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Task 1- Understanding the role of Constable/Maintaining Professional Standards

The police service has seen a drastic change in how it operates, throughout the years. This is largely due to social and cultural changes, including advancements in technology and the overall demand for the police in today's society.

Police services across the country today, still use the historic philosophy of 'Policing by Consent', set out in Robert Peel's 9 Principles of Policing. These principles documented how police officers should carry out their duties and focused mainly on co-operation with members of the public and the local communities in which the police would operate.

Whilst these principles are still being upheld today, there are obvious changes that would have occurred since the release of Peel's Principles back in 1829. Therefore it is important that the police officers themselves are held to the highest scrutiny and maintain the highest possible professional standards, even more so in recent times whereby there have been marches and protests against the Police following the tragic death of George Floyd in the USA.

In 2016, the National Police Chiefs' Council (NPCC) created a document that established the aims and objectives that the police structure wants to conform to by the year 2025. NPCC (2016) states "The police service will attract and retain a workforce of confident professionals able to operate with a high degree of autonomy and accountability and will better reflect its communities."

As part of this 10 year plan, the Policing Education Qualifications Framework (PEQF) was developed as way of standardising all recruitment procedures and the way in which new officers are trained, meaning that the same level of training is given to all recruits and a baseline of knowledge and understanding is given to all with the aim of creating a more professional workforce.

Whilst police services in the UK promote equality and diversity, all new police officers now need to be degree educated. There are two entry routes, Degree

Holder Entry Program (DHEP) and Police Constable Degree Apprenticeship (PCDA). These qualifications are led by the College of Policing in association with universities across the country, and ultimately mean all new officers are trained to the same level and have the knowledge and needed to become a competent and useful member of the service. The overall aim being to retain officers' long term, as they would be expected to be confident and capable, given the comprehensive level of training they have received and the necessary skills developed, in the training phase of the role.

Blackmore, B. and Simpson, K (2010, pp.29-30) will say "The role of the police officer has developed beyond that initial style of duty, in order to fulfil an ever-growing expectation of twenty-first century service delivery within a more dynamic legislative environment and a more demanding, diverse society.

Blackmore, B. and Simpson, K (2010, p.30) will go on to say, "The police officer's role is seen by the proponents of professionalised policing as being as demanding as any other 'complex profession' for which a highly educated workforce is required."

However, it can be argued that the need for officers gain a degree level qualification is not needed and can have detrimental effects on the retention levels of newly appointed officers and their overall wellbeing.

The new entry schemes set out by the NPCC are very new and there is limited data on the overall effectiveness of the scheme and how it benefits organisations in the long term.

Statistics taken from the Police Federation show worrying levels of new officers resigning before the end of their probationary period, since the new uplift in police recruitment, which incorporates the scheme whereby officers are required to complete a degree as part of their training. Northamptonshire Police, who uses the DHEP and PCDA schemes, have seen 19.3% of their officers leaving before the completion of this degree. Within 2 years for DHEP students, or 3 years for PCDA students. Whilst it is impossible to say exactly why these officers have left the force, these statistics provide a good indicator as to the overall feeling about the modern era of Policing and its organisational requirements. (Police Federation, 2022). The Police Federation (2022) states "Although the data shows significant variations in attrition rates across forces, it is concerning to see some have reached double figures. From day one we have said retention is as vital as recruitment."

Police officers who complete the initial 6-month training school, are then given a Mentor in their relevant Basic Command Unit (BCU), in order to expand their knowledge from that of classroom training and university work into more practical experience. New officers accompany their mentor to emergency and non-emergency calls and their knowledge is put to the test under the supervision of the mentor, who is a fully qualified officer. This is of huge benefit to new officers and moves away from the traditional police way of doing things whereby officers are 'thrown in at the deep end'. This method means students are able to develop their learning in a way in which mistakes are very less likely and learning is enhanced.

