is, in a sense, a supplement to Article 32 emphasizing that women and men have equal rights in family, political, social and economic life, in particular the equal right to education, employment and promotion, to equal remuneration for work of equal value, to social security and to hold positions and perform functions and obtaining public honours and distinctions. The norm in question therefore prohibits discrimination, i.e. unjustified differentiation of the legal situation of both genders.

Gender equality is also one of the fundamental principles of the European Union. This is expressed in the European Union Strategy for Gender Equality for 2020–2025, which is a continuation of international efforts to overcome the problems of gender-based violence and stereotyping, as referred to in the UN Convention on the Elimination of All Forms of Discrimination against Women.

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The challenges faced by the Polish Police in a dynamically changing reality require taking systemic and holistic actions not only in terms of optimizing service and working conditions in the logistic or technological area, but also activities aimed at strengthening the service and work environment in which each person serving or working in the Police is aware of the agency in fulfilling the mission of ensuring public safety and order and the sense of being a valuable element of the ethos and organizational culture being built in the Police.

The diversity of competences, experiences and skills of over 120,000 people – policewomen and policemen, female and male employees of the Police constitutes extraordinary potential of this formation. Managing this diversity involves creating an inclusive service and work environment by taking actions to:

- *maintain the highest ethical standards, also in shaping interpersonal relations, firmly opposing prejudice and discrimination,*
  - *create appropriate conditions for women and men serving and working in the Police to realise their full professional potential and development,*
  - *often take into account different needs of women and men when planning and implementing projects and making decisions,*
  - *observe the principle of equal treatment.*
- 

To meet the need for a strategic approach to managing diversity and creating an inclusive service and work environment, of which everyone is an equally important element, we present to you the Gender Equality Plan in the Police for 2023-2026.

The developed Plan meets the requirements of the European Commission for entities participating in projects implemented with financial resources, in particular under the Horizon Europe ) programme<sup>1</sup>.

The plan also implements the UN Sustainable Development Goals, including:

<sup>1)</sup> The Gender Equality Plan as an important project eligibility criterion was introduced into the Horizon Europe programme by Regulation 2021/695 of the European Parliament and of the Council of 28 April 2021 establishing the Horizon Europe framework programme, Official Journal of the European Union L 170, 12/05/2021, p. 1.





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## DIAGNOSIS

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The process of developing the Gender Equality Plan in the Police primarily took the form of a review and analysis of existing data and included the following stages:

- obtaining and analysing statistical data on the number of people serving/working in all organisational units of the Police, the number of people in managerial positions, the number of people divided into corps of privates, non-commissioned officers, warrants and officers, data on recruitment and admissions to the Police. All statistics took into account the division by gender,
- review of gender equality plans developed in other institutions, including the international environment, with particular emphasis on the police of other countries,
- review and analysis of ongoing training programs in terms of gender equality,
- analysis of existing work-life balance tools, recruitment and career development procedures and career path tools,
- review and analysis of internal documents, including: anti-mobbing and anti-discrimination procedures, human resources management programmes in the civil service at the National Police Headquarters for 2021-2023,
- diagnosis in the scope of the functioning of human resources management programmes in the civil service.

In the course of work on the Plan, acts of generally applicable law, internal law, as well as plans, programmes and studies for gender equality were reviewed. This review provided knowledge and inspiration for defining the goals and actions that should be implemented to shape an equal service and work environment in the Police. A detailed list of regulations is attached as Annex 1 to the Plan.

Detailed statistical data on employment broken down by employment status, gender and type of service for each Police unit is included in Annex 2.

The above activities allowed for the identification of areas important in the context of ensuring gender equality in the Police and the formulation of operational goals and actions to achieve them.

## EMPLOYMENT STATUS IN THE POLICE, TAKING INTO ACCOUNT THE GENDER CRITERION<sup>2</sup>

Statistical data on the employment status in the Police are collected in the Police Service Support System (SWOP) and allow the generation of data according to various criteria, including data taking into account the "gender" variable.

**EMPLOYMENT IN THE POLICE**  
*as at 31 December 2022*

**125 540** 

**OF WHICH:** POLICE OFFICERS

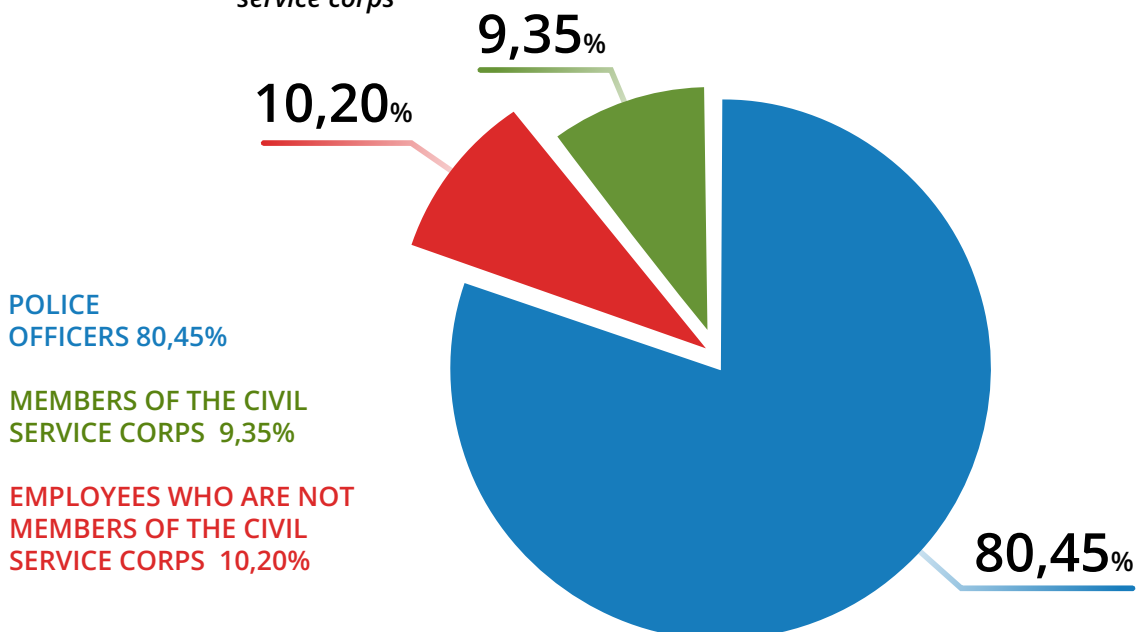
**101 000** 

MEMBERS  
*of the civil service corps*

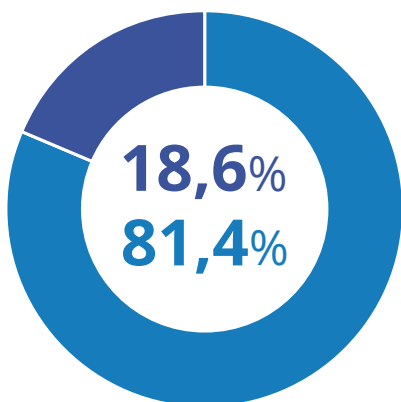
**11 734** 

EMPLOYEES  
*who are not members of the civil service corps*

**12 806** 

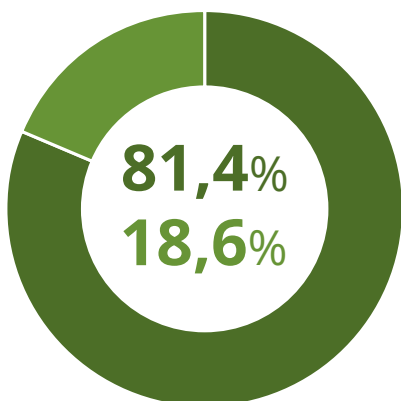


<sup>2)</sup> Each time, data on the employment status of police officers includes all police officers in a service relationship, including positions financed by local governments.



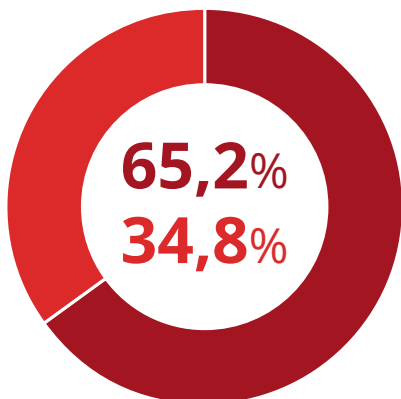
## POLICE OFFICERS

**18,6%** women   **81,4%** men



## MEMBERS OF THE CIVIL SERVICE CORPS

**81,4%** women   **18,6%** men

EMPLOYEES WHO ARE NOT MEMBERS  
OF THE CIVIL SERVICE CORPS

**65,2%** women   **34,8%** men

## NUMERICAL AND PERCENTAGE DATA ON POLICE OFFICERS BY GENDER IN 2020-2022, BY TYPES OF SERVICES

In the criminal, investigative, internal affairs and combating cybercrime services\*:

- in 2020, 32,776 people were in active service – 25,947 policemen and 6,829 policewomen (representing 79.16% of policemen and 20.84% of policewomen, respectively),
- in 2021, 33,559 people were in active service – 26,333 policemen and 7,226 policewomen (representing 78.47% of policemen and 21.53% of policewomen, respectively),
- in 2022, 33,611 people were in active service – 26,257 policemen and 7,354 policewomen (representing 78.12% of policemen and 21.88% of policewomen, respectively).

In preventive service:

- in 2020, 60,450 people were in active service – 51,733 policemen and 8,717 policewomen (representing 85.58% of policemen and 14.42% of policewomen, respectively),
- in 2021, 33,559 people were in active service – 26,333 policemen and 7,226 policewomen (representing 78.47% of policemen and 21.53% of policewomen, respectively),
- in 2022, 33,611 people were in active service – 26,257 policemen and 7,354 policewomen (representing 78.12% of policemen and 21.88% of policewomen, respectively).

