

Assess the impact that cultural diversity has had on policing practice (e.g. neighbourhood policing) and professional policies and standards (e.g. PACE, Code of Ethics).

Support your answer with relevant evidence drawn from academic sources.

Word limit: 1000 words.

Words Count: 1087 words.

Cultural diversity has significantly influenced modern day policing practices, including both neighbourhood and response policing. Cultural diversity and multiculturalism has led to many policies like PACE and the Code of Ethics, being implemented.

Policing in culturally diverse societies presents unique challenges and opportunities. Cultural diversity has significantly impacted policing practices, particularly in the context of neighbourhood policing, and has led to grave changes in the professional policies and standards, such as the Police and Criminal Evidence Act (PACE) and the Code of Ethics.

This essay will seek to explore and assess the various and radical impacts that cultural diversity has had on modern day policing and will explore the rapid of policing in the community. This essay will also focus on the changes made to both local and national policing practice and professional policies and standards.

To fully answer this question, we must first understand what is truly meant by cultural diversity and why it is important. Cultural diversity is synonymous with multiculturalism. Multiculturalism is defined in Encyclopedia Britannica as *"the view that cultures, races, and ethnicities, particularly those of minority groups, deserve special acknowledgment of their differences within a dominant political culture."*(Eagan, 2015)

In terms of policies and standards, that have been implemented, the recognition and understanding of cultural diversity has prompted several revisions in existing guidelines to ensure fair and unbiased treatment for all individuals, regardless of their cultural background. Perhaps the greatest impact that multi culturalism has had on policing refers to the Police and Criminal Evidence Act 1984. Whilst the main aim of PACE was to *"standardise and professionalise police work"* (Zander, M. (2011) PACE (The Police And Criminal Evidence) Act 1984: Past, Present And Future) *PACE aimed to increase public confidence by addressing the public perception of a corrupt and incompetent correcting the public perception of a corrupt and incompetent police force. Indeed, it had been argued that public confidence in the police would increase public confidence in the entire criminal justice system, whilst this itself is not relevant to the topic of this essay the events which lead up to PACE being introduced were entirely motivated by cultural diversity.*

The Scarman report was as damning report that was commissioned by the home secretary as the result of the Brixton Riot which occurred in 1981. The Scarman report ultimately reached a verdict that whilst it was not a race riot, it was instead a burst of anger, *"The riots were essentially an outburst of anger and resentment by young black people against the police"* (Scarman and Great Britain. Home Office, 1981)

Embracing and fully understanding cultural diversity has led to improved community relations, increased trust between police and diverse communities, and enhanced problem-solving strategies within neighbourhoods. Police forces have implemented cultural sensitivity and diversity training to its officers and staff, (How Does The Police Force In The UK Handle Issues Of Diversity And Inclusion? - 999 Essentials, 2023) to ensure that they understand and respect the different cultures in the communities they serve, which has led to a positive impact on community relations,

communications and engagement. As trust grows, the relationship between the police and the community strengthens, leading to safer neighbourhoods.

Neighbourhood policing works by building strong relationships between local policing teams and the communities they serve. In multicultural community's neighbourhood policing has become an essential framework for policing. Police officers and staff are now encouraged to understand and respect the cultural differences within their communities. This understanding helps build trust, improve communication, and enhance cooperation between the police and the communities they serve regardless of cultural background. (How Does The Police Force In The UK Handle Issues Of Diversity And Inclusion? - 999 Essentials, 2023)

In diverse neighbourhoods, the police have adopted several policies, that are based on cultural diversity. This includes recruiting officers from diverse backgrounds, providing cultural competency training, and organizing community engagement events that celebrate different cultures.

The impact of cultural diversity on policing is also evident in the evolution of policies and standards, for example the code of ethics. The code of ethics is an integral part of modern-day policing.

The police code of ethics sets out the standards of behaviour expected from police officers. It focuses on key principles such as integrity, fairness, respect, and professionalism. The code is a comprehensive framework that guides their actions and interactions with the community.