All police officers, new and old, are bound by the Code of Ethics, which set out a standard and basic framework, from which all officers work from. The Code of Ethics was developed in 2014 and sets out Standards of Professional Behaviour and Policing Principles, developed from the Peels Principles. One of the most important principles in the eyes of the police, is Integrity, meaning to be trustworthy and always do what you believe to be the right thing to do. This is something that can not be 'taught' through university or training and is derived from one's own moral compass of right and wrong. (College of Policing, 2014).

The College of Policing (2020) states "Constables are required to meet and maintain the highest professional standards required of their role, by conducting all actions in a legal, balanced, proportionate and justifiable manner to uphold the law and achieve the best outcomes in a wide range of situations/incidents."

In conclusion, whilst it is important that police officers are given a high level of training, from the Police themselves, but also expanding knowledge through university. I believe this new aspect will bring positive change in the long term and can only be of benefit to the organisations that have adopted this approach. It is however important to remember, that to be a good police officer is about more than academic qualifications. Some qualities cannot be taught and it is important that this is remembered as policing develops through the years.

Word Count- 1090

Task 2- Counter Terrorism Policing

Terrorism in the world we live in today is a very real and terrifying threat that is ever present and is very difficult to prevent and manage entirely.

Terrorism can take different forms, some of the more well-known terrorist organisations include IS, which are radical Islamic terrorists led by Abu al-Hasan al-Hashimi al-Qurashi.

Al Qaeda, who were famously led by Osama Bin Laden and carried out the September 11 attacks on the World Trade Centre in New York.

The IRA were responsible for many terrorist attacks throughout the 1970's and 1980's and their activities included killing innocent civilians, just as much as the organisations mentioned above.

The CPS (2000) defines terrorism as "both in and outside of the UK, as the use or threat of one or more of the actions listed below, and where they are designed to influence the government, or an international governmental organisation or to intimidate the public. The use or threat must also be for the purpose of advancing a political, religious, racial or ideological cause."

"The specific actions are:

- Serious violence against a person;
- Serious damage to property;
- Endangering a person's life (other than that of the person committing the action);
- Creating a serious risk to the health or safety of the public or a section of the public; and
- Action designed to seriously interfere with or seriously to disrupt an electronic system."

The United Kingdom has different levels of threat which are set by MI5 and the Joint Terrorism Analysis Centre. This is a way of measuring how likely a terrorist attack is of occurring in the UK. UK Government (2012) sets them out as:

- Low - an attack is highly unlikely
- Moderate - an attack is possible but not likely
- Substantial - an attack is likely
- Severe - an attack is highly likely
- Critical - an attack is highly likely in the near future

The UK is currently at a Substantial level of threat.

The Police play a big part in defending the country against attacks from terrorist activities from overseas and domestically. The National Counter Terrorism Policing Network was set up and works alongside other organisations in order to prevent terrorist attacks from taking place, but also to respond and deal with them appropriately. There are 11 Counter Terrorism Units across the United Kingdom, with South Wales Police being the force lead in the Welsh unit. The sharing of information between Police forces and the other agencies involved in counter terrorism is extremely important and should not be underestimated. These agencies work daily to prevent these attacks from happening long before the actual act. (Counter Terrorism Police, 2018).

Whilst attacks performed by terrorists are undoubtedly devastating and are often carried out at random, which in turn make them difficult to identify in the early stages of their development. Terrorist groups tactics are ever changing, but procedures are implemented in places where there are large groups of people or likely targets for attacks. Since the 9/11 attacks whereby several planes were hijacked by people from the group Al Qaeda. Security protocols in airports around the world have been increased dramatically making it far more difficult for an attack of this nature to happen.

However, with the help of somebody who is working on the inside of an organisation, an attack could be carried out undetected and be far more devastating and destructive.

The Cyber and Infrastructure Security Agency (CISA)(2022) defines insider threat as “the threat that an insider will use his or her authorized access, wittingly or unwittingly, to do harm to the Department’s mission, resources, personnel, facilities, information, equipment, networks, or systems”.

Insider threats can become a problem for a number of reasons including criminal activity, financial gain, espionage and terrorism.