In supporting service:

- in 2020, 3880 people were in active service – 2,693 policemen and 1,187 policewomen (representing 69.41% of policemen and 30.59% of policewomen, respectively),
- in 2021, 3946 people were in active service – 2,716 policemen and 1,230 policewomen (representing 68.83% of policemen and 31.17% of policewomen, respectively),
- in 2022, 4084 people were in active service – 2,811 policemen and 1,273 policewomen (representing 68.83% of policemen and 31.17% of policewomen, respectively).

In counter-terrorist service:

- in 2020, 825 people were in active service – 811 policemen and 14 policewomen (representing 98.30% of policemen and 1.7% of policewomen, respectively),
- in 2021, 836 people were in active service – 820 policemen and 16 policewomen (representing 98.09% of policemen and 1.91% of policewomen, respectively),
- in 2022, 857 people were in active service – 843 policemen and 14 policewomen (representing 98.37% of policemen and 1.63% of policewomen, respectively).

The number of people serving at the Police Academy in Szczytno and police schools is gradually increasing, from 874 people in 2020 (673 policemen, representing 77% of all employees and 201 policewomen, representing 23% of all employees), 893 people in 2021 (687 policemen, representing 76.93% of all employees and 206 policewomen, representing 23.07% of all employees) to 926 people in 2022 (698 policemen, representing 75.38% of all employees and 228 policewomen, representing 24.62% of all employees).

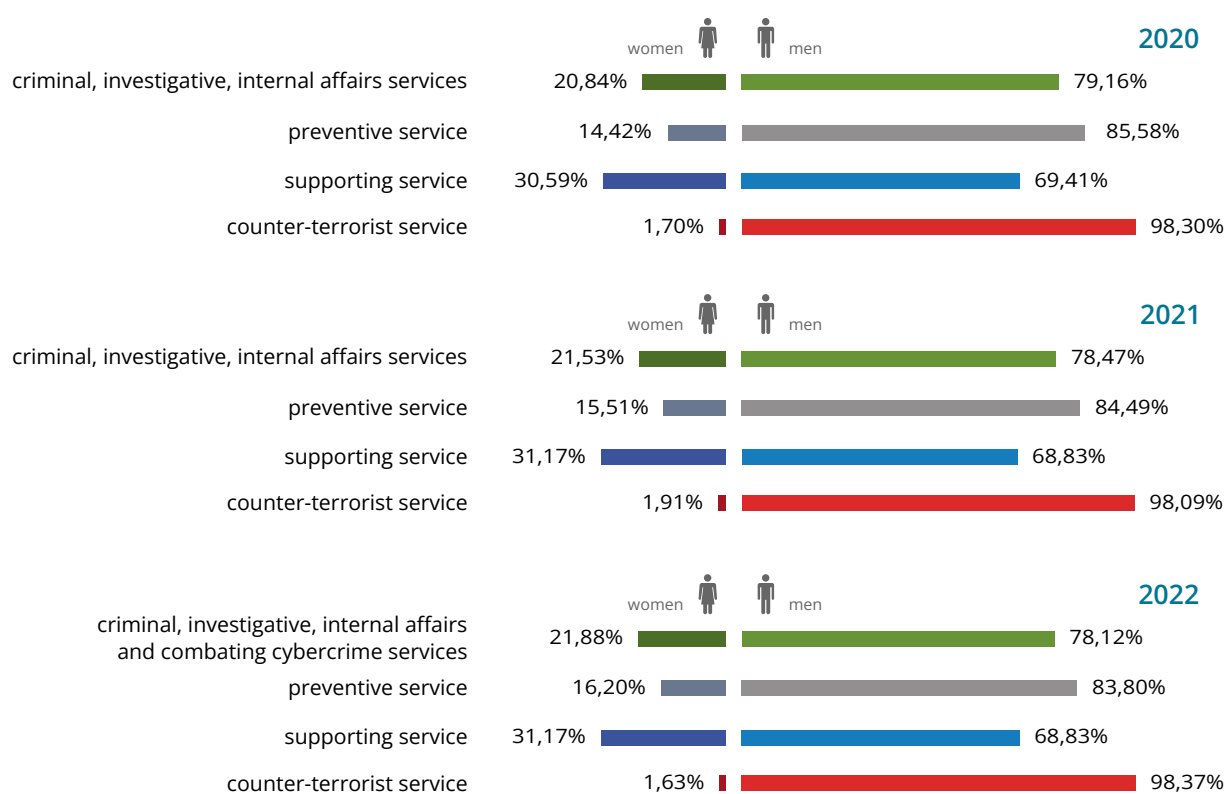
In the period 2020-2022, there was a visible trend of increasing the number of women employed in the criminal service, investigative service, internal affairs and combating cybercrime (from 20.84% to 21.88%), preventive service (from 14.42% to 16.20 %) and in police schools (from 23% to 24.62%). The number of policewomen in supporting service remained unchanged at 31.17% in 2021-2022.

During the period under study, nearly 98% of those employed in the counter-terrorist service were men..

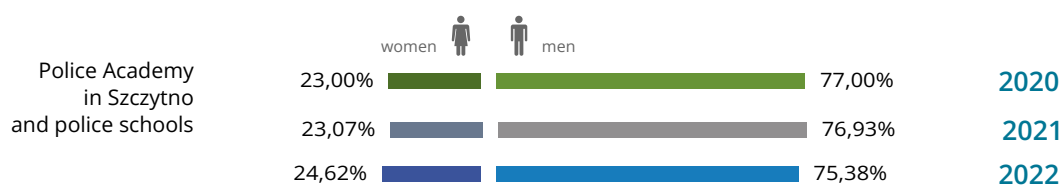
\* - service to combat cybercrime from 2022.



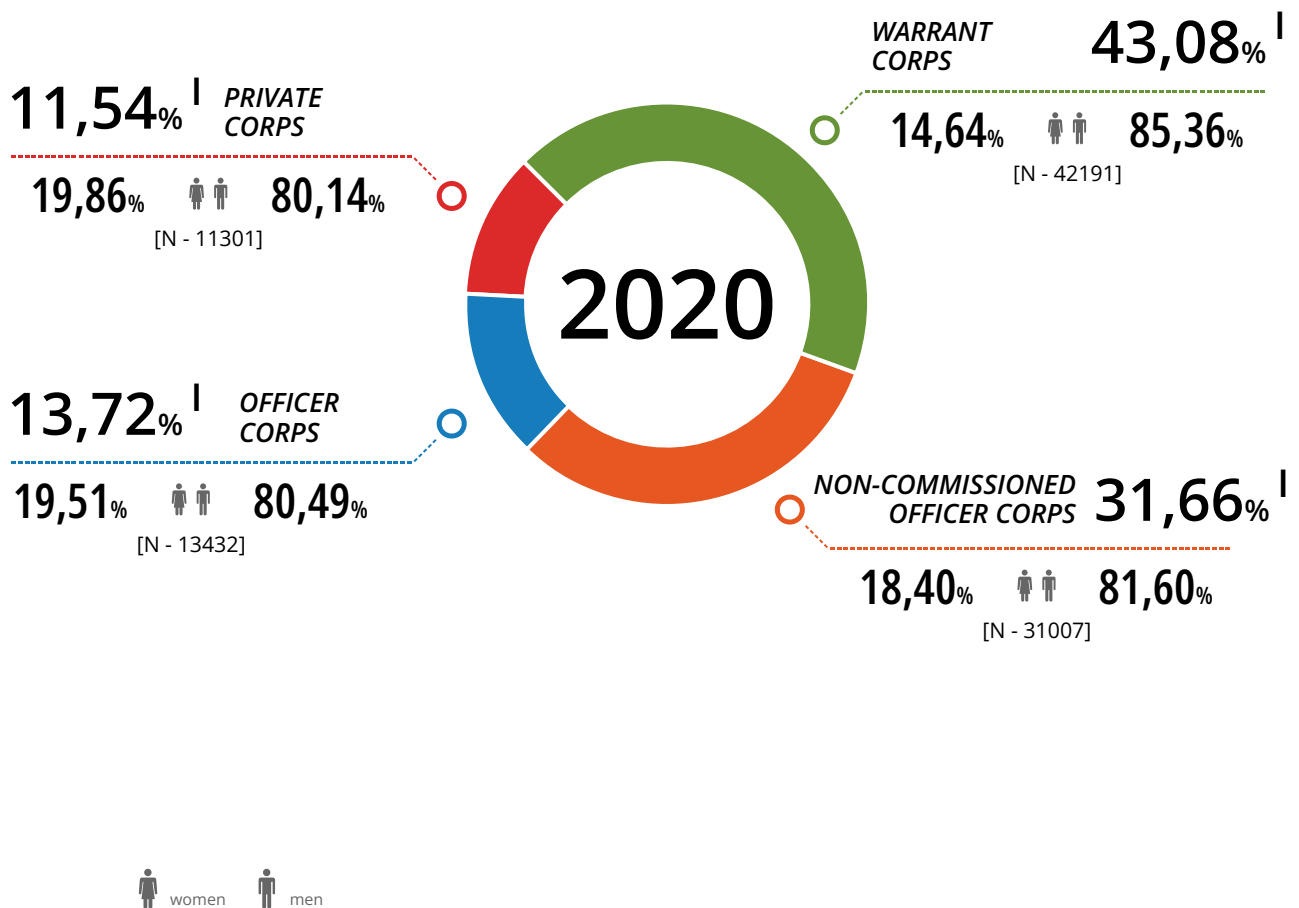
## PERCENTAGE DATA ON POLICE OFFICERS BY GENDER IN 2020-2022, BY TYPES OF SERVICES



