



Policing BAME Communities (Stop and Search)

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Declaration

DECLARATION

This work has not previously been accepted in substance for any degree and is not being concurrently submitted in candidature for any degree.

Signed*I. U. Satir*..... (candidate)

Date 06/03/21.....

STATEMENT 1

This work is the result of my own investigations, except where otherwise stated. Where correction services have been used, the extent and nature of the correction is clearly marked in a footnote(s).

Other sources are acknowledged by footnotes giving explicit references. A bibliography is appended.

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STATEMENT 2

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Introduction to Research –

There are a variety of reasons as to why police officers may stop and search people, these include acts such as the Section 1 of the Police and Criminal Evidence Act 1984 (PACE), which would allow officers to search for stolen goods and a range of prohibited items, such as offensive weapons.

Other legislations include the likes of Section 23 of the Misuse of Drugs Act 1971, Section 47 of the Firearms Act 1968.

Despite these legislations, police officers must ensure that when carrying out these searches that they must be justified and based on objective factors as the police must have 'reasonable suspicion', which should ensure that certain factors of an individual doesn't come into the mind of the officer.

Such as basing someone solely off of their ethnicity as a criminal, as stopping someone on their basis of their race alone is prohibited under Code A of the Code of Practice, (PACE, 1984).

According a report by the House of Commons (2018), on the effects of police stop and search on Black, Asian and Minority Ethnic (BAME) communities. It revealed that the although the police forces across England and Wales may believe that their use of stop and search has been done fairly.

Her Majesty's Inspectorate of Constabulary of Fire & Rescue Services (HMICFRS), was concerned that forces in England and Wales were not able to demonstrate that the use of stop and search power that were carried out were reasonable and fair, with a particular concern of HMICFRS being the over-representation of people from BAME backgrounds, as many forces were unable to explain their rationale.

According to Keenan (2020), the reason for the disproportionate use of stop and search on people from BAME backgrounds appears to be complex, ranging from a variety of things.

These include, for example, stereotyping, implicit and institutional bias, to the social, political and economic positions of different groups in society.

However, what is clear is that people from minority backgrounds are significantly more likely than the mainstream population to be stopped, despite not being involved in crime to that same rate, which in turn has a profound impact for themselves and the communities they are a part of.

As this could lead to negative perceptions of the police service in general which could result in that perception being passed through generations in those respective families and wider communities.

This also leads to significant moments in society, such as the Black Lives Matter movement protests across the world in 2020, following the death of George Floyd by an American police officer, which enabled people around the world in

their respective countries to look at cases of the police's disproportionate use of force, such as the deaths of Ian Tomlinson and Rashan Charles in the UK, as just two examples.

The Metropolitan Police Assistant Crime Commissioner, Neil Basu (2020), believes that the police must view the real anger within communities with care and understanding, as people have real concerns with how they are treated, as some people within the BAME community feel as if they are under policed as victims and overpoliced as suspects.

Furthermore, regarding the use of stop and search and its effectiveness, a report by the College of Policing in 2014 concluded that increased powers had occasionally been followed by very slightly lower rates of crime. While the report also noted that these correlations had been both inconsistent and weak, suggesting that the data wasn't reliable.

The impact of the police's use of stop and search on minority communities was explored by the Criminal Justice Alliance (2017), with their paper named 'No respect: Young BAME men, the police and stop and search'.

Which found that not only did three quarters of young BAME people feel that they and their communities were being targeted unfairly by the police with the use of stop and search. It also discovered that the feeling taken from negative individual experiences of stop and search has a wider long-term effect, as anger and hostility towards the police is built up.

This may also have unintended consequences for the police forces in England and Wales, as recently forces have taken action to try and improve the number of BAME police officers within their respective forces.

While they may have the right intentions, police forces must realise how interactions with those communities it is looking to further recruit could impact whether people from minority communities want to actually join, as some may feel that if they are treated negatively by the police who are supposed to protect them as a civilian, then within the police force they would just be bullied and therefore see no positive reason for joining.

Despite this, Janet Hills (2019) believes that although there is a lot more that needs to be done, as it stands, black women are thriving and striving within the police service and are building a future to be proud of.

As Hills explained that growing up, she didn't even know that there were any black women that looked like herself in policing, suggesting that despite criticism, the police has improved its representation of minority communities over the years.

Furthermore, there is no easy solution to address the imbalances of the use of stop and search across different minority communities. The general viewpoint from the wider public is that it is necessary if it used in a lawfully, appropriate

and justified way which ensure that both public trust alongside police legitimacy is kept to a high standard.

Although this may not be exactly the case in certain minority communities, the recognition of the issues such as that from Neil Basu of the Metropolitan police may go a long way to ensure that the police forces across England and Wales commit to tackling these issues.

However, despite some recognition from those at the top of policing as to how those from minority communities may feel of stop and search.

During the pandemic, it was found in London, that young black men in the capital were 19 times more likely to be stopped and searched by the police compared with the general population, despite the success rate falling from 28% in 2018 to 22% between the months of March and September 2020, (Dodd, 2020).

Despite studies showing how little impact new powers has on the crime reduction, politicians continue to believe that giving an already strained police service further powers, suggesting that the political leadership in the country has no new ideas to actually tackle not only actual knife crime, but also the police's relationship with minority communities.

As Hymas (2020), found that the police are to get new powers to stop and search knife offenders without reason, with ministers believing that the new law will

act as a deterrent as convicted knife criminals will know they can be stopped at any time.

Literature Review –

The area chosen for this piece of research is based on critical reflection of the current state of policing and the police service in England and Wales, in particular with a focus on the policy of Stop & Search and why people from Black, Asian and Minority Ethnic communities (BAME), are over represented in this policy area and what impact this has on both the communities mentioned and the police service in England and Wales, while looking at the wider impacts of this and taking into account a wide range of viewpoints to ensure that different area of arguments have been considered fully.

The different research and the finding regarding the views from both BAME people and the police regarding their viewpoints of the Stop & Search policy and the effects of it.

These will be gained from legitimate sources of news such as the BBC, while also other areas whereby a viewpoint may have been given from a person, such as a member of the Government or the Opposition, or former government ministers who may have given or suggested their viewpoints in a newspaper or an independent media site, to ensure that a wide range of backgrounds of covered.

As the issue of Stop and Search and how people may view it may generally differ between ages and thus will also differ between how people gain and have a better understanding of their viewpoints, as older generations may receive it via

traditional media, whether that be the BBC on TV or certain newspapers. Whereas those from younger generations may gain through new and independent media, alongside social media.

The BBC (2020) found that although the police cannot use their stop and search powers on the basis of someone's race, a black person is nine times more likely to be stopped and searched than a white person.