An example of this happened in 2010, whereby a British Airways employee was arrested after it was discovered he was in contact with a terrorist organisation, and he intended to blow up an aircraft. The employee named Rajib Karim was also sharing sensitive information about British Airways with the terrorist organisation. Luckily the plan was thwarted, but this incident goes to show that people who are in a position of trust and authority, who have access to

sensitive or restricted areas, can use this position for untoward activities.
(BaMaung et al., 2018)

The threat of an insider working with a terrorist organisation would be highly dangerous for the general public as well as people working in the organisation. In a policing context, an insider would have access to systems containing a huge amount of sensitive information and the role as a police officer, could mean you have access to certain places which the general public would not, which if infiltrated, could have devastating consequences.

Measures are already in place that aim, amongst other things, to negate these types of people, from getting into positions whereby national security is put in jeopardy. BaMaung et al., (2018) states "It is essential that any mitigation measures transcend high level organisational policy and are delivered operationally in a holistic manner."

An example of one of these measures, used in the Police, is vetting potential employees in the stages of the recruitment process. This process is used in order to check the validity of the information provided by the candidate and perform background checks, to delve that little bit deeper into who that person really is.

In conclusion, there has been limited research conducted into the threat of an insider specifically working with a terrorist organisation. Clearly if such a person was located inside critical infrastructure, there would be huge ramifications. I would suggest more research needs to be conducted into this area and more can be done in order to locate these individuals before they can get into such a position. There are examples in which insiders have used their position for terrorist activities. Not all of these people joined the organisation with the intention to cause harm but were selected and radicalised because of the position they held. I recognise that it is no easy task to be able to discover every person who holds radical beliefs and who may or may not wish to act on these beliefs. This is why it is vital that work carried out by Police and the security services is ongoing and necessary for the security of the nation, the world and everybody in it.

Word Count- 1058

Task 3- Information and Intelligence/Communication Skills

Critically evaluate the methods used by police in gathering information and intelligence, how information contributes to the 'tasking and coordinating' process and how information and intelligence is communicated.

The use of information and intelligence by police as well as other agencies, is a very powerful tool that should not be underestimated in the fight against crime.

Information itself is just raw data that is of little value without any context or meaning behind it. Intelligence refers to information that has been evaluated and is of far greater worth to the police in tackling and preventing criminal activity. Cyware (2018) describes this as "Information relates to raw, unverified and unevaluated data gathered from numerous sources, while, intelligence refers to processed, evaluated and perspective driven data that is gathered from trusted sources".

The police gather information in 3 different ways, which are routine collection, volunteered information and tasked information. The use of the information collected from these different methods is regulated under the Regulation of Investigatory Powers Act 2000, also known as RIPA. (College of Policing, 2013)

Routine collection refers to information that is gathered as part of normal and everyday policing activity such as responding to incidents and stop searches. Volunteered information is information that is provided to the police, normally from members of the public or partner agencies. The College of Policing (2013) states "Tasked information is the prioritised collection of information". This is information that has been gathered using methods such as CCTV and Covert Human Intelligence Sources (CHIS).

(College of Policing, 2013)

Officers can submit an Intelligence Report (IR) using the 3x5x2 method of grading the reliability of the intelligence and explaining how the intelligence was gathered.

Police gathering information by methods such facial recognition is a very useful tool that is available. It does however come along with disadvantages. Some people are concerned about their individual privacy, and some feel it is being infringed with the use of facial recognition as their personal identity can be

gathered and stored in a database that can then be accessed by the police and other agencies. As with all databases, there is also the risk that this information could be leaked and/or hacked by people who may wish to use this information for untoward activities. (Tech Business Guide, 2021).

The National Intelligence Model (NIM) is a framework that is used by the police and other agencies to provide structure and aid in the process of turning information into usable intelligence.

The ways in which intelligence can be used includes:

- Setting strategic direction
- Making decisions through the gathering of information
- Allocating resources
- Developing tactical plans
- Tasking and co-ordinating activity

(Keningale, P, 2020)

Some examples of how intelligence can be used in relation to the above could include things like; obtaining a warrant to search a property due to intelligence regarding drugs at the address; senior management deciding how many officers to deploy for a public order event due to intelligence regarding the amount of people will be there and public safety.