## PERCENTAGE DATA ON POLICE OFFICERS BY GENDER IN 2020-2022 AT THE POLICE ACADEMY IN SZCZYTNO AND POLICE SCHOOLS

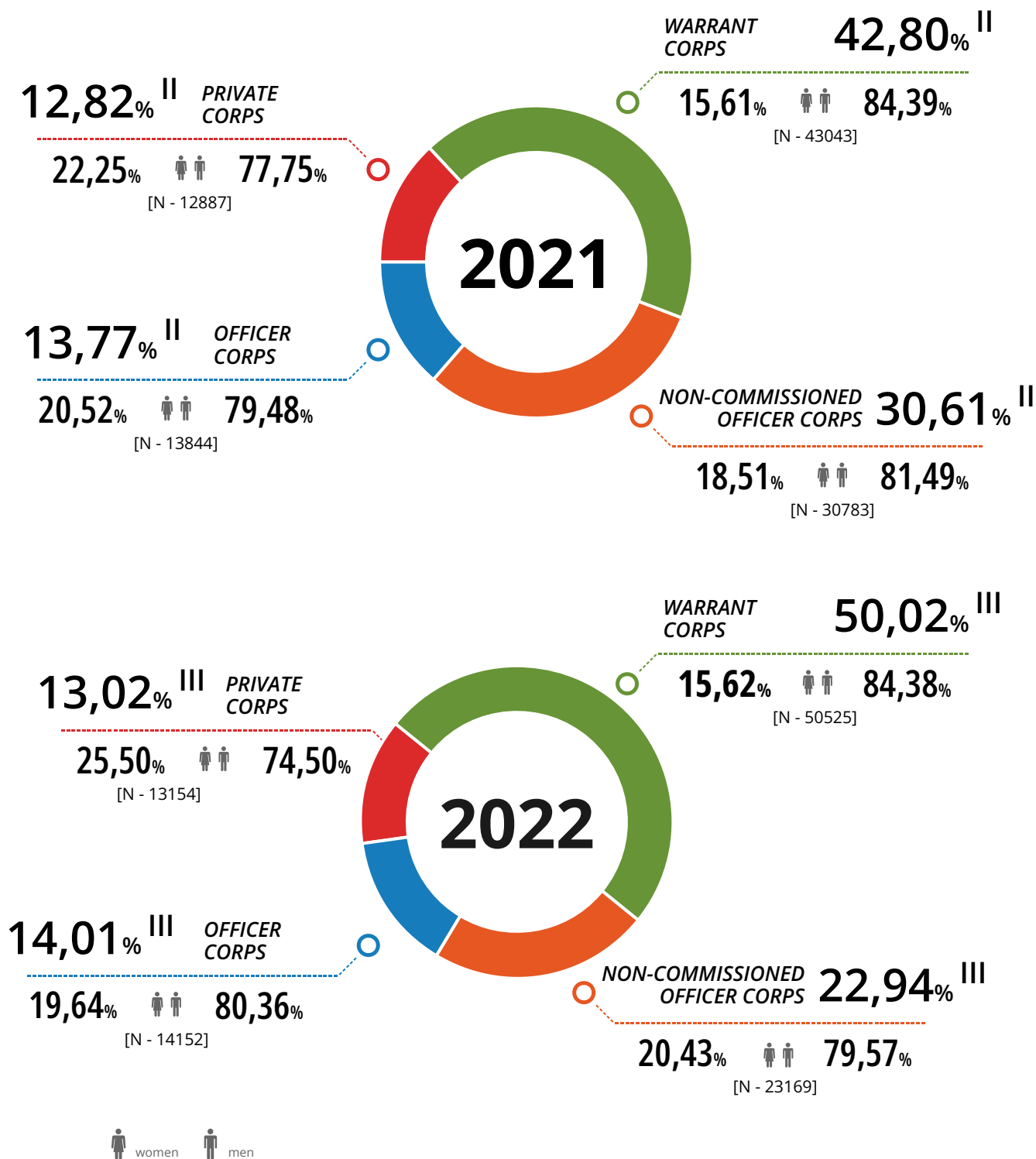


PERCENTAGE DATA ON POLICE OFFICERS BY GENDER  
IN 2020-2022, BY CORPS



N - number of Police officers in corps

<sup>I</sup>) N1-97931 - total number of Police officers in 2020



N - number of Police officers in corps

II) N2-100557 - total number of Police officers in 2021

III) N3-101000 - total number of Police officers in 2022

## GENDER BALANCE IN MANAGEMENT POSITIONS<sup>3</sup>

In 2020-2022, the number of people in managerial positions in the Police remained at a similar level.

### POLICE OFFICERS

In 2020, the number of police officers holding managerial positions was 6,571 people, which constitutes 6.71% of all employed police officers, in 2021. – 6,622 people (6.59% of all employed police officers), in 2022 – 6,666 people (6.6% of all employed police officers).

In the diagnosed period of 2020-2022, there was a gradual increase in the number of policewomen in the management staff. In 2022, policewomen held over 12% of police managerial positions.

### MEMBERS OF THE CIVIL SERVICE CORPS

In 2020, the number of members of the civil service corps holding managerial positions was 487 people, which constitutes 4.14% of all persons employed in the civil service corps employed in the Police, in 2021 – people (4.28% of all members of the civil service corps), in 2022 – 510 people (4.35% of all members of the civil service corps employed in the Police). Policji).

Therefore, the number of members of the civil service corps employed in the Police who hold managerial positions increases every year.

### EMPLOYEES WHO ARE NOT MEMBERS OF THE CIVIL SERVICE CORPS

In 2020, the number of employees who were not members of the civil service corps and held managerial positions was 74 people, which constitutes 0.57% of all employees outside the civil service corps in 2021. – 73 people (0.56% of all employees who are not members of the civil service corps), in 2022 – 68 people (0.53% of all employees who are not members of the civil service corps).

The decrease in the number of people holding managerial positions among employees employed outside the civil service corps may result from a decrease in the total number of employees who are not members of the civil service corps, from 12,989 people in 2020 to 12,806 in 2022.

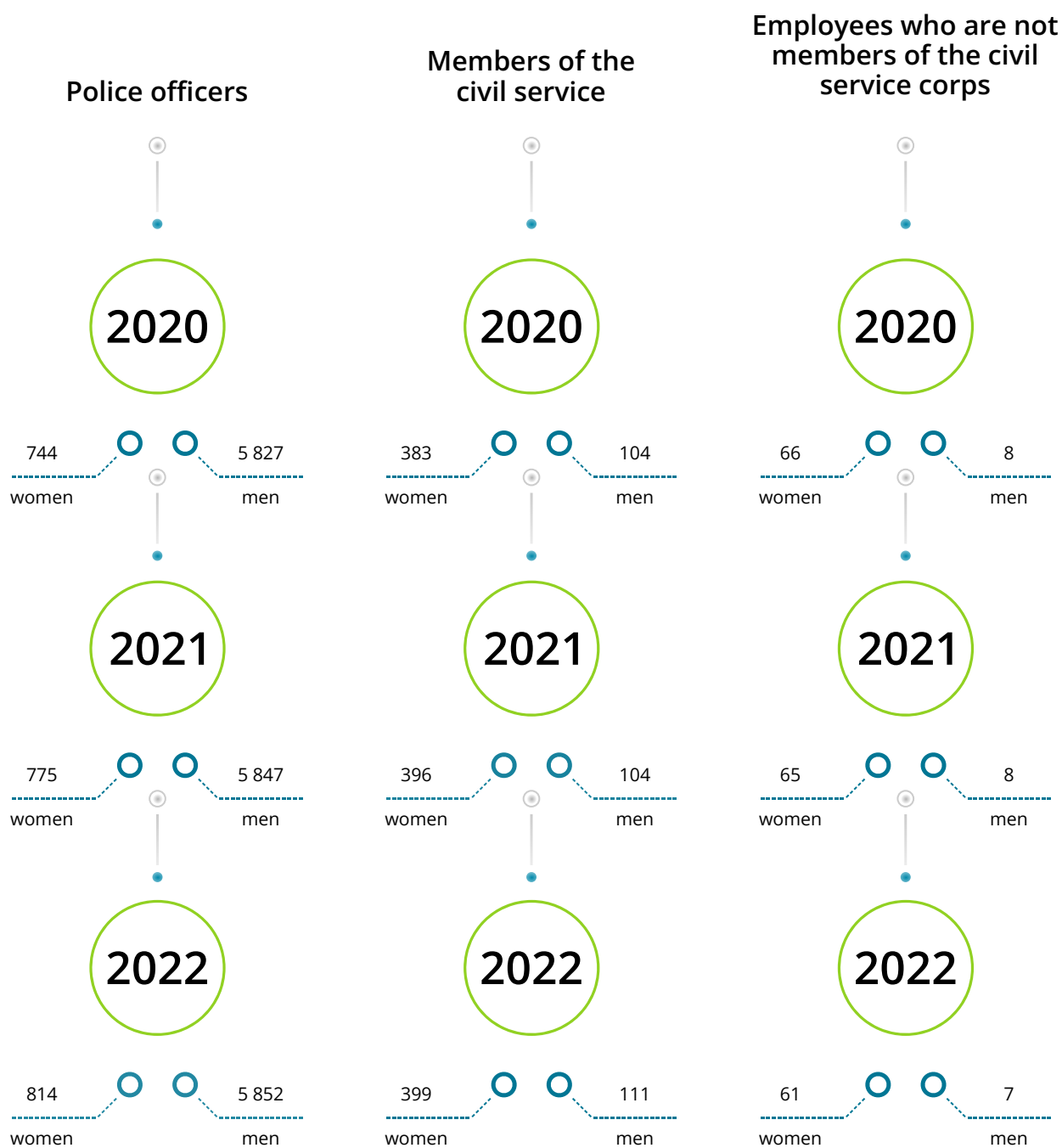
In the case of Police employees, due to the much higher employment of women than men, the level of holding managerial positions by women also remained at a similar level: for members of the civil service corps it is above 78%, and in the case of non-civil service corps employees – above 89%.

<sup>3)</sup> In the case of police officers, management positions from section head to the Commander-in-Chief of the Police are taken into account. In the case of members of the civil service corps, the following positions were included: commander (school, Provincial Police Headquarters), deputy commander (school, Provincial Police Headquarters), director of the office, deputy director of the office, head of the unit, head – attorney at law, deputy head of the unit, chief accountant of the ministry, head of the secret office, section manager, team leader.

In the case of employees who are not members of the civil service corps, the following positions are included: library director, head of the secret office, section manager, head of the unit, deputy head of the unit.