While it also states how this has a wider impact on the criminal justice system because if an individual who may be black or brown is more likely to be disproportionately stopped and searched then someone who is black, or brown will also be more likely to be disproportionately arrested due to the potential misuse of stop and search.

However, there may a variety of reasons why the disproportionate use of stop and search happens and may be more complex and more nuanced than what some people may believe, as those that work in the police service may have both their unconscious and conscious bias playing a significant role when going through a stop and search.

Whether it be the police officer(s) carrying out the stop and search, or others such as intelligence officers or call handlers, when dealing with a situation leading to a stop and search.

As Owen (2015) found, that in 2015, the police undertook a randomised controlled trial of police training to recognise their prejudices with the aim of the training to reduce the discrimination among those using the powers, as they

disproportionately target people from ethnic minorities which leads to those communities not trusting and having a negative view of the police service in general.

This has a harmful impact in the longer term as the country becomes more diverse, if it continues in the directions its currently going, the relationship between the communities and the police could be even worse.

Furthermore, the use of stop and search by some officers may also be unlawful, as Her Majesty's Chief Inspector of Constabulary (2015), found that more than a quarter of million stop and searches each year could be unlawful as the police have failed to show the reasonable grounds, they are required to for suspicion in 27% of the cases.

The stop and search lead at the College of Policing, Nick Glynn (2015), suggested that unconscious bias training has an impact whether the person knows it or not, as it refers to certain views, prejudices and stereotypes that everyone has about a different group of people or in relations to people with specific characteristics and trait.

As he believes that even if you are not aware of and unconscious bias from your own viewpoint, you may not be aware how it affects decisions that you may make around different groups of people.

Despite this, the community engagement coordinator, Taher Gulamhussein of StopWatch (2015), who aim for research and action for a more fair and accountable policing, argued that this type of training may not be very impactful

and useful in the long term as it is a one-off six-hour session without any specialises trainers.

Therefore, Gulamhussein believes that for unconscious bias to be effective in the long term, the police services need a continued effort of training and engagement involving communities who have a more negative view of the police due to, for example, stop and search or an individual's interaction with a police officer.

As Thompson (2019) found, that more people from black, Asian and minority ethnic (BAME) backgrounds are likely to be targeted under relaxed stop and search policy, despite not having committed any crimes.

These powers make it easier for officers to use stop and search under section 60 (s60), of the Criminal Justice and Public Order Act (CJPOA, 1994). As the report by the Home Office (2019), found that under section 60, there is more of disparity on individuals from BAME communities, in particular towards black men compared with white men, which may be an effect from the discrimination and stereotyping from the police carrying out stop and search under s60.

As the nature of a s60 could be, for example, multiple stabbings in a specific location, therefore, the use of stop and search which already in normal circumstances disproportionately impacted people from BAME backgrounds, it would significantly disproportionately impact them when that it even more intense, alongside the use of reasonable grounds no longer being required in a s60 stop and search.

As the report also states that under the disparity of sections 60's on people from BAME communities, it is possible that the disparity is due to discrimination and stereotyping from police officers carrying out the stop and searches.

Furthermore, this is supported by more recent evidence that have come from the period around the coronavirus lockdown. As in regard to the UK lockdown, there was a spike in police section 60 searches, with black people being impacted the most compared to others.

Dr Flacks argued that s60 was originally introduced to tackle serious violence and football hooliganism but has been expanded to cover all different types of situations, as some of these situations may also include those whereby a s60 would not be necessary or proportionate, (Sharma, 2020).

The advocacy group, Liberty (2020), found that stop and searches throughout the pandemic resulted in further disproportionate searches of black people, as a black person in London, for example, is four times more likely than their white counterpart to fall victim.

Although young black men were stopped and searched by police by over 20,000 times in London throughout the coronavirus lockdown, over 80% of those searches had resulted in no further action, according to the home affairs select committee chair, Yvette Cooper (2020).

This is more impactful on the communities the police already has a strained relationship with, as during this period the Black Lives Matter protests also took

place, following the death of an unarmed black man in America by a police officer.

However, there may other aspects linked to stop and search proposed by public officials, as Dr Flacks explained that the effectiveness of stop and search in general is weak, with a success rate of no more than 20%.

Flack argues that stop and search should be better understood as a method of 'social control', as the policy of stop and search enables politicians and senior police officers to appear tough and strong compared to other more substantive methods to tackle crime across the country.

Flack gave the example of current leading figures, such as the Mayor of London, Sadiq Khan, who once disavowed the stop and search policy now adopt it, despite the evidence on its success rate being weak.

Therefore, the impact of this on minority communities is significant and is always underestimated by the wider media.

Therefore, as politicians and other public figures talk of stop and search in order to get elected or re-elected, or maintain their public position, this policy leads to distrust of the police, resentment and a view that some communities, in particular those from BAME backgrounds, are less deserving of protection than others as victims, whilst at the same time they are also overpoliced as potential suspects.

The chief executive of StopWatch, which campaigns against the disproportionate use of stop and search, argues against the over-reliance of s60 and stop and search in general, as anyone the police stop may be drawn into the criminal justice system whereas their white counterparts won't be.

For example, a random black person who may fit the police profile of someone they're looking for, any individual will be pulled into the system if they are caught carrying a small amount of cocaine whereas white people who are more likely to carry cocaine than others, will not be searched, showing the impact of stop and searches and why people from Black, Asian and minority ethnic communities feel like they are treated as the 'other' compared with the mainstream population.

Furthermore, Smith (2020) found that that a Metropolitan police officer was given reflective practice order over a stop and search carried out on a person from a BAME background, as the Independent Office for Police Conduct found that it was carried out on insufficient grounds.

This example of a stop and search was shared on social media, going viral with thousands of people sharing it to hundreds of thousands of people, which has a significant impact on younger generations who are more on social media websites like Twitter.

Therefore, the police and its relationship and conduct with minority communities which is not at its strongest, has a different impact upon those from all backgrounds, whether white, black or brown, as people who may have never even had a police interaction will view this on social media and

understand and question the use of certain policies by the police, such as stop and search.

This, therefore, could lead to the police's relationship with people from a mainstream background, but from a younger background having a negative viewpoint of the police as they witness the police carrying out a stop and search on a person on insufficient grounds.

Which in the longer term could have a negative impact as younger people get more involved in the political process and witness these events, politicians who may be more anti-police, will understand how the electorate is slowly changing over time, for their purpose to gain votes, compared to traditional arguments, such as over public services and austerity.

The Equality and Human Rights Commission (EHRC) report in 2010, found that if you are a black person, you're at least 6 times more likely to be stopped and search by a police officer in England and Wales, compared to a white counterpart. Whereas if you are Asian, you around twice as likely to be stopped and searched compared to a white person.