Keningale, P (2020) states “The collection, development and dissemination of intelligence allows decisions to be made about priorities and tactical options. The NIM works at three levels: level one- Local/Basic Command Unit could include low value thefts and criminal damage. Level two- force and or regional which involves more than one local command unit, advice from national experts and bordering forces. Finally, level three- serious and organised crime which is on a national and international scale.”

These stages of the NIM, especially the latter, require different organisations that use and share the information they collect with each other. Intelligence is likely to become far clearer and more consistent if the parties involved in the gathering and development of the information are transparent with how the information was obtained and how it can be used. (Keningale, P, 2020)

Once intelligence is gathered, it may be the case that there are gaps in the intelligence that need to be filled in order to get a more complete understanding before action is taken. A strategic intelligence requirement will

be communicated to the necessary members of staff in order for targeted collection of this information to be attempted, to fill the knowledge gaps.

(College of Policing, 2015)

The way in which intelligence is communicated would depend on how sensitive the material is that is being communicated. Clearly intelligence used by police and other agencies can not be disclosed to the public in all cases. Some intelligence can not be completely shared within organisations, for example if national security was at risk.

Daily management meetings and daily intelligence documents are ways in which intelligence is distributed to officers. They can come in the form of written or verbal information that relates to the BCU and sector. These documents show intelligence gathered so far, be it on a person, address, vehicle etc. and highlight the need to expand the intelligence and request actions be carried out in order to get more information so action can be taken in relation to any ongoing criminal activity.

(College of Policing, 2015)

In conclusion, it is evident that the police rely heavily on the use of intelligence in everyday policing, for investigations, decision making, strategic decisions and developing tactical plans. The information itself is gathered in a variety of different ways, both overtly and covertly. The NIM is used to aid the process of turning information into actionable intelligence. There are, however, some limitations to the NIM including the sharing of information is not always as consistent as it should be and the fact that information can be interpreted differently can lead to issues with the quality and reliability of such information. The 3x5x2 method of grading intelligence is a way in which the information can be assessed and filed accordingly based on the assessment carried out during the intelligence report.

Clearly more can be done to increase levels of communication in regard to intelligence, information sharing is key to developing intelligence and, in a world, where the threat of terrorism is so high, its important, now more than ever, that the organisations vested in keeping the country safe, are given as many tools to do so as possible.

Word Count- 1001

1000 words - Public Protection

Protecting the public is at the forefront of modern policing, a huge emphasis is placed on protecting the public and victims of crime.

A victim is defined by the UK Government (2021) as “a person who has suffered harm, including physical, mental or emotional harm or economic loss which was directly caused by a criminal offence”.

The police deal with public protection issues in South Wales Police in a set out way that is drilled into officers from the start of their careers. Domestic incidents that are attended by the police, need a form of positive action taken. Positive action can mean several things, but officer discretion is taken away for the most part. If there is an offence suspected of being permitted in a domestic incident, the positive action to be taken should usually be an arrest. This action is taken in order to safeguard the victim in the short term whilst other arrangements can be made to safeguard in the longer term if necessary.

It is not the job of the police alone to safeguard the victims and bring offenders to justice. The police work alongside other agencies such as probation and the prison service in what's called a Multi-Agency Public Protection Arrangements (MAPPA).

According to Nash and Williams (2010, p10) “MAPPA has not only led to closer working relationships between previously quite distinct agencies but has also drawn in a much wider family of agencies as those having a ‘duty to cooperate’”. The purpose of MAPPA is to manage offending behaviour and risk from individuals who are a danger to the public and their victims.

A Public Protection Notification (PPN) is completed with victims of crime and people who are considered vulnerable, these can be both adults and children.

The College of Policing (2021) defines a vulnerable person as “A person is vulnerable if, as a result of their situation or circumstances, they are unable to take care of or protect themselves or others from harm or exploitation.”