## NUMERICAL DATA ON PEOPLE IN MANAGERIAL POSITIONS IN THE POLICE BY GENDER AND EMPLOYMENT STATUS IN 2020-2022



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## OPINION POLLS

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Opinion polls have been carried out in the Police for several decades, and this area is coordinated by the Unit of Analysis and Management Control in the Office of the Commander-in-Chief of the Police.

Since 2005, in accordance with the decision of the Commander-in-Chief of the Police, there has been a Team of Coordinators for opinion polls conducted in the Police, which includes representatives of individual Provincial Police Headquarters/ Warsaw Metropolitan Police Headquarters, the Police Academy in Szczytno and police schools.

The polls concern both the internal environment of the organisation – they are carried out among police officers and Police employees – as well as social assessment of the functioning of the Police and the work of police officers. The poll results are used primarily to determine the main directions of Police work and improve the organisation.



The largest internal survey project, carried out annually since 2004, is the Job Satisfaction Survey for police officers and Police employees, in which gender is one of the socio-demographic variables. The results of this cyclical survey indicate certain areas that require deepening, primarily through qualitative and quantitative research, in particular in the areas of:

- motivation to work,
- organisation of service/work – what should be changed in the organisation as a whole, in a unit, cell,
- legal regulations – what requires changes in legal regulations,
- professional development and career plans,
- reasons for leaving the Police,
- professional roles and the nature of tasks performed depending on aptitudes,
- determining the differences resulting, on the one hand, from socio-cultural factors, and on the other hand, from the organisation of work in the Police.

## SELECTION AND RECRUITMENT

Announcements of vacancies for employees and police officers are made public. The universality and availability of these announcements provide every citizen of the Republic of Poland with equal opportunities to access the profession of police officer and police employee, regardless of gender.

### POLICE OFFICERS

Persons applying for admission to police service should meet the requirements specified in Article 25 paragraph 1 of the Act of 6 April 1990 on the Police (Journal of Laws of 2023, item 171, as amended). It should be noted that they are the same for all candidates, regardless of gender. The above conditions were also retained in the Act of 17 December 2021 amending certain acts in connection with the establishment of the Central Cybercrime Bureau (Journal of Laws of 2021, item 2447, as amended)

introducing the possibility of managing and conducting qualification proceedings for candidates applying for admission to service in specialised organisational units of the Police: CBŚP (Central Bureau of Investigation of the Police), BSWP (Internal Affairs Bureau of the Police), CBZC (Central Cybercrime Bureau ) and CLKP (Central Forensic Laboratory of the Police), counter-terrorist service and for an official position requiring specialised qualifications, education, authorisations or skills required due to the personnel needs of the Police.

A candidate is accepted for service in the Police after a qualification procedure<sup>4</sup>.

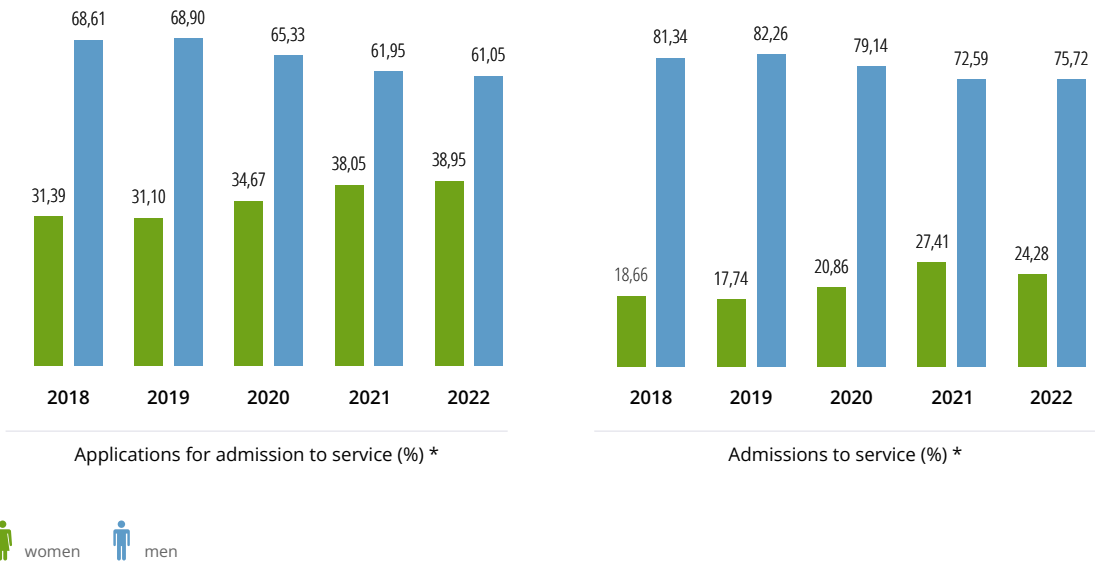
The selection procedure for police service is conducted in the form of a competition. Admission to the service is based on the candidate's positive result in all stages of the qualification procedure and the sum of points obtained. The same rules and the same criteria for assessing individual stages of the qualification procedure are applied to all candidates, regardless of gender.

In 2019–2022, the percentage share of women applying for employment with the Police in relation to the total number of applications submitted increased from 31.10% in 2019 to 38.95% in 2022. There is also an upward trend in the number of women admitted to serve in the Police, in relation to the total number of people accepted into this formation. In 2019, women constituted 17.74% of all persons accepted to serve in the Police, while in 2022 the share of women was 24.28% in relation to the number of all accepted candidates.

<sup>4</sup>) The mode and procedure are specified in the Regulation of the Minister of Internal Affairs and Administration of 22 March 2023 on the qualification procedure for candidates applying for admission to police service (Journal of Laws of 2023, item 606).



DATA ON THE NUMBER OF APPLICATIONS SUBMITTED AND PEOPLE ACCEPTED TO SERVE IN THE POLICE IN 2019-2022, BROKEN DOWN BY GENDER





## EMPLOYEES

The legal situation of employees is regulated by appropriate normative acts depending on the status of the organisational unit of the Police in which they are employed:

1. organisational units of the Police (excluding the Police Academy in Szczytno, police schools):

### members of the civil service corps:

- Act of 21 November 2008 on the civil service (Journal of Laws of 2022, item 1691 as amended), Recruitment of candidates for the civil service corps is always carried out on the basis of the provisions of the Act on the civil service. Both women and men can apply for all positions. All job offers include a declaration that the office is an equal opportunities employer. Applications are considered with equal attention regardless of gender, age, disability, race, nationality, political beliefs, trade union membership, ethnic origin, religion, sexual orientation or any other legally protected characteristic. The recruitment process is equal for all persons, however, if a person has official certification of disability, they may benefit from priority in employment if the employment rate of people with disabilities is not at the level referred to in Article 21 section 2a of the Act of 27 August 1997 on vocational and social rehabilitation and employment of people with disabilities (Journal of Laws of 2023, item 100, as amended).

### employees who are not members of the civil service corps:

- Act of 16 September 1982 on employees of state offices (Journal of Laws of 2023, item 765, as amended)<sup>5)</sup>,
- 2. Police Academy in Szczytno:
  - Act of 20 July 2018 – Law on Higher Education and Science (Journal of Laws of 2023, item 742, as amended);
- 3. Police schools:
  - Regulation of the Minister of Labour and Social Policy of 30 April 2008 on the conditions of remuneration for work and granting other work-related benefits to employees employed in state budget units of the Ministry of Internal Affairs and Administration (Journal of Laws of 2023, item 914). In matters not regulated by the above-mentioned legal acts, the provisions of the Act of 26 June 1974 – Labour Code (Journal of Laws of 2023, item 1465) apply. Similarly to recruitment for the civil service, both women and men can apply for all positions. The recruitment process is equal for all people, but it is worth noting that in Article 3b of the Act on employees of state offices, the legislator obliged heads of offices to apply a detailed method of implementing the principle of priority in employing people with disabilities if the employment rate of such people is lower than 6% (see Article 29a of the Act on the civil service).

<sup>5)</sup> A separate employment procedure applies to filling senior positions in the civil service. In the Police, such positions can only be found in the National Police Headquarters (currently there are two). Due to the incidental nature of this procedure, it is not necessary to describe it in the Gender Equality Plan.

<sup>6)</sup> Based on Article 46 of the Act on employees of state offices, provisions of Articles 3c, 21-31 and 33 also apply to employees of state offices who are not officials.

## WORK-LIFE BALANCE AND CAREER PATHS

The development of the Police as an organisation and institution in an environment of changing legal and social realities has naturally resulted in social norms and value systems, organisational climate, management methods, symbols, customs or traditions contributing to the emergence of organisational culture in the Police and its consolidation and improvement. Creating and maintaining organisational culture in the Police is evolutionary in nature. There is no specific organisational structure designated to take care of this area. Indirectly, activities in this area are undertaken by human resources units and a network of police representatives for the protection of human rights and teams for the protection of human rights. The beneficiaries of the organisational culture are all people employed in the Police, regardless of gender.

### WORK-LIFE BALANCE

As part of ensuring work-life balance, the Police primarily uses tools included in legal acts, including: holiday leaves, special leaves, on-demand leaves, sick leaves, unpaid leaves, leaves related to the birth and upbringing of children, as well as the ability to work remotely. All Police employees and officers, regardless of gender, use the tools in question on the terms specified in the law.

Human resources management solutions, understood as pay and motivation mechanisms, including promotion, do not contain discriminatory clauses. The granting of specific components of emolument/salary depends on meeting the conditions specified in the law, without distinction based on gender. The amount of some emolument/salary components may be discretionary. Motivational solutions, which include financial or material rewards, as well as distinctions, are discretionary<sup>7</sup>.

The method of selecting and directing people to most training courses is shaped similarly. Also, promotion to a higher police rank, although characterised by a statutorily defined periodicity, is discretionary.

Promotion to managerial or independent positions is also discretionary because there is no general competition system. The awarding of state and departmental decorations is also discretionary. The basic solution that does not contain any discretionary features is the so-called vertical promotion of police officers. A police officer serving in an official position classified from groups 2 to 7 receives a higher group after 4 years of service in the same official position. This type of solution applies only to a police officer, while a civil service official may receive another service rank after obtaining a positive periodic evaluation. A civil service official who, since receiving the last service rank, has obtained two consecutive positive periodic evaluations at one of the two highest levels provided for in the scale, receives the next service rank<sup>9</sup>.