As arguments against stop and search policy have been put forward, including that people from BAME backgrounds, such as black people are generally more often involved in crime is not supported by evidence, nor the necessity of the practice.

As a stop and search should be on each individual case not over a general view, as they should be carried out on reasonable grounds (suspicion), therefore it

would be unlawful for the police to base their suspicions on a generalised belief about, for example, black people.

The EHRC also understands that it may difficult and unhelpful to demand that policing should be perfect, although they believe that the police service should strive to do more work fairly and effectively while upholding the basic human rights of an individual.

Although others may question this view, as everything should be done to ensure the police service can be as good as it can be, as some may argue that the negative actions by police officers is only a 'few bad apples'.

However, these could have deadly and long-lasting consequences for the police, as they may need to recognise that roles just can't have any so-called 'bad apples' and this should include the police.

Although, stop and search does enable the police to carry out this policy on an individual who they may suspect of being involved in a crime and this should be viewed as an important tactic as it could provide a means to confirm suspicions about a person without having to arrest them.

Therefore, if it was used appropriately and proportionately, it could increase community confidence, especially from minority communities and make a positive contribution to reducing the fear of crime, as the current statistics show that it is not proportionate, or effective, with a success rate of less than 20%.

Despite this, other police leaders may believe that stop and search powers are not being used enough, as Sara Thornton, the chair of the National Police Chiefs Council believed. Despite the success rate of stop and search, Thornton has called for officers to be supported in the policy of stop and search, although as a senior police officer, Thornton's objective is to garner more support and funding for the police.

Whereas a more holistic approach may be more effective to tackle crime, which may include stop and search as long as it is effective and proportionate and not discriminatory, alongside other policies and lobbying from police leaders to politicians to ensure that the police and society and general can tackle crime more effectively.

This may be decriminalising certain drugs so those who are addicted to a drug could gain help at a local centre to help them recover from that addiction, rather than criminalising and fining or arresting that person which could lead to further harm as they are already struggling and can't get back to a 'normal' way of life.

As this would also have positive effects on the police service and criminal justice system in general, as the police can deal with real and more harmful crime such as domestic violence, over a scenario where an individual who is addicted to a drug suffers further due to being arrested and potentially having a record which could have a long-lasting impact due to difficulties with gaining a job or education, as institutions may be reluctant to accept someone with a record.

However, there could be wider and unintended consequence of the police's disproportionate use of stop and search on people from ethnic minority

communities. As police officers may be reluctant to use stop and search powers, because they may be afraid of complaints of racism, Met Police commissioner Cressida Dick argued, (2017).

Therefore, showing the wider impact of the police's disproportionate use of stop and search as newly recruited police officers will be more reluctant to do so, as to not warrant a complaint, or even more experienced police officers as social media enables people to gain a better understanding as to whether a stop and search may have been on reasonable grounds.

Despite this, when then Home Secretary and former Prime Minister, Theresa May curbed the use of powers while as Home Secretary, crime had risen, as it was being curbed due to fear it was undermining the relationship between the police service and people from black, Asian and minority ethnic communities, showing that it may be more difficult than to try and overhaul one part or the other, such as curbing the stop and search powers, with a more nuanced and holistic approach being more effective.

As public officials such as politicians, will only look ahead to the next election to ensure the re-election of themselves and their political party, whereas a holistic approach which may be more complex and nuanced could look further ahead to deal with the current issues and look ahead.

Research from the Centre of Crime and Justice Studies (2018) examined data from the Home Office, finding that stop and search has no real impact on reducing knife crime, as it concluded that there was limited evidence regarding the effectiveness of stop and search in reducing crime.

Furthermore, the report shows that the policy has a detrimental effect on certain groups and relationships between communities and the police in general as stop and search is disproportionately used against people of colour and minority communities, with the disproportionality widening, it could take decades to improve the relationships between these different communities and the wider police service.

Researchers from the Centre of Crime and Justice Studies argue that approaches to gang crime have unintended consequences of actually pushing people into gangs as it is a form of reaction and defiance from the individuals.

As most stop and searches do not result in any arrest, and the required reasonable grounds or reasonable suspicions for a search are shown not be the case in around 1 in 6 stop and searches, this then leads to a further feeling of victimisation and unfairness.

Which may also lead to a sense of self-fulfilling prophecy, especially from those who may be teenagers or young adults still finding their way through their livelihoods after or around compulsory and post compulsory education, and the workplace.

As individuals think to themselves, that if they are continuously targeted by the police who may view them as a criminal, then they will go ahead and be a criminal as that narrative is being pushed into them by the police.

Furthermore, other aspects of policing may also contribute to police officers having an internal bias towards people from BAME communities. As researchers at the Royal United Services Institute (RUSI), commissioned by the government's Centre for Data Ethics and Innovation, found that predictive policing can and will pose discrimination risks, (2019).

As the police service adapts as a public service and workforce in general, with the fast-changing nature of technology, the police like other services may also embrace the use of technology.

For example, algorithms that have been used to mine insights from information collected by police are used for a wide range of purposes such as facial recognition, social media analysis, predictive crime mapping and individual risk assessment.

The researchers from RUSI found that the algorithms that are trained on police data will replicate and, in some instances, amplify the existing biases that are inherent in the person or people running the systems, as it could then result in over or under policing certain communities.

The paper found that people from disadvantaged backgrounds, such as people from BAME backgrounds or those from disadvantaged socioeconomic backgrounds are calculated by the algorithm as posing as a greater risk of criminal behaviour.

This may be due to individuals from this group having more frequent and greater contact with the police and as a result, generate higher levels of data, which the police have access to.

Therefore, if the police are disproportionately stopping and searching and arresting people from BAME backgrounds, then people from those exact backgrounds will be more vulnerable as they are viewed as criminals due to the interactions with the police and those communities.

Despite most individuals from those backgrounds having no contact with the police, showing how stop and search could have significant impacts beyond what is thought of as normal policing, as society develops the issues regarding the police's relationship with certain communities could be even more strained.

While the paper also states the risk of 'automation bias', as police officers become over reliant on these new tools and as a result, individual police officers undermine their discretion and may lead to a knock-on effect as they disregard other relevant factors, posing greater risk as they mainly rely on these new technologies.

The Independent Office for Police Conduct (IOPC, 2020), has also said it will launch an investigation as to whether the police forces and service across England and Wales, are institutionally racist.

As the IOPC has stated it will focus on the use of force and stop and search areas of policing, which are both areas where black people are disproportionately more likely to face at the hands of police officers.

The director general of the IOPC, Michael Lockwood, argued that the evidence of disproportionality in the use of police powers has been a serious concern for a long period which impacts on confidence in policing, especially in the different BAME communities.

This came as a black Team GB athlete was stopped and searched, with nothing being found inside the car, with the Met police referring itself to the IOPC over the incident.