A PPN is submitted by attending officers, which includes a domestic abuse risk assessment which is completed with the victim at the scene of the incident. The information contained in the PPN can then be shared with other agencies including social services. This information is then discussed in a shared agency meeting to determine the level of risk that person is of being subject to further abuse or suffering. This means that patterns and

trends can be developed in order to identify repeat victims of abuse and the offenders behind that abuse.

Repeat victims are common in the world of policing, police officers will often deal with domestic incidents over and over again. It is important to remember to treat each incident on its own merits and reserve judgement as much as possible in order to provide a high level of service to victims. It is clear that officers can become complacent whilst dealing with repeat victims and become frustrated at the individual for not escaping domestic abuse following the last occasions where police were involved. Domestic abuse can have deadly consequences if not managed correctly and the importance of leaving personal attitudes and opinions about the individual's situation in the back of one's mind and focus on the safeguarding of the victim. This is what's known as the victim blaming theory. The idea of victim blaming is that the individual should recognise the danger they are in and should take the necessary action in order to remove themselves from the situation and safeguard themselves. (Psychology Today, 2018).

Public protection issues are not limited to domestic abuse. Serious and organised crime groups often prey on the most vulnerable people in society for their own personal gain. This is known as 'County Lines'. The purpose of using vulnerable people in the process of criminal activity is to attempt to prevent detection by the authorities. The leaders of these criminal organisations will often use vulnerable adults and children to move and/or store drugs and money. These are often the people who come into contact with police and the leaders can remain undetected.

Robinson *et al.* (2018) state "Beyond the violence, an increasing number of children and young people have been picked up by the police in areas hundreds of miles from their homes, and even when unauthorized absences from home and school were brief, they represented a serious safeguarding concern."

These young people are often recruited using online platforms and are given incentives such as money, drugs and accommodation for them to perform these dangerous and criminal activities. However, some would argue that the status and gang lifestyle is enough in itself to lure young people into being part of county lines. It is often depicted as that these young people are helpless victims being forced to engage in criminality against their will or else face

repercussions from members of these organisations. This topic is debated amongst the researchers in this area. (Robinson *et al.*, 2018)

County lines is not limited to drug trafficking, it can also include human slavery, human trafficking and sexual exploitation. The types of people who fall victim to these organisations are largely different, however the common factor involved is socio-economic disadvantages in life that ultimately lead them to a position whereby they are exploited, knowingly or otherwise. Robinson *et al.* (2018) say "Prior research has found criminal gangs identify young people whom they think will make good drug dealers, and the ease of exploiting these young people lies heavily within socioeconomic disadvantage."

In conclusion, it is clear that the police are overwhelmed by the amount of public protection issues and the sharing of information with other assisting agencies are crucial to tackling the issues. The issue of county lines is relatively new. Clearly socio-economic disadvantages are a root cause and a common factor amongst the victims, and more research needs to be conducted to explore how vulnerable people are so easily enticed into becoming involved in criminal organisations and what can be done to tackle it moving forward.

Word Count- 1002

Task 4 - Evidence based policing/criminology and crime prevention/criminal Justice

The concept of evidence-based policing (EBP) was primarily devised by Sherman (1998, p. 2), where it was stated that “police practice should be based on scientific evidence on what works best.” Thus, research, analysis and evaluation all contribute to decisions made by law enforcement regarding policing strategies and policies. Based on the above definitions, evidence-based policies can include evaluating the success of training programs, analysing the occurrence of crime and determining resource deployment and surveying the community to understand their priorities and primary concerns (Lum and Koper, 2015, p. 66).

Therefore, EBP mainly addresses the question of “what works?” within policing whereby collected evidence is assessed and assigned statements such as “what works”, “what’s promising” and “possible impact” (Lumsden and Goode, 2018, p. 816). However, the implementation of evidence-based policing can become complex due to a variety of factors such as who develops the research, in what policing systems should the research be implemented and can the research be integrated into pre-existing systems. Policing is governed by legal directives, values and procedures unrelated to scientific evidence thus, Lum and Koper (2015, p. 67) suggest that “evidence-based policing necessitates strong partnerships and increased communication and collaboration among researchers, analysts and law enforcement officers.”