The method of selecting and directing people to most training courses is shaped similarly. Also, promotion to a higher police rank, although characterised by a statutorily defined periodicity, is discretionary. Article 89 of the Act of 21 November 2008 on the civil service (Journal of Laws of 2022, item 1691, as amended)<sup>10</sup> is also discretionary because there is no general competition system.

<sup>7</sup> See Article 87 of the Act of 6 April 1990 on the Police (Journal of Laws of 2023, item 171, as amended), Article 93 and Article 105 of the Act of 21 November 2008 on the civil service (Journal of Laws of 2022, item 1691, as amended), § 10 of the Regulation of the Council of Ministers of 2 February 2010 on the principles of remunerating employees who are not members of the civil service corps and are employed in government administration offices and employees of other units (Journal of Laws of 2023, item 467, as amended).

<sup>8</sup> Characterised by obtaining a functional allowance

<sup>9</sup> Regulation of the Minister of Internal Affairs and Administration of 4 March 2022 amending the regulation on the detailed rules for receiving and the amount of the basic salary of police officers, salary allowances and determining the years of service on which the increase in the basic salary depends (Journal of Laws, item 580).

<sup>10</sup> Article 89 of the Act of 21 November 2008 on the civil service (Journal of Laws of 2022, item 1691, as amended).

The awarding of state and departmental decorations is also discretionary. The basic solution that does not contain any discretionary features is the so-called vertical promotion of police officers. A police officer serving in an official position classified from groups 2 to 7 receives a higher group after 4 years of service in the same official position).<sup>11</sup> This type of solution applies only to a police officer, while a civil service official may receive another service rank after obtaining a positive periodic evaluation. A civil service official who, since receiving the last service rank, has obtained two consecutive positive periodic evaluations at one of the two highest levels provided for in the scale, receives the next service rank<sup>12</sup>. For the civil service, including members of the civil service working in Police units, the Head of the Civil Service has introduced human resources management standards (HRMS)<sup>13</sup>, which are a set of optional recommendations and mandatory guidelines aimed at supporting office workers and helping people in managerial and coordinating positions effectively manage people, as well as unification of tools and procedures used in the civil service in the field of management. These include, among others, the human resources management programme (HRMP), the development of which is the responsibility of the director general of the office, and in offices where the position of director general is not created – the head of these offices

(this situation occurs in the Police). All organisational units at the voivodeship level have prepared the HRMP or are in the process of preparing it, as do the vast majority of organisational units at the district (municipal, regional) level. The Police Headquarters has prepared a programme covering the years 2021-2023, while CBZC<sup>14</sup> and CLKP<sup>15</sup> are in the process of preparing the HRMP, which is related to the date of establishment and transformation, respectively. Although not all organisational units have prepared and implemented the HRMP, and taking into account the criterion of the number of members of the civil service corps<sup>16</sup>, which determines whether the programme covers certain areas of people management, all of them apply recruitment procedures for vacant positions in the civil service, procedures for organising the preparatory service work, establishing individual professional development programmes (IPDP)<sup>17</sup>. In many organisational units of the Police, procedures for onboarding a new employee, rules for organising training, procedures related to the termination of employment and exit interviews have been introduced. Some organisational units of the Police have also introduced rules for granting task allowances and awards. In the field of police officer management, such formal human resources management standards and tools for an individual professional development programme do not exist.

To sum up, the requirements regarding education, professional qualifications and length of service that should be met by police officers in the positions of Police Commanders and other official positions, as well as the conditions for their appointment to higher official positions, are the same for all Police officers. This means that selection for service in the Police, as well as the process of training and professional development, and recruitment to positions and promotion, is carried out on the basis of criteria and requirements that are the same for everyone – regardless of gender – and which are determined by the type of service performed and its nature. This also applies to salary – the so-called pay scale is based on objective criteria that do not promote any gender, i.e. the legal provisions regarding the salary of Police officers performing identical tasks in the same official positions do not provide for any differentiation based on gender.

<sup>11</sup> Order No. 6 of the Head of the Civil Service of 12 March 2020 on human resources management standards in the civil service, amended by Order No. 7 of the Head of the Civil Service of 16 December 2020 amending the order on human resources management standards in the civil service.

<sup>12</sup> Article 25 paragraph 4 point 2 item a) of the Act of 21 November 2008 on the civil service (Journal of Laws of 2022, item 1691, as amended).

<sup>13</sup> Article 25 paragraph 9 *ibid.*

<sup>14</sup> Central Cybercrime Bureau established on 12 January 2022.

<sup>15</sup> Central Forensic Laboratory of the Police transformed from a research institute into an organisational unit of the Police as of 1 April 2022.

<sup>16</sup> Offices that employ 50 civil service corps members or less adapt the HRMP to their own needs and capabilities (this means that it does not have to include all the elements).

<sup>17</sup> Article 108 of the Act of 21 November 2008 on the civil service (Journal of Laws of 2022, item 1691, as amended).

## OVERVIEW OF THE POLICE TRAINING OFFER

Vocational training programmes, central professional development and local professional development programmes were reviewed in terms of the possible validity of extending their programme content to include gender equality

issues. 13 training projects were selected for detailed analysis, including 4 vocational training projects, 6 central professional development projects, 2 local professional development projects and 1 postgraduate study programme.

Due to their nature, topic area and participants to whom they are dedicated, these programmes should include a thematic area regarding equality issues, including gender equality.

### THE FOLLOWING PROGRAMMES WERE ANALYSED:

1. Decision No. 376 of the Commander-in-Chief of the Police of 21 December 2022 on the basic vocational training programme<sup>18</sup>.
2. Decision No. 259 of the Commander-in-Chief of the Police of 8 August 2023 on the professional training programme for non-commissioned officers<sup>19</sup>.
3. Decision No. 258 of the Commander-in-Chief of the Police of 8 August 2023 on the professional training programme for warrants<sup>20</sup>.
4. Decision No. 379 of the Commander-in-Chief of the Police of 21 December 2022 on the professional training programme for officers<sup>21</sup>.
5. Decision No. 181 of the Commander-in-Chief of the Police of 13 May 2011 amending the decision on the curriculum for a specialist course in management in an organisational unit of the Police<sup>22</sup>.
6. Decision No. 391 of the Commander-in-Chief of the Police of 15 December 2016 on the curriculum for a specialist course for middle-level Police management staff in the field of human resources management<sup>23</sup>, subsequently amended by Decision No. 214 of the Commander-in-Chief of the Police of 26 June 2023 on the curriculum for a specialist course for middle-level Police management staff in the field of human resources management<sup>24</sup>.  
Decyzja nr 221 Komendanta Głównego Policji z dnia
7. Decision No. 221 of the Commander-in-Chief of the Police of 23 June 2016 on the curriculum for a specialist course in the field of activities in the area of disciplinary liability of police officers aimed at counteracting human rights violations by Police officers<sup>25</sup>.
8. Decision No. 388 of the Commander-in-Chief of the Police of 17 June 2008 on the programme of a specialist course for press officers in the scope of performing press and information activities in the Police<sup>26</sup>.
9. Decision No. 369 of the Commander-in-Chief of the Police of 8 December 2022 amending the decision on the curriculum for a specialist course in the field of preventing and combating hate crimes<sup>27</sup>.
10. Decision No. 74 of the Commander of the Police Training Centre (CSP) of 6 April 2018 on the central professional development programme implemented in the form of another project in the field of methodology of teaching the issues of respect for human rights and freedoms and professional ethics during "WPCz" training projects.
11. Resolution No. 201/IV/2022 of the Senate of the Police Academy in Szczytno of 18 January 2022 amending the resolution on establishing the study programme for postgraduate studies in the management of an organisational unit in public administration at the Police Academy in Szczytno.
12. Local professional development programme "Human rights in police management".
13. Local professional development program for Police management staff "Proactive Supervisor's Workshops".

<sup>18</sup>) Journal of Laws of the Police Headquarters of 2022, item 238, as amended.

<sup>19</sup>) Journal of Laws of the Police Headquarters of 2023, item 70.

<sup>20</sup>) Journal of Laws of the Police Headquarters of 2023, item 69.

<sup>21</sup>) Journal of Laws of the Police Headquarters of 2022, item 241, as amended.

<sup>22</sup>) Journal of Laws of the Police Headquarters of 2011, item 31, as amended.

<sup>23</sup>) Journal of Laws of the Police Headquarters of 2016, item 75.

<sup>24</sup>) Journal of Laws of the Police Headquarters of 2023, item 49.

<sup>25</sup>) Journal of Laws of the Police Headquarters of 2016, item 28, as amended.

<sup>26</sup>) Journal of Laws of the Police Headquarters of 2008, item 77, as amended.

<sup>27</sup>) Journal of Laws of the Police Headquarters of 2022, item 237.



The programmes listed in points 1-3, 5-7 and 9-10 contain anti-discrimination issues. Analysis of their content showed that introducing changes in the field of gender equality is not necessary. It seems sufficient to provide police schools with recommendations to also discuss gender equality issues when covering anti-discrimination issues.

In the current thematic scope of the course programme mentioned in point 8, there is no content referring directly or indirectly to the issue of discrimination, including gender equality in the Police. It seems necessary to supplement Topic no. 1 in Block no. 1 with issues of language of equality, taking into account gender equality. Similarly, the programme mentioned in point 12 does not directly refer to issues regarding the prohibition of discrimination, including the prohibition of discrimination on the basis of gender. It seems advisable to evaluate the programme taking into account the gender perspective

The postgraduate study programme mentioned in point 11 does not include issues related to counteracting discrimination, including on the basis of gender. However, this programme is focused on the general management of a public administration unit and supplementing it with anti-discrimination issues seems incompatible with the adopted assumptions of the studies.

The programmes indicated in points 4 and 13 cover anti-discrimination issues, including a gender equality component. Due to the above, they do not require any changes.