Furthermore, Neville Lawrence, the father of the murdered Stephen Lawrence, said that he believed the British police remained 'institutionally racist', despite reform being promised after the Macpherson report in 1999 following the failures in the investigation of Stephen Lawrence.

As the first police investigation into Lawrence's murder found that his killing was hampered by prejudice, incompetence and corruption, with the following inquiry finding that the Met police was guilty of 'institutional racism'.

Professor Ben Bowling of Kings College London interviewed police officers for several papers about stop and search and found that many of the kinds of grounds for search or suspicion that are given are movements, such as running, hurrying and loitering.

Professor Bowling viewed these grounds that police officers based these decisions on as often too flimsy, as the police finds it difficult to articulate the

grounds of their hunches, resulting in many of them are based on hunches and speculation and not actual reasonable grounds.

While in 2014, HMIC data found that over a quarter of general stop and searched recorded didn't include a reason for why policer officers searched a person, (Leech, 2014).

According to Hostick-Boakye (2014), relationships between young people and the police can be tense and is often exacerbated due to difficult stop and searches that have been encountered.

As the Young Foundation commissioned a report in Tottenham based college with many young people finding significant disparities between correct stop and search procedures and how the students experienced it.

As many felt humiliated and felt powerless as felt as if police officers had a free reign to do whatever they wanted.

Whereas others in this report believed a certain appearance puts you at a greater risk of being stopped and searched, as observations included if a person was black and tall, they were viewed as asking for troubled.

A lack of adequate explanations for being stop and searched has also increased the worries of young people about being victimised or stereotyped as a criminal, as participants argued that everyone unconsciously has their own biases and prejudices and as a result more information should be explained and given as to why people are stopped.

Rather than if a crime happens in an area and a person from a BAME community is in its locality, whereby they would be more likely to be targeted.

Furthermore, the report found that stop and searches also shape people's views of the police more widely, as people tend to turn to the police for help.

However, if a stop and search is not done effectively then people and communities will not have respect for the police and as a result from that incident will feel less likely to turn to the police when in need.

The report also states recommendations how things could be improved, these included approaching people who are not violent in a non-aggressive way as people will act immature and victimised if the police act in an aggressive manner, whereas if they are kinder and more respectable, people tend to reciprocate in a similar manner.

Another recommendation included remembering above all else that a stop and search is a conversation and an important interaction between two individuals.

Therefore it should be a constructive dialogue both ways, as both people may be reasonable and rational adults, most people will have a good reason and would want to hear why they are being stop and searches, while others may give reasons to the police as to why they have a valid reason to not be.

The final recommendation includes thanking people or apologising after the stop and search interaction, to show the public the police appreciates the work

that has been carried out or apologising if the police had made a mistake in stopping and searching a person to ensure that the damage would then be limited, rather than causing further rifts between the police and certain communities.

The report also engaged with the participants to make recommendations to police officers who may be conducting a stop and search, this included to avoid assumption as many young people feel like if you look or dress a certain way then you are more likely to be stopped.

The police must also be transparent, as they need to make sure that people understand why they are being stopped and searched and under what category, while also being respectful as someone who is non-violent should be treated by the police in a calm, polite and friendly manner while being careful about accusatory questions.

A stop and search must also ensure that the police act considerately as they should remember, in particular young people and people from BAME backgrounds may be more worried about being judged by others on the street, due to close-knit communities and familial ties.

While the final participant recommendation suggested that the police must always remember that they are in a position of authority and in a serious position of power, as with bearing this in mind they must understand that these experiences will shape the young persons' viewpoints and experiences of the police service as whole and will have a long-lasting impact on that person and their communities throughout generations.

Although senior police officers like the Met Police Service Commander Cressida Dick, along with other senior politicians and police officials have called for more stop and search, suggesting that the reduction of the policy since 2010 led to a rise in increased knife crime.

Though, stop and search on occasion does lead to a dangerous weapon being found by a police officer, research shows that tactically it is generally ineffective and often it used unfairly and even unlawfully in many cases, with people from BAME backgrounds being of the brunt end of the negative impact of the policy.

The Home Office evaluation of The Tackling Knives and Serious Youth Violence Action Programme found that the initiative, which included an extensive use of stop and search, had no measurable impact on levels of knife crime.

While the second evaluation found that there were no significant crime reducing impact that had been associated with a large rise in weapons searches across London during the period of the anti-Knife crime operation, Operation BLUNT 2 in 2008.

Furthermore, the College of Policing has also warned that significant large increases in stop and search would, in the best of scenarios, deliver a modest reduction crime, but it would also be likely to be unacceptable to some communities, in particular with those from BAME backgrounds as they are more likely to be stopped and searched with many cases leading to no further action by the respective police service.

HMIC has also shown that many stop and searches have been conducted without any reasonable grounds for suspicion, which is a requirement as a legal test to ensure the use of these powers by police officers is actually lawful.

Therefore, as many stop and searches may be potentially unlawful, as they breach the right to privacy and thus violates the people's sense of respect and dignity, along with having a negative relationship and viewpoint of the police due to this, leading to this view being spread amongst the communities across the country.

As this tends to be the case for people from black and minority ethnic communities who are disproportionately impacted from this, it may come as no surprise that the relationship between the police service in general and those from BAME communities over the years has been difficult and without any substantive change, it seems unlikely to change in the near term.

Methodology –

The aim of this piece of research is to have a better understanding of whether the use of the police's Stop and Search has had an effect with people from Black, Asian and minority ethnic (BAME) communities, and why it has had this impact.

The researcher will conduct an interview with an anonymous police officer to ensure an opinion from the police itself is taken into account on the topic, while a survey/questionnaire of mainly open-ended questions will also be given to

members of the public who are not police officers as both these would ensure a wide range of viewpoints have been considered.

The research will attempt to provide local, national and wider governments with recommendations as to if and how the police can improve the use of Stop and Search, and how it may improve the relationship between themselves and people from minority backgrounds.

Before any piece of research is conducted, it is key to know the chosen topic as this will then determine the research methodology. Kuada (2012) suggests that a research methodology is a way in which the knowledge and understanding of a topic is gained by research the facts and wider data of a chosen topic, such as insights from journalists or academics on a chosen topic.

While others, such as Finn (2000), described research as a systemic process which brings together and analyses data in order to create a potential prediction or a conclusion.

However, when undertaking any type of research, it is important to be able to effectively tell the difference between a positivist approach and an interpretivist approach in the paradigms of research.

According to Haralambos and Holborn (2008), generally the interpretivist approach and qualitative data tend to go hand in hand in most cases, as interpretivists are able to analyse and find out the underlying messages behind viewpoints given which may be interpreted in more ways than one.