Crime prevention concerns the effort to decrease and deter crime and/or criminals and is relative to attempts made by police officers to impose law and preserve criminal justice. Lawrence Sherman developed ten principles classified as evidence-based crime prevention whereby evidence regarding the data on crime and its prevention is central to theories which promote community safety and security (Mejia, 2012).

‘Broken Windows’ is a significant crime prevention theory, developed in 1982 by James Wilson and George Kelling, which focuses on the idea that neighbourhood disorder, both physical and social, is indicative of poor control thus, offenders believe they are able to commit a crime in the area without any repercussions. This generates a domino effect where disorder, in respect to minor crime, rises, community fear of crime rises leading to residents leaving the area thus causing a greater increase in crime. It was proposed that if crime resulting from neighbourhood disorder was reduced, then the

occurrence of significant crimes such as murder and robbery were less likely to occur thus “Broken Windows” policing was implemented.

However, research would suggest that this method of policing has not significantly reduced crime although it has been proven to alleviate the fear of crime, improving community satisfaction and relationships with the police (McKee, 2018).

One of the strategies mentioned by Braga and Weisburd (2015) along with the ‘Broken Windows’ theory, is ‘Problem-Orientated Policing’, theorised by Herman Goldstein in 1979.

Problem-orientated policing consists of the idea that the police should collate all of the information regarding the root cause of crime in a particular area, or a particular person and provide an effective and efficient response based on the underlying issues that the crime stems from, rather than a traditional ‘reactive’ response to dealing with the problems.

Research supports the theory that problem-orientated policing is effective in reducing crime and anti-social behaviour but only when the specific cause of the problem has been identified and rectified. (Braga and Weisburd, 2015)

Braga and Weisburd (2015) say “We expect further refinement of our knowledge of “what works” in policing, under what circumstances particular strategies may work, and why these strategies are effective in improving police performance. The challenge for the future of policing is to continue making progress in further developing and implementing promising strategies while addressing the new problems of public safety.”

Models such as these are often problematic to implement because of the nature of the police and their reluctance to changing the way they work or operate. It makes sense that the strategies required to combat the issues, are the most difficult to implement and therefore happen over longer periods, meaning it could be a lengthy time period before change is noticeable. That being said, evidence in this area suggests that police attitudes are gradually changing in a positive way and officers are becoming more accepting of the changes being proposed. (Braga and Weisburd, 2015)

What are the options to reduce re-offending? The evidence around this area is generally mixed. Some would argue that harsher prison sentences handed out to offenders would act as a deterrent for criminals, whereas others would say that rehabilitation is the way forward to reducing crime statistics.

Imprisonment in the short term is a sometimes a cost-effective solution for high-risk prolific offenders who are difficult to manage and who pose a high level of risk to the public. Whilst these individuals are locked away behind the high walls of Her Majesty's Prisons, crime is ultimately reduced. However, this is a relatively short-term solution to the problem, if the cause of the criminality is not dealt with effectively, then the problem will undoubtedly re-occur upon release. (Yirka, 2019)

Rehabilitation of offenders and changing their offending behaviour is a difficult challenge that can only work if the offender wants to change. If there is no desire to change their behaviour, then no amount of correctional intervention will have the desired effect. The Scottish Government (2015) argue "The motivation of an offender to participate in rehabilitative programmes is key to their success, and interventions that are appropriately matched to the offenders' level of motivation are more likely to be effective in reducing reoffending". The evidence around this area is again, mixed. Given the extra challenges involved such as alcohol and substance misuse along with housing issues and educational deficits of offenders.

In conclusion, there has been a lot of research in the areas surrounding offender behaviour and crime prevention under the umbrella of evidence-based policing. Clearly there are mixed opinions about the ways in which crime and offenders are managed and dealt with by the criminal justice system. MAPPA, police, prisons and probation are forever changing the ways in which they try to tackle these areas. Clearly more work needs to be done in this area since crime in 2021-2022, saw an increase of 1.18% on the previous year. (Crime Rate, 2022)

Word Count- 1012

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