Analysis of the language used by policemen and policewomen, including on social networking sites, in terms of comments regarding interventions undertaken by policewomen, shows the need to build a local professional development programme in the field of gender discrimination, including language of equality. Additionally, it seems reasonable to develop information materials for internal use in this area.

It also seems reasonable to train committee members on preventive activities and procedures in the event of a conflict situation, mobbing behaviour, discrimination or other undesirable behaviour in the scope of discrimination, including on the basis of gender, and providing a mechanism for supplementary training in the event of a change in the composition of the above-mentioned committee.

The educational supervision procedures introduced in all police schools, including the Police Academy in Szczytno, were also analysed. This analysis shows that the work of a police teacher is not assessed in the context of anti-discrimination issues, including gender equality, in any of the training units.

Due to the role of police schools and the Police Academy in Szczytno in shaping the attitudes of police officers, it also seems advisable to conduct an in-depth analysis of the regulations introduced therein, defining the rules of stay of students in terms of equal treatment, including gender equality.

## ANALYSIS OF ANTI-DISCRIMINATION AND ANTI-MOBGING PROCEDURES

### IN 2021, THE ANTI-MOBGING AND ANTI-DISCRIMINATION PROCEDURES IN PLACE AT THE POLICE WERE VERIFIED.

- “Standards for the functioning of preventive and intervention procedures in the Police in the area of conflict resolution, counteracting mobbing behaviour, discrimination and other undesirable behaviour in the place of service and work” were approved. Based on them, internal procedures for preventing and responding to conflict, suspected mobbing behaviour, discrimination or other undesirable behaviour were developed and implemented in all Police organisational units.
- The “Procedure for monitoring mobbing behaviour in the Police” was implemented. It is a mechanism for monitoring mobbing behaviour, which is independent of the anti-mobbing procedures implemented in Police units. An integral part of the above procedure is a standardised reporting form, Report on suspicion of mobbing behaviour in the Police, based on which the Representative of the Commander-in-Chief of the Police for the protection of human rights collects statistical data.
- The Representative of the Commander-in-Chief of the Police for the protection of human rights has been authorised to take independent actions consisting of conducting analyses, making assessments and formulating specific conclusions in selected finished cases regarding activities related to the clarification of suspected cases of mobbing carried out as part of the procedures in force in organisational units of the Police.

#### *Implemented internal procedures for preventing and responding to conflict, suspected mobbing behaviour, discrimination or other undesirable behaviour:*

- *define a unified method of action at the level of prevention and response to conflict, suspected mobbing behaviour, discrimination or other undesirable behaviour,*
- *apply to police officers and employees and protect women and men equally,*
- *regulate anti-discrimination issues and refer to gender equality,*
- *contain a definition of “discrimination”, referring to their statutory wording – the Act of 3 December 2010 on the implementation of certain European Union provisions in the field of equal treatment, and list harassment and sexual harassment as examples of undesirable behaviour,*
- *indicate the need to counteract any undesirable behaviour relating to gender equality,*
- *provide for the possibility of taking reactive actions if the report is confirmed,*
- *in the case of reports of violations, e.g. of gender equality, committees may be established, which are permanent or are appointed to consider a specific report,*
- *activities undertaken as part of anti-discrimination procedures are monitored at the level of the National Police Headquarters,*
- *professional development activities are organised for committee members and all potential participants of the adopted anti-discrimination and anti-mobbing solutions,*
- *each newly hired police officer/employee is familiarised with the anti-discrimination and anti-mobbing procedure, and representations in this regard are kept in the police officer/employee’s personal files.*

# PROTECTION AGAINST DOMESTIC VIOLENCE

## POWER - YES, VIOLENCE - NO

On 9 May 2012, in order to increase the effectiveness of Police activities aimed at ensuring the safety of members of police families experiencing domestic violence, developing a standard of response within the institution itself in the event of disclosing a problem and introducing specific psycho-corrective

actions towards police officers – perpetrators of domestic violence, the Commander-in-Chief of the Police approved for implementation by all the Police organisational units in the country the Programme for counteracting violence in police families: “POWER – yes, VIOLENCE – no.”

### THE MAIN GOALS OF THE PROGRAMME ARE:

- *reducing the number of cases of domestic violence in police families;*
- *improving the quality and effectiveness of actions taken by the Police in situations where the perpetrator of domestic violence is a police officer;*
- *developing the principles of psychological assistance provided to a person experiencing domestic violence (also a police officer) by police psychologists, as well as psychological work with a police officer – the perpetrator of violence.*

The programme is dedicated to all police officers, regardless of gender, position held or, for example, the nature of the service performed.

*As part of the implementation of the Programme, we take constant actions to prevent threats related to violence that may occur in police families, including constant supervision in organisational units of the Police over the implementation of tasks under the “Blue Cards” procedure in the police family. We pay particular attention to the assessment of decisions made by the intervening police officers to initiate the procedure, as well as ongoing monitoring of the situation in a police family suspected of being affected by violence.*

We collect current statements of emergency events related to suspected domestic violence by police officers. In 2022, we recorded 99 of such events.

Due to the changing legal status<sup>28</sup>, the Prevention Office of the National Police Headquarters has taken steps to update the Programme for counteracting violence in police families “POWER – yes, VIOLENCE – no!”.

<sup>28)</sup> *In connection with the entry into force of the provisions of the Act of 9 March 2023 amending the Act on counteracting domestic violence and certain other acts on 22 June 2023 (Journal of Laws, item 535) and the entry into force of the provisions of the Act of 13 January 2023 amending the Act – Code of Civil Procedure and certain other acts on 15 August 2023 (Journal of Laws, item 289, as amended).*

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## GENDER EQUALITY PLAN IN THE POLICE FOR 2023-2026

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The members of the Team for developing the draft Gender Equality Plan in the Police, based on the analysis of documents and statistical data, do not diagnose any systemic irregularities in the field of equal treatment on the basis of gender in the Police.

At the same time, they note that there are areas that should be subject to in-depth analysis, also in terms of opinion polls and identification of the expectations of all stakeholders.

*It is also important to review and broadly discuss in the police environment the existing and possible to implement solutions conducive to ensuring gender equality and a comfortable and safe service and work environment. The key element of building an inclusive organisational culture in the Police is, in the opinion of the Team, strengthening awareness-raising and training activities in the field of gender equality and unconscious gender-related biases, at every level of the Police's functioning.*

The Gender Equality Plan in the Police, developed for the years 2023-2026, is a strategic document covering all organisational units of the Police, the main long-term goal of which is to strengthen the organisational culture by shaping an inclusive, equal and diverse service and work environment free from discrimination and prejudice and based on mutual respect and respect for dignity. To achieve it, 6 operational goals were defined, taking into account the recommendations of the European Commission<sup>29</sup>:

- increasing knowledge and awareness about equality and non-discrimination and strengthening positive attitudes towards diversity and gender equality,
- ensuring gender balance in management staff, decision-making bodies, organisational structures and projects,
- implementing solutions for work-life balance,
- providing a gender perspective in professional development and promotion paths,
- incorporating a gender perspective into educational projects and content,
- strengthening actions to protect against gender-based violence, including sexual harassment.

The Gender Equality Plan in the Police for 2023-2026 is addressed to all police officers and police employees.

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<sup>29</sup>) European Commission, Directorate-General for Research and Innovation, Horizon Europe guidance on gender equality plans, Publications Office of the European Union, 2021, <https://data.europa.eu/doi/10.2777/876509>.



**STRATEGIC GOAL**  
**STRENGTHENING THE ORGANISATIONAL CULTURE BY SHAPING AN INCLUSIVE AND EQUAL SERVICE AND WORK ENVIRONMENT, FREE FROM DISCRIMINATION AND PREJUDICE AND BASED ON MUTUAL RESPECT AND RESPECT FOR DIGNITY**

Actions	Indicator	Time limit	Responsible entity
<b>OPERATIONAL OBJECTIVE I</b>			
<b>INCREASING KNOWLEDGE AND AWARENESS ABOUT EQUALITY AND NON-DISCRIMINATION AND STRENGTHENING POSITIVE ATTITUDES TOWARDS DIVERSITY AND GENDER EQUALITY</b>			

Conducting training as part of local professional development in the field of gender equality and counteracting gender discrimination.

Training of at least 25% of the management staff, with proportional participation of women and men, e.g. on the basis of a programme prepared under Objective V, Measure 4, at the level of: KGP, CBŚP, BSWP, BOA, CBZC, CLKP, KWP/KSP, units subordinated to KWP/KSP, Police Academy in Szczytno and police schools.

2025–2026

Representatives of heads of organisational units of the Police for the protection of human rights/teams for the protection of human rights in the National Police Headquarters, CBŚP, BSWP, BOA, CBZC, CLKP, KWP/KSP and police schools and the Representative of the Commander-Rector of the Police Academy in Szczytno for Gender Equality.

Training of at least 10% of the workforce, with proportional participation of women and men, e.g. on the basis of a programme prepared under Objective V, Measure 4, at the level of: KGP, CBŚP, BSWP, BOA, CBZC, CLKP, KWP/KSP, units subordinated to KWP/KSP, Police Academy in Szczytno and police schools.

Actions	Indicator	Time limit	Responsible entity
Conducting training for members of the committee for preventive activities and procedure in the event of a conflict situation, mobbing behaviour, discrimination or other undesirable behaviour related to discrimination on the basis of gender.	Conducting at least 1 training project at the level of: KGP, CBŚP, BSWP, BOA, CBZC, CLKP, KWP/KSP, units subordinate to KWP/KSP, WSPol in Szczytno and police schools in the years 2024-2026.	2024-2026	Representatives of heads of organisational units of the Police for the protection of human rights/teams for the protection of human rights in the National Police Headquarters, CBŚP, BSWP, BOA, CBZC, CLKP, KWP/KSP and police schools and the Representative of the Commander-Rector of the Police Academy in Szczytno for Gender Equality.
Organising a seminar on gender equality in the Police and activities implemented under the Plan.	Done / not done	2024-2025	Representative of the Commander-in-Chief of the Police for the implementation of the Gender Equality Plan in the Police for 2023-2026.
Launching and maintaining the information and educational tab "Gender equality in the Police" on the Internal Portal of the Police Headquarters and the intranet websites of organisational units of the Police.	Done / not done	2024	Representative of the Commander-in-Chief of the Police for the implementation of the Gender Equality Plan in the Police for 2023-2026 in cooperation with coordinators for the implementation of the Gender Equality Plan in the Police for 2023-2026.
Promoting non-discriminatory internal and external communication by: - Development and implementation of information material on language of equality. - Development and implementation of guidelines for the development and implementation of information and promotional projects and social campaigns, respecting the principles of non-discrimination and equal treatment.	Done / not done	2024-2025	Director of the Social Communication Office of the National Police Headquarters in cooperation with the Team for the implementation of the Gender Equality Plan in the Police for 2023-2026.