This differs compares to positivists which in general goes hand in hand with quantitative data, through scientific evidence, as positivists believe this enables people to have a clear understanding of a certain topic, compared to interpretivists view of each individual viewing a certain topic differently.

Qualitative data mainly focuses on research which can be explored further, as this enables the researcher to provide an insight into an issue, or results in the researcher to create a hypothesis for a possible qualitative research method.

Qualitative data uses a wide range of techniques, as this can be carried out from individual interviews, observations or focus groups. Although there tends to be more mistakes as there is less structure to this process resulting in more potential areas for errors from the researcher.

Furthermore, qualitative data and interpretivism has a great emphasis on the opinions and feelings of individuals and groups, therefore you are not likely to predict an answer.

Although, with this same approach you can influence the topic of discussion and push it in a certain direction to make sure that the researcher can get the most information from the research, (Devi, 2017).

However, due to the nature of qualitative data and its subjectivity, it may also be considered more complex and time consuming, as it may vary from person to person. For example, for a chosen topic, one researcher may view something as relevant to the research whereas another may not, showing its subjectivity, (Beeden, 2015).

Throughout this piece of research, the methodology will be critically evaluated. As the research method chosen for this topic is qualitative data, through the use of an interview with an anonymous police officer, as this enables an open discussion and the debating of ideas and information in an open forum, while also giving the interviewer the opportunity to probe and prompt the interviewee if the researcher believes greater detail could be attained.

Furthermore, open questions regarding the topic will be asked to members of the public, to have a sense of the wider viewpoints and understanding about the police's relationship with people from BAME backgrounds, and in particular the use of the Stop and Search policy.

As statistics from the Home Office (2020) found, in 2019 that those who identify as black are nearly 10 time more likely to be stopped than those who identify as black. While in other areas it was also higher, such as in Dorset whereby it was 25 time more likely if you were black compared to white.

To ensure all viewpoints of the chosen topic is taken into account, the research will attempt to gain a vast and wide range of opinions on the topic of debate and whether or not they believe changes could be achieved to improve policy or relationships between the police and people from BAME backgrounds.

The research will understand why policies such as Stop and Search have been viewed negatively amongst people from minority backgrounds and why some people are overrepresented in this area.

While also attempting to understand the relationship between the police and people from BAME backgrounds as the UK over the next few decades becomes increasingly more diverse and majority minority.

One of the reasons why an interview was used as a data collection method is that there is a rapport to be built between the researcher and the interviewee, especially when the interviewee is part of an organisation the researcher is collecting data about.

Therefore, the interviewee will have a better insight of the organisation and may also take into account the ideas and interactions of their colleagues when answering questions and unconsciously probe and prompt themselves from the viewpoints of their colleagues as they understand the wide range of viewpoints from the wider public regarding the chosen topic.

Therefore, through the interviewer themselves being able to probe and prompt on issues which have more underlying data, they are able to gain information around topic more in direction of the researcher's discretion which will help the overall research, and thus also gives the researcher to avoid and cut any answers given which he or she may deem as irrelevant or not effective for the research.

Furthermore, Beeden (2015) also argued that a qualitative approach through interpretivism found that through methods such as interviews, it is important and unique for the researcher as they can act like a social actor to respect and appreciate the differences between mainstream viewpoints of a topic and then the actual and real understanding.

Through the use of interviews, the researcher is subjective able to understand and view patterns and behaviours which could help lead to a conclusion or prove a hypothesis of the research.

Therefore, if the researcher is able to realise certain patterns of behaviours, then through the use of an interview, the researcher is free to change the direction of the interview, putting them in a greater situation to gain the best possible data for the research.

However, from the use of questionnaires with open questions, some people may not want to be honest as possible due to pressure about how others like the researcher may view themselves on issues, such as the current debate about police brutality, Stop and Search and the police's relationship with people from minority backgrounds as current events may result in them being more apprehensive in being honest due to other potential issues such as peer pressure.

While at the same time, the researcher's ability in phrasing questions may also have an impact on the responses from individual or could also result in them limiting their opinion, which would not make the research reliable or valid, (Litosseliti, 2012).

Through the use of an interview and questionnaire/survey with open questions, it enables the researcher to gain a greater perspective on the issue of stop and search and the police's relationship with people from BAME background because as members of the public, everyone has a stake in the police as taxpayers as police are public servants.

Therefore, the actions of public servant directly impact the wider public whether people may agree or like the actions or viewpoints or not.

The use of an interview with an anonymous serving police officer enables the researcher to get a direct response to what policy and substantive changes could happen to possibly change the relationship between the police and members from minority community and improving the use of Stop and Search when working with people from minority communities.

Due to the nature of this project, it is important to have an effective timescale and framework in order for the piece of research to be completed effectively. Therefore, a vast amount of the research was carried out during the months dating September 2020 until December 2020.

However, due to the current state regarding coronavirus and restrictions being eased and implemented throughout this time, it is important for literature to be added throughout as the project progresses with time.

Following on from the background research on theory surrounding the topic, a practice questionnaire/survey was conducted with family members to predict any potential errors that may have occurred and for the final questionnaire/survey to have no or minimal error, due to the nature of the topic and the use of open questions in the survey/questionnaire.

As the chosen topic requires people to express their viewpoints compared to a simple yes or no answer, which may not enable people to give their honest views

as the situation of the topic is more complex, than a simplistic approach where its either one side or another. Therefore, this was conducted in September of 2020.

Once a test questionnaire, or pilot study, was completed, the wider data was completed during the first half of the month of October through the use of an online questionnaire/survey with the data being able to be analysed towards the end of the month. This then allowed the data gained to be analysed and for the research to make conclusions and recommendations.

According to Haralambos and Holborn (2008), reliability in relations to social research, refers to results which are able to be reproduced again and an accurate representation of the entire people that it is studying.

Therefore, a questionnaire may be more reliable as with modern technology it is easy to get out an online questionnaire/survey again continuously. Whereas an interview may not be reliable as it requires multiple of things.

For example, both people have to be free, the duration of the interview must be taken into account, a place to carry out the interview must be found, as just some examples.

Sprenkle and Piercy (2005), believe that validity is the extent to which the data rightly represents and reflects its aims. Therefore, both questionnaires/surveys with open questions and interviews, it is best to gain viewpoints from the participants involved.

As valid participants involved in the answering of the survey/questionnaire need to reflect accurately their opinions and wider society with viewpoints from a wide range of backgrounds as the researcher aims for the research to be representative of not only those taking part in the research and survey/questionnaire, but of wider society to ensure that the research has a sense of reality in its participants rather than having people who always agree with each other, which will not achieve anything for the research as there would then be no counter point of view.

When undergoing any piece of research, there are bound to be limits when conducting the research itself and when the data is going to be analysed.

Firstly, when conducting an interview, ideally you would have someone who would be of value to the research, such as in this case with a police officer, who would have the experience alongside the knowledge and understanding of not only the topics on hand, but the current events.

However, this also results in potential problems, as the person may be too wedded to their role and be trying to even defend the indefensible, as they are no longer 'objective' or 'neutral', and therefore their views cannot be seen or given as an unbiased opinion.

For example, if they weren't anonymous, their views could result in them losing their jobs if they disagree or question certain policies, such as, for example, Stop and Search.

Although, this also enables the researcher to get a unique insight into the organisation, and if all necessary safety measures are taken, will enable the interviewee to be honest if they can trust the researcher and believe there will be no repercussions or consequences if they have an alternative view to their employer.

Other issues surrounding the use of questionnaires include knowing exactly whether people answering the questions are being honest, as some people may be reluctant to give their honest opinions whereas others may just prefer to answer it quickly so they may not want to answer it honestly as it would take more time.

Furthermore, data collection itself could be another limitation, as the research can be biased or manipulated either way from the answers, as due to the nature of interviews and questionnaires/surveys with open questions is subjective, giving the researcher the free reign to interpret the answers for themselves, suggesting what the participants are trying to say, although they may not have said this and may not actually believe what the researcher thinks of them.

As people tend to tell other what they think they want to hear, it could result in the data not being valid as it would not be truthful. As people may not want to share their opinions on a topic that is in the news cycle or is viewed as a heated topic as they don't want to be viewed a certain way.

For example, in the case of the police, Stop and Search, and people from BAME backgrounds, if you are a person who has never had an interaction with the police, you would think they don't put a foot wrong.

Although due to the nature of the questionnaire/survey also being anonymous, this may result in participants wanting to share more than they would have if the survey/questionnaire was not anonymous as they can feel they can express their actual opinions rather than fake ones for the sake of answering the questionnaire.

While conducting any piece of research, the researcher must take into account ethical risks. Privacy, confidentiality and the overall safety of participants must be upmost.

Wilkinson (1998) argued that potential bullying or peer pressure could be taking place between people when questionnaires are sent to people which as they may lie about their opinions or give opinions that are not actually theirs but that of an opinion that may be more acceptable to the mainstream public.

Furthermore, in the case of the interview in this research, the police officer must be kept anonymous as their opinion could result in them losing their job.

While the questionnaire must also ensure that the participants are also anonymous as to ensure their safety and wellbeing.

Data Analysis –

This chapter of the research will analyse the research data that has been collected and the research findings. A semi-structured interview was conducted

to ensure we have a more valid viewpoint and an opinion from someone who is inside the organisation.

As they are anonymous, they would not have to worry about any potential repercussions, therefore enabling the interviewee to give more honest answers, even if they disagree with certain policies or opinions held by many within the police service.

Due to the current situation regarding coronavirus, the researcher had decided that along with a semi-structured interview, a questionnaire with open questions would also be conducted and sent out to 10 people.

For research purposes, the participants who answered the questionnaire consisted of people from different ages and age ranges, from ages 20-40+.

As these individuals would have a wide range of experiences, whether they have finished their education or decades into their career, ensuring a vast amount of life experiences and viewpoints are considered, ensuring it is more representative of the wider public.

It is important to ensure that the questionnaires are representative which could be achieved by having a wide range of participants from different backgrounds, this may come from different social class, religion, nationality, gender, or age, as some examples.

For example, aspects of representation and generalisability took place, such as through the use of measuring class amongst the participants as 7 out of 10 of

the participants viewed themselves as working class, compared with the general public. As research carried out by the British Social Attitudes (2015) found that 6 out of 10 (60%) of the public view themselves as working class, ensuring representation is achieved.

Furthermore, the research is also diverse to ensure that a wide range of nationalities and backgrounds took part, for example, people from ethnic minority background took part as well as individuals from a more mainstream background.

Interview -

From the semi-structured interview with the anonymous police officer, the researcher was able to gain a significant insight into the chosen topic of area as the information gained has been from a highly knowledgeable background due to the person working in the organisation and therefore having a key insight on the perspective of the chosen topic area, surrounding not only Stop and Search, but the police's relationship with minority communities and how it, if need be, could be improved upon.

When the police officer was questioned about the relationship between the police and people from minority backgrounds, they believed that with the current events, such as protests.

It is important for people from different backgrounds to be able to express their views and concerns about the police, as this will only help the police in the long

term to be able to understand people and why some people may be reluctant to actually approach the police for help.

Although the police officer did believe that the current relationship between minority communities and the police was a cause for concern, as they believe that the police was already behind in terms of representation and community relations.

The police officer, when prompted, also believed that there could be even a further drift if tensions between the two groups (police, minority communities) continue, with media and politicians looking to exploit the issue for clicks/ratings and votes, rather than focusing on the issues of how it can improve the relationship between the police and minority communities.

When the researcher asked the police officer, if they believed that there was a serious issue with the police and minority communities, the police officer believed that despite that the issue had been overstated by the media in particular, but the police officer believed that many in minority communities would generally in support for the police as a whole, compared to certain viewpoints that have been given significant time in the media.

The police officer gave the examples of police abolitionist, which is a minority viewpoint amongst the public, and those that believe that the everything the police service does is wrong or that all police officers are terrible people, or 'ACAB, (all cops are bastards)', which is more dominant in online social media culture.

The police officer believed that more honest and nuanced positions need to be given the spotlight, as those with the most reactionary positions are given the time of day as it drives an agenda that is not held by the different groups of the public.

The police officer believed that while people may be, for example, police abolitionists and that they should be heard, the amount of which they are in the public realm, such as tv or radio is significantly more than the public support they may have, which the officer suggested was due to a nonstop news cycle whereby tv studios radio studios only bring on and talk to people who can anger their viewers and wider audience the most, rather than an honest conversation about how we can improve the relationship between the police and minority and underrepresented communities.

Regarding the relationship between the police and minority communities, the police officer believed that the different police forces and the police service in general needs to take a more open approach which may make it more vulnerable to criticism from politicians and the media.

The officer argued that the first step is for the police to recognise that it has made mistakes in the past, whether that be failing to implement fully recommendations from, for example, the Macpherson report, or, more recently, the Lammy report.

As the officer argued that with the police not even acknowledging that its relationship with black and brown people being questionable to say the least seems like the police is denying what everyone can see, with it potentially being

significantly difficult in the years and decades ahead if the police does not start to tackle the issue now.

The police officer believed that the police recruitment process could be a key start to ensuring the over the years the police improves its relationship with minority communities and the public in general, as the officer argues that members of the public from different communities will be more willing to approach and work with the police if they see that their friends and families and members of the community are part of the police.