Actions		Indicator	Time limit	Responsible entity
Including the topic of gender equality and protection against gender-based violence during Police management briefings.		Including the issue of gender equality and protection against gender-based violence during the annual briefing of management staff with the participation of the Commander-in-Chief of the Police organized in 2024-2026. Taking into account the issue of gender equality and protection against gender-based violence at least once a year during briefings of the management staff of CBŚP, BSWP, BOA, CBZC, CLKP, KWP/ KSP with subordinate units, the Police Academy in Szczytno and police schools.	2024–2026	Heads of organisational units of the Police.

Actions	Indicator	Time limit	Responsible entity
OPERATIONAL OBJECTIVE II ENSURING GENDER BALANCE IN MANAGEMENT STAFF, DECISION-MAKING BODIES, ORGANISATIONAL STRUCTURES AND PROJECTS			
Publishing collected statistical data on the representation of women and men in the management staff and organisational structures in the Police.	Quantitative summary (statistical summary) at the end of each year in 2023-2026.	2024–2026	Representative of the Commander-in-Chief of the Police for the implementation of the Gender Equality Plan in the Police for 2023-2026 in cooperation with the Team for the implementation of the Gender Equality Plan in the Police for 2023-2026 and the Director of the Human Resources, Training and Legal Services Office of the National Police Headquarters.
Conducting information and promotional activities regarding the implementation of the principle of equal opportunities in the Police.	Carrying out at least 1 information or promotional activity per year.	2024–2025	Team for the implementation of the Gender Equality Plan in the Police for 2023-2026 in cooperation with the Director of the Human Resources, Training and Legal Services Office of the National Police Headquarters.
Conducting information and promotional activities encouraging candidates of the underrepresented gender to participate in the selection process for individual decision-making bodies, organisational structures and projects.	Carrying out at least 1 information or promotional activity per year.	2024–2026	Team for the implementation of the Gender Equality Plan in the Police for 2023-2026 in cooperation with the Commander of the Central Counter-Terrorist Unit of the Police “BOA”, the Director of the Social Communication Office of the National Police Headquarters, the Director of the Human Resources, Training and Legal Services Office of the National Police Headquarters, the Director of the Police International Cooperation Office of the National Police Headquarters and heads of organisational units of the Police.

Actions	Indicator	Time limit	Responsible entity
<b>OPERATIONAL OBJECTIVE III</b> <b>IMPLEMENTING SOLUTIONS FOR WORK-LIFE BALANCE</b>			
Conducting an analysis of solutions facilitating the balance between professional duties and private life, taking into account gender and the specificity of service/work in the Police.	A list of existing solutions in the analysed area, along with recommendations.	2024–2025	Team for the implementation of the Gender Equality Plan in the Police for 2023-2026 in cooperation with the Director of the Human Resources, Training and Legal Services Office of the National Police Headquarters.
Conducting an opinion poll on expectations regarding solutions facilitating the balance between professional and private life.	Opinion poll report with recommendations regarding possible changes (areas and directions) determined on the basis of the poll results.	Implementation as part of a job satisfaction survey for police officers and police employees or dependent on obtaining funds under grant competitions.	Director of the Office of the Commander-in-Chief of the Police of the National Police Headquarters in cooperation with the Team for the implementation of the Gender Equality Plan in the Police for 2023-2026.
Analysis of human resources management programmes in the civil service and internal procedures in the field of human resources management in the civil service.	Analysis report with recommendations regarding possible changes (their directions and areas).	2024	Team for the implementation of the Gender Equality Plan in the Police for 2023-2026 in cooperation with the Director of the Human Resources, Training and Legal Services Office of the National Police Headquarters.
Developing proposals for solutions facilitating the balance between professional duties and private life, taking into account gender and the specificity of service/work in the Police.	Identification of proposals for solutions that can be implemented at the central level.	2025–2026	Team for the implementation of the Gender Equality Plan in the Police for 2023-2026 in cooperation with the Director of the Human Resources, Training and Legal Services Office of the National Police Headquarters.

Actions	Indicator	Time limit	Responsible entity
OPERATIONAL OBJECTIVE IV			
PROVIDING A GENDER PERSPECTIVE IN PROFESSIONAL DEVELOPMENT AND PROMOTION PATHS			
Conducting a diagnosis of the pay system, including examining the existence of possible differences in remuneration of women and men holding the same positions and performing the same duties and/or the same work (the so-called pay gap).	Diagnosis report with recommendations regarding possible changes (their directions and areas).	2024–2025	Director of the Financial Office of the National Police Headquarters in cooperation with the Team for the implementation of the Gender Equality Plan in the Police for 2023–2026.
Conducting an analysis of existing solutions and good practices regarding professional development, promotion, professional evaluation and selection, including for managerial positions, taking into account the gender perspective.	List of existing solutions and good practices in the analysed area along with recommendations.	2025–2026	Team for the implementation of the Gender Equality Plan in the Police for 2023–2026 in cooperation with the Director of the Human Resources, Training and Legal Services Office of the National Police Headquarters and heads of organisational units of the Police.

OPERATIONAL OBJECTIVE V INCORPORATING A GENDER PERSPECTIVE INTO EDUCATIONAL PROJECTS AND CONTENT			
Analysing the regulations defining the rules of students' stay at the Police Academy in Szczytno and police schools in terms of equal treatment, with particular emphasis on gender equality, and introducing any changes.	Introducing changes to the regulations defining the rules of students' stay at the Police Academy in Szczytno and police schools (optional, depending on the conclusions from the analysis).	2024	Commander-Rector of the Police Academy in Szczytno, Commanders of police schools in cooperation with the Team for the implementation of the Gender Equality Plan in the Police for 2023-2026.

Actions	Indicator	Time limit	Responsible entity
Development and implementation of recommendations for the Police Academy in Szczytno and police schools regarding the discussion of gender equality when covering anti-discrimination issues.	Done / not done	2024-2025	Commander-Rector of the Police Academy in Szczytno, Commanders of police schools in cooperation with the Team for the implementation of the Gender Equality Plan in the Police for 2023-2026.
Introducing a record of discrimination, including discrimination and implicit gender bias, into teacher appraisal (hospitality sheet, inspection) in addition to the already functioning records on professional ethics and human rights.	Done / not done	2024	Commander-Rector of the Police Academy in Szczytno, Commanders of police schools in cooperation with the Team for the implementation of the Gender Equality Plan in the Police for 2023-2026.
Development of a local professional development programme in the field of gender equality and counteracting gender-based discrimination.	Done / not done	2024	Team for the implementation of the Gender Equality Plan in the Police for 2023-2026 in cooperation with the Representative of the Commander of the Police for the protection of human rights.
Supplementing the programme of a specialist course for press officers in the scope of performing press and information activities in the Police, in terms of the issue of equal treatment, taking into account the gender component, including the language of equality.	Done / not done	2025	Team for the implementation of the Gender Equality Plan in the Police for 2023-2026 in cooperation with the Director of the Human Resources, Training and Legal Services Office of the National Police Headquarters and the Director of the Social Communication Office of the National Police Headquarters.
Conducting an evaluation of the local professional development programme "Human Rights in Police Management" in terms of the issue of equal treatment, taking into account the gender component, including language of equality.	Evaluation report with recommendations regarding possible changes (their directions and areas).	2024-2025	Representative of the Commander-in-Chief of the Police for the protection of human rights in cooperation with the Team for the implementation of the Gender Equality Plan in the Police for 2023-2026.

Actions	Indicator	Time limit	Responsible entity
Conducting an opinion poll to diagnose differences in the perception of the professional environment, service and working conditions, and equal treatment depending on gender.	Opinion poll report with recommendations regarding possible changes (their areas and directions) determined on the basis of the poll results.	Implementation as part of a job satisfaction survey for police officers and police employees or dependent on obtaining funds under grant competitions.	Director of the Office of the Commander-in-Chief of the Police at the National Police Headquarters in cooperation with the Team for the implementation of the Gender Equality Plan in the Police for 2023-2026.
Conducting opinion polls on awareness of anti-discrimination law and tools for protection against gender-based violence.	Opinion poll report with recommendations regarding possible changes (their areas and directions) determined on the basis of the poll results.	Implementation as part of a job satisfaction survey for police officers and police employees or dependent on obtaining funds under grant competitions.	Director of the Office of the Commander-in-Chief of the Police at the National Police Headquarters in cooperation with the Team for the implementation of the Gender Equality Plan in the Police for 2023-2026.
Dissemination of information on taking into account the gender perspective and criterion in projects implemented with external funds.	Cyclical, at least annual, dissemination of information regarding the inclusion of the gender criterion in projects implemented with external funds.	2024-2026	Director of the Finance Office of the National Police Headquarters in cooperation with the Team for the implementation of the Gender Equality Plan in the Police for 2023-2026 and heads of organisational units of the Police.
Conducting a qualitative study – analysis of selected pragmatics and other provisions regulating work and service in the Police in terms of gender equality.	Analysis report with recommendations regarding possible changes (their directions and areas).	2025-2026	Team for the implementation of the Gender Equality Plan in the Police for 2023-2026 in cooperation with the Director of the Human Resources, Training and Legal Services Office of the National Police Headquarters.