Furthermore, the police officer gave some examples of what some police forces in Wales have done to improve its relationship with different communities, such as South Wales Police with its positive action policy which helps people from underrepresented communities to be able to sign up for sessions which enables them to get a better idea of the recruitment process and what it entails.

As those from minority communities would be those who are less likely to know police officers and thus may not gain any information from asking a friend or family member as they are less likely to be involved in working with the police, whether that be as police officers, or police staff.

However, when asked by the researcher how the police would actually promote their recruitment in minority communities, the police officer believed that the police should make use of engaging with communities in the best ways they can.

Such as posters that multilingual to appeal to a broad range of people, alongside attending youth clubs, or places of worship such as mosques and gurdwaras,

while also ensuring it starts engaging with communities from a young age through visiting schools as this would be members of the communities going to schools, working at schools, and giving their children to schools.

Therefore, the police officer argues that this would create a positive relationship and continuous relationship ensuring the police can improve its relations with every community it represents and works for by ensuring that the police is engrained in every community.

The police officer gave an example, of someone in any given community who may know a police officer would be more willing to tell them of an issue in their neighbourhood, or if a family member or friend is or has committed a criminal act, as there is a rapport between the police and the community, which, the police officer believes help in positive engagements between the different parties.

Furthermore, the police officer argued that police and its recruitment process need to weed out those individuals who may have bigoted and dangerous views towards other people.

As the officer believes that as society rapidly changes and becomes ever more diverse, the police service must also adapt and change to the nature of society or it risks being left behind and completely out of touch with a new generation of people who are more open and more critical and want greater change in society to help the wider public.

As the officer argues that younger generations tend to be less ideological, but more willing to want real substantive change in society.

When questioned about the use of the policy Stop and Search, the police officer believes that an unconscious bias plays a significant role in police carrying out stop and searches on those from minority backgrounds and then not finding anything on them.

As the officer understands that as a disproportionate amount of people from BAME backgrounds are disproportionately stopped and searched then they are also disproportionately arrested from the use of stop and search.

The officer is prompted as to why the disproportionate use still happens to such as significant scale as this inevitably negatively impacts the police's relationship with those exact communities it wants to improve relations with.

The officer argues that although it does occur, the extent of it is overstated, but along with the use of social media, it can be seen by millions within hours whose perception of the police could dramatically change from having a positive viewpoint of the police to an extremely negative one.

The police officer suggests that many in the police fail to understand the perspective from the other side and how demeaning it may be for individuals from minority backgrounds to continuously know and read and watch cases of stop and searches which do not lead to anything of substance.

As the officer also states that from their viewpoint, the same police officer who fail to understand a different perspective about how others may feel when they are being stopped and searched also allow the nature of the role of being a police officer to get to their head, as they tend think they are above the wider public due to having greater authority and power.

Therefore, due to this, the officer believes it is no surprise that mainly white police officers believe and are overwhelmingly seen in cases of stop and searches of stopping black and brown people and potentially mistreating them or using unnecessary force, as they see themselves as above people from minority backgrounds.

When probed about how this type of culture can change as it is deeply worrying for not only those from minority backgrounds, but the wider population in general that this attitude and viewpoint is held, the police officer believes that sociology and diversity training should also be a fundamental pillar in police training an education throughout the year.

As the officer believes it is key for police officers as public servants to understand the way of life and perspective of a person or persons who are not themselves. As this ensures that police officers constantly have an open mind and are able to make decisions with all different types of information taken into account, while also being able to adapt and change course of a decision if necessary if new information comes to light.

In general, the police officer believed that although, especially recently the police's relationship with minority communities has had a negative impact, the

officer believes that there is still support in these communities towards and for the police, but the police cannot take that for granted and must start now in tackling injustices and underrepresentation within the force.

As the police's relationship with minority communities will, in the future, only get more important, and therefore, if it fails to tackle the issues that different communities face today then as society adapts and advances, the police risk being left behind and having further difficulties in working with the communities its means to represent.

As Robert Peel's original message of the public being the police and the police being the public may carry less water overtime unless the police work to improve itself and its relationship with different communities.

Whether that be people from BAME backgrounds or Gypsy, Roma, or Traveller communities as just some examples given of communities who may have a more strained relationship with the police compared to the mainstream.

Questionnaire –

Most of the respondents believe that the relationship between the police and minority communities is strained and recent events such as the deaths of George Floyd in America has put a greater spotlight on issues with policing and the communities it serves.

As one respondent also said that an injustice like the death of Floyd in America allows others such as people in the UK to search for potential injustices in the UK, such as the death of Christopher Alder in 1998, who had choked to death while handcuffed and lying face down on the floor in a police station, (BBC, 2018).

Furthermore, most of the respondents also believed that people from black Asian and minority ethnic (BAME) backgrounds are more likely to be targeted under Stop and Search, while some of their viewpoints differed.

For example, some believed that it is appropriate for them to be targeted as they carry more crime, while others said despite not being involved in more crimes they would be targeted nonetheless, as this shows the variety of opinions amongst the participants.

This is also supported by an official report by the Home Office, as Thompson (2019) found that more people from BAME backgrounds are likely to be targeted under more relaxed stop and search rules, despite not even having committed crimes.

Most of the respondents believed that the police need to do more in their recruitment to increase the numbers of people from minority backgrounds, as many argued, although representation is not the end all be all and will not solve every issue.

It, nonetheless, does play a significant and key role in helping people work with the police and would result in more positive relationship between the police and minority communities.

Furthermore, 60% of the respondents believed that although stop and search may be necessary, the police needs to be more efficient and effective in its use.

As most of the respondents also believed that there are too many cases of incorrect stop and searches being conducted by the police. Therefore, the respondents argued that incorrect stop and searches have a double disadvantage on the police service.

For example, not only would the stop and search be potentially wrong when bias takes place within a police officer, it also results in further harm between the police and the public.

As strained relationships between the police and minority communities would widen and thus making it even more difficult for the police to have positive impact on the respective communities.

90% of respondents believe that the police's relationship with minority communities will hurt the police's recruitment, as many people from those exact communities will be hindered from applying despite possible best intentions, as the respondents gave a wide range of views.

For example, someone from a specific community would be reluctant to apply as others from their community may view them as a traitor as the police

continue to carry out incorrect uses of stop and search, while others may have language barriers and others may not apply due to cultural boundaries.

Her Majesty's chief inspector of constabulary, Sir Thomas Winsor (2020), also believed that the stop and search statistics may thwart the diversity push, as the disproportionate use of stop and search could result in alienating communities and people it needs to garner support from to improve its relationship with those exact communities, such as black men.

Winsor believes that the government's aim to recruit 20,000 police officers over the next 3 years, provides a great opportunity to increase and improve the diversity in policing.

However, negative police interactions with people from BAME backgrounds, as many people who have been stopped and searched have not committed any crime.

Therefore, efforts by the police and the government to improve diversity and representation could be hindered and undone due to a misguided approach, (Grierson, 2020).

Despite this, most of the respondents believed that the police must implement understanding of wider society through sociology training and deliver a greater understanding of diversity into its training to not only new police officers but also current ones.

As over half of the respondents (6/10) believe that most of the police do not understand modern society. For example, one respondent argued that it is difficult for a mainly and overwhelmingly male and white police force to be able to understand the culture and backgrounds of a young Asian Muslim woman and potential crimes and behaviour they may or may not have committed.

Therefore, although there are a wide range of ideas and policies that can be implemented to help improve the police service in generally through a holistic approach.

Most of the respondents viewed increased representation and sociology and diversity training for all police officers, every year, as most important policies that could be achieved and implemented relatively easily compared to others, as this would ensure that the police improve its relationship with those communities, which most participants (80%), viewed as very important in the long term as society changes over time. There could be irreversible change unless the police take action immediately to improve its relations with the different communities, such as those from BAME backgrounds.

Conclusion –

To conclude, the use of stop and search has to be seen from different perspectives to understand why its use can be effective and why its use on mainly minority communities be seen as negative, as it is more complex and nuanced than simply viewing it as the worst or the best aspect of policing, as it has both a positive and negative impact on wider society.

To understand this, it's important for those in leadership positions to be able to communicate with those who believe it is a cause for concern, through, for example, sessions with local community leaders as to why it is carried out and the threshold and requirements needed to carry out a stop and search, such as having reasonable grounds.

Furthermore, it is just as important for the police service to treat stop and search as it would with other key cornerstones of police training, such as first aid and taser training as these are generally done every year to make sure all the requirements are still met and fresh in the minds of frontline police officers.

Labour MP, Dawn Butler (2020) argues that the current method of policing is not working effectively. As the disproportionate and over-policing of people from BAME backgrounds, she argues, is only resulting in more resentment, distrust and animosity toward the police service in general.

This has a wider impact as people from one end of the country can see how the police are treating certain communities in another area of the country, through the use of social media which results in animosity and hatred towards the police being sped up through social media websites, as you can reach millions of people in a short amount of time.

Butler also suggests that between the years 2010 and 2018, 85% of all stop and searches led to no further action, which suggests that during that period it had a success rate of 15%. This may also question the effectiveness of stop and

search, as a 15% success rate of in any other profession or service would not be accepted or carried on.

It is significantly important for the police to be able to improve relations with underrepresented and minority communities as society going forward gets more diverse and today's younger generations become the majority.

Unless the police have an open mind and are willing to understand the concerns of minority communities, it will lead to populist political actions and politicians who will be able to exploit the concerns some may have regarding policing and use it as a wedge issue for their sole purpose of being elected or re-elected.

Whereas if the police are able to tackle this issue straight away through open conversation, it will be able to tackle the concerns of those communities.

Other ways the police may be able to improve its relationship with BAME communities, is through the relaxation of 'positive discrimination' laws. This was suggested by the Metropolitan Police's Assistant Commissioner, Neil Basu (2021).

This may be more effective to ensure that the police increase its number of police officers from BAME communities, as the current crisis, such as the Black Lives Matter protests may provide an opportunity for police forces in England and Wales to show that they understand the concerns of the communities and understand that those from those exact communities may be better places than those who don't understand the different communities.

Basu believed that equality laws may need to be changed if the police forces in England and Wales are to boost their ethnic minority recruits. The comments from Basu were on the back of recently released figures which found that police forces are still struggling to attract enough recruits from BAME backgrounds.

As the current ethnic minority representation in police forces is at roughly 7.5%, which is over half the rate of the overall UK population figure of 14.5%, which suggests that the police forces still don't have any idea how to increase their recruits from BAME backgrounds, (Dathan, 2021).

The method of positive discrimination was used in Northern Ireland, which shows that the idea proposed by Neil Basu does have precedent, because when the Police Service of Northern Ireland (PSNI) was formed in 2001, a positive discrimination model saw a temporary change in legislation which then allowed one Catholic officer recruited for every Protestant officer.

This ended in 2011, which saw improvements from the underrepresented Catholic community in Northern Ireland. When it was first introduced, Catholics made up about 8% of the police in Northern Ireland, compared to 10 years later with the use of positive discrimination, with around 30% of the police officers being from Catholic background showing that it could work in the rest of the UK, especially with younger generations and people from BAME backgrounds being more aware of current events and the social climate.

Such as the police's relationship with minority communities and the needs of those communities would be better understood by someone who understands the language, culture, how to communicate more effectively as they can build a

better rapport with individuals from those exact communities as members of those communities may be willing to work with the police as they now know people in the force, compared to previously whereby they may have viewed the police as more hostile to them, their families and their community.

Although the police may have improved over the years, that should be expected of a professional organisation who is looking to improve its relationship with the communities it is representing.

However, Tola Munro of the National Black Police Association (2018) believed that after over 25 years since the murder of Stephen Lawrence, some police forces are still institutionally racist. Munro believes that when the next census figures are out in 2021, it will show that the police have fallen further behind.

There may also be a wide range of reasons and complexities as to why people from underrepresented communities decide to join or not join the police service, as Inspector Tanya Wilkins (2018) of West Yorkshire Police found that when she joined the police her father was reluctant.

While Wilkins also got significant amount of abuse from various people in her community, such as being called a sell-out and a 'coconut', referring to being black on the outside but being white on the inside.

Wilkins believes that the only way the police forces across England and Wales can get more diverse people in the police is through people like herself talking to the community, as this would help the community see the police force as not

a solely white organisation and that there are people like them in their respective police force.

Sergeant Najma Akram (2018), believed her parent were initially wary when she joined the force, while there were also encounters from the public which a white police officer would not have faced, such as people staring at her driving around as Police Constable and talking about and questioning an Asian lady driving a police car.

However, this has helped her working in Bradford and in an Asian community with other Asian women as she is able to build a rapport with that community through the understanding of the language and the culture which may result in them and especially younger generations seeing her as a role model and taking an interest in a policing, through possibly also pursuing a career in policing which can only benefit not only the police but also the wider community, (BBC, 2018).

Former Shadow Home Secretary, Diane Abbott MP, suggests that although sufficient progress hasn't been made, it is up to the government to push this agenda as it is about effective policing and community-based policing, with Abbott believing some forces, such as the Metropolitan Police have shown what can be done.

Therefore, although some progress has been made, the police service will be able to improve significantly if it is open to listening to the communities that may be underrepresented, being open to wider criticism and while also taking a holistic approach to policing, as, for example, not every interaction with a police

officer needs to be a stop and search, as the police should build a rapport with BAME communities to be able to work more effectively.

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