Actions	Indicator	Time limit	Responsible entity
<b>OPERATIONAL OBJECTIVE VI</b> <b>STRENGTHENING ACTIONS TO PROTECT AGAINST GENDER-BASED VIOLENCE, INCLUDING SEXUAL HARASSMENT</b>			
Dissemination of information on internal procedures for carrying out preventive activities and procedure in the event of a conflict situation, mobbing behaviour, discrimination or other undesirable behaviour.	Cyclical, at least annual, dissemination of information about existing procedures.	2023–2026	Heads of organisational units of the Police.
Conducting an analysis of reported conflict situations, mobbing behaviour, discrimination or other undesirable behaviour due to gender.	Analysis report with recommendations regarding possible changes (their directions and areas).	2023–2026	Representative of the Commander-in-Chief of the Police for the protection of human rights in cooperation with the Team for the implementation of the Gender Equality Plan in the Police for 2023-2026.



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## ENTITIES RESPONSIBLE FOR IMPLEMENTATION OF THE PLAN

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The plan will be implemented in all organisational units of the Police and organisational units of the National Police Headquarters, as relevant. The term "head of the Police unit" used in the Plan should be understood as: Commander-in-Chief of the Police, Commander of the Central Bureau of Investigation of the Police, Commander of the Internal Affairs Bureau of the Police, Commander of the Central Counter-Terrorist Unit of the Police "BOA", Commander of the Central Bureau for Combating Cybercrime, Director of the Central Forensic Laboratory of the Police, provincial Police commanders, Warsaw Metropolitan Commander of the Police, Commander-Rector of the Police Academy in Szczytno and Commanders of police schools.

Commander of the Central Bureau of Investigation of the Police, Commander of the Internal Affairs Bureau of the Police, Commander of the Central Counter-Terrorist Unit of the Police "BOA", Commander of Central Cybercrime Bureau, Director of the Central Forensic Laboratory of the Police, provincial police commanders, Warsaw Metropolitan Commander of the Police, Commander-Rector of the Police Academy in Szczytno and Commanders of police schools supervise the implementation of the Plan, also in subordinate organisational units and Police units.

### THE RESPONSIBLE ENTITIES INDICATED IN THE PLAN ARE RESPONSIBLE FOR:

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- *implementation of activities entrusted to them,*
- *reporting on the status of realising activities and*
- *providing current information on the status of implementation of activities.*

Heads of Police units, indicated in the Plan as the responsible entity, are responsible for the implementation of activities entrusted to them, reporting on the status of implementation of activities and providing current information on the status of realisation of activities also in subordinate organisational units and Police units.

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<sup>30)</sup> *Organizational units indicated in: the Act on the Police of 6 April 1990 (Journal of Laws of 2023, item 171, as amended) and Order No. 1041 of the Commander-in-Chief of the Police of 28 September 2007 on detailed rules for the organisation and scope of operation of headquarters, police stations and other organisational units of the Police (Journal of Laws of the National Police Headquarters of 2013, item 50, as amended).*

*Due to the convergent goals of the Gender Equality Plan in the Police for 2023-2026 and the Gender Equality Plan at the Police Academy in Szczytno for 2022-2025, introduced by Order No. 34/2022 of the Commander-Rector of the Police Academy in Szczytno of 11 March 2022, the activities of this Plan also cover police officers and employees of the Police Academy in Szczytno.*

<sup>31)</sup> *Organisational units of the Police Headquarters indicated in Order No. 2 of the Commander-in-Chief of the Police of 1 April 2016 on the regulations of the Police Headquarters (Journal of Laws of the National Police Headquarters of 2016, item 13, as amended).*

## ORGANISATION OF RESOURCES TO IMPLEMENT THE ACTIVITIES INDICATED IN THE PLAN

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### **The Commander-in-Chief of the Police will appoint the Representative of the Commander-in-Chief of the Police for the implementation of the Gender Equality Plan in the Police for 2023-2026.**

The Representative of the Commander-in-Chief of the Police for the implementation of the Gender Equality Plan for 2023-2026 will be responsible in particular for:

- *implementation of activities entrusted under the Plan,*
- *coordination of the implementation of the Plan and monitoring activities carried out by leading entities,*
- *chairing the work of the Team for the implementation of the Gender Equality Plan in the Police for 2023-2026,*
- *establishing cooperation with other national and international entities, including universities, in the area of gender equality and implementing the activities indicated in the Plan,*
- *development of comprehensive reporting information.*

### **The Commander-in-Chief of the Police will appoint a Team for the implementation of the Gender Equality Plan in the Police for 2023-2026.**

The Team for the implementation of the Gender Equality Plan in the Police for 2023-2026 will be responsible in particular for:

- *implementation of activities entrusted under the Plan and reporting on the status of their implementation,*
- *conducting opinion and advisory activities,*
- *developing evaluation criteria in the quality assessment forms for the implementation of an activity, in cooperation with other responsible entities and cooperating entities,*
- *supporting responsible entities in the implementation of entrusted activities,*
- *formulating recommendations regarding activities implemented under the Plan and promoting new solutions in the area of equality.*

### **Heads of Police units will appoint coordinators for the implementation of the Gender Equality Plan in the Police for 2023-2026.**

Coordinators for the implementation of the Gender Equality Plan in the Police for 2023-2026 will be responsible in particular for:

- *fulfilling the role of a regional contact and consultation point in the field of gender equality,*
- *collecting and disseminating information on good practices in terms of equality in the organisational unit of the Police,*
- *collecting data and information necessary to implement the activities indicated in the Plan,*
- *preparing comprehensive reporting information on the implementation of the Plan and submitting it to the Representative of the Commander-in-Chief of the Police for the implementation of the Gender Equality Plan in the Police for 2023-2026,*
- *coordination of the implementation of activities indicated in the Plan in lower-level units.*

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## SCHEDULE, MONITORING AND EVALUATION

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The Gender Equality Plan in the Police is planned for 2023-2026, which will enable undertaking of coordinated actions to achieve operational goals.

*The implementation of individual activities included in the Plan is subject to annual review.*

The responsible entities indicated in the Plan, as relevant, are obliged to provide annual reporting information, also regarding activities undertaken by cooperating entities and subordinate organisational units and Police units.

If the action is not implemented in full or is implemented in part, the responsible entity is obliged to provide detailed justification.

The first report on the implementation of the Plan is scheduled for 31 December 2023. Subsequent reports will cover the period from 1 January to 31 December each year.

Reporting information is submitted to the Representative of the Commander-in-Chief of the Police for the implementation of the Gender Equality Plan in the Police for 2023-2026, by 31 January of each year (in 2024-2027):

- *for the period until 31 December 2023, in 2024,*
- *in annual cycles for the period from 1 January to 31 December, in 2025-2027.*

The Representative of the Commander-in-Chief of the Police for the implementation of the Gender Equality Plan in the Police for 2023-2026 submits a report on the implementation of the Plan for approval to the Commander-in-Chief of the Police by 31 March in 2024-2027.

Statistical data on gender equality in the Police, collected for the purposes of implementing the activities indicated in the Plan, together with the annual report on the implementation of the Plan will be published annually, by 30 April of each year in 2024-2027.

The Gender Equality Plan in the Police for 2023-2026 may be reviewed and updated in the event of:

- *significant organisational changes in the Police,*
- *changes in the legislative environment,*
- *recommendations or guidelines of national and international entities,*
- *identified significant new challenges or problems in the field of gender equality in the Police.*

The review and update of the Plan is managed by the Commander-in-Chief of the Police.

## LIST OF ABBREVIATIONS

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<b>BOA</b>	Central Counter-Terrorist Unit of the Police "BOA"
<b>BSWP</b>	Internal Affairs Bureau of the Police
<b>CBŚP</b>	Central Bureau of Investigation of the Police
<b>CBZC</b>	Central Cybercrime Bureau
<b>CLKP</b>	Central Forensic Laboratory of the Police
<b>KGP</b>	National Police Headquarters
<b>KSP</b>	Warsaw Metropolitan Police Headquarters/Warsaw Metropolitan Commander of the Police
<b>KWP</b>	Provincial Police Headquarters/Provincial Commander of the Police
<b>ksc</b>	civil service corps

## LIST OF ANNEXES

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### Annex no. 1

Review of the legal basis and regulations regarding equal rights and anti-discrimination

### Annex no. 2

Detailed statistical data on employment broken down by employment status, gender and type of service for each Police unit

The annexes are available on the website of the Public Information Bulletin of the Commander-in-Chief of the Police.

The Gender Equality Plan in the Police for 2023-2026 enters into force on 1 September 2023.

## DEVELOPMENT OF THE PLAN

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The Gender Equality Plan in the Police for 2023-2026 was developed by the Team, established by Decision No. 86 of the Commander-in-Chief of the Police of 14 March 2023, composed of:

**Marta Krasuska**, chief specialist in the Human Rights Protection Team of the Office of the Commander-in-Chief of the Police at the National Police Headquarters, chairwoman of the Team

**It col Krzysztof Łaskiewicz**, Representative of the Commander-in-Chief of the Police for the Protection of Human Rights, deputy chairman of the Team

**It col Iwona Andratowicz**, Representative of the "BOA" Commander for the protection of human rights

**It col Krzysztof Kazek**, Representative of the Provincial Police Headquarters in Katowice for the protection of human rights

**It col Jadwiga Kubik**, counsellor in the Unit of Analysis and Management Control of the Office of the Commander-in-Chief of the Police at the National Police Headquarters

**It col Katarzyna Polkowska**, counsellor in the Personnel Affairs Unit of the Human Resources, Training and Legal Services Office of the National Police Headquarters

**It col Małgorzata Ratajczyk**, Representative of the Provincial Police Headquarters in Łódź for the protection of human rights

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**maj Anna Frencel**, Representative of the Provincial Police Headquarters in Bydgoszcz for the protection of human rights

**maj Dariusz Giersz**, Representative of the Provincial Police Headquarters in Poznań for the protection of human rights

**maj Anna Maj-Wydra**, Representative of the Provincial Police Headquarters in Krakow for the protection of human rights

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**warr fc Bartosz Wanot**, specialist in the Human Rights Protection Team of the Provincial Police Headquarters in Wrocław

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