There are several aspects of the code that are particularly relevant when discussing the impact that cultural diversity has had on policing in the UK. The code of ethics is split into two categories policing principles which includes relevant topics such as respect, fairness and selflessness, whilst the standards of professional behaviour which include other relevant topics such as equality and diversity. (College of Policing 2014)

Fairness is a key part, which is relevant topic of this essay, officers should treat all individuals impartially, without discrimination or bias, ensuring equal protection under the law. Fairness is a crucial principle in the code of ethics. It emphasizes that police officers should treat all individuals impartially and without bias. By upholding fairness, police officers contribute to building trust and confidence within the community they serve.

Respect is another key part, police officers must show respect for the dignity, rights, and diversity of all individuals, regardless of their background or circumstances. Selflessness ties in with how multiculturalism has reflected on both policing practices and neighbourhood policing, police officers should act in the best interests of the community and put public safety over personal conflicts and interests.

While cultural diversity has brought about several positive changes to policing, it has also some serious challenges. Police officers must navigate complex cultural norms and traditions, ensuring they do not inadvertently offend or misinterpreted members of the community they serve, whilst dealing with the mainstream cultures of the country. For example, there is currently there is a great deal of criticism around multiculturalism, and the way police are policing certain communities. (Boffey and reporter, 2023)

However, these challenges also present opportunities for learning and growth. Police forces have now recognized both the requirement and demand for continuous professional development, training, and professional development on cultural diversity. Cultural diversity and sensitivity

training not only educates officers about different cultures but also teach them how to navigate cultural differences respectfully. By addressing these challenges head-on, police forces can improve their effectiveness in serving diverse communities.

In conclusion, the impact of cultural diversity on policing practices, especially in neighbourhood policing, and professional policies and standards like PACE and the Code of Ethics, is unprecedented.

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Examine the various socio-economic and psychological characteristics which can make people vulnerable to exploitation by criminal gangs.

Your answer must be based on academic research.

Word limit: 1000 words.

Word Count: 937 words

Criminal gangs exploit vulnerable individuals, taking advantage of their socio-economic and psychological vulnerabilities. Understanding key impact factors is crucial to understanding the link between vulnerability either by socio-economic or psychological factors. This essay will seek to fully understand both the socio-economic and psychological characteristics that often leave vulnerable individuals open to exploitation by criminal gangs.

To fully examine the factors we must first look at and understand key definitions. Vulnerability in a policing context is best defined as *"A person is vulnerable if as a result of their situation or circumstances they are unable to protect them self from harm or exploitation"* (College of Policing, 2021).

Criminal gangs are complex organisations, to examine the links between vulnerability and exploitation it is required that this essay includes an overview of how gangs work, and how they exploit the vulnerable in our society. *"Criminal exploitation is where people are manipulated and coerced into committing crimes."* (NSPCC, 2022). Criminal gangs often recruit people via a range of methods a person may be forced or exploited to join a gang because of a variety of factors such as where they live or because of who their family is. There are four main steps that gangs use to exploit vulnerable people, *"Targeting stage, Hooked stage, Experience stage, Trapped stage"* (Criminal Exploitation: Stages of Recruitment Children At Risk of Exploitation (CARE), 2018)

Socio-economic factors is a wide topic, it is defined by Cambridge as *"related to the differences between groups of people caused mainly by their financial situation"* (Cambridge Dictionary, 2019), whilst this definition does little to name any factors, research indicates that the main factors include *"Income Distribution, Employment or Occupation and Education and Gender ratio"* (Suthar, no date)

Poverty and lack of employment opportunities is a key factor that make individuals vulnerable and thus leaving them susceptible to exploitation by criminal gangs. Financial issues drive people towards making poor choices leading towards crime as the illegal activities seem more lucrative. Leading to criminal organisations targeting those facing financial hardship. This is supported by research from the University of Birmingham which found that *"pushed more people into poverty and forced some into having to make difficult choices that, in the eyes of the law, include criminal activities"* (Challenging the criminalisation of poverty, no date)

Furthermore, access to a lower standard of education frequently results in individuals in cycles of poverty. Individuals with poor education often leads less employment opportunities, which links in with my previous point about poor financial status making them vulnerable to criminal gangs promising them desirable financial stability, that people are often looking for. Young people who are at risk of exploitation by criminal gangs who are missing from school or lack education, are unlikely to recognise the signs that they are being exploited. (Funded by the Department for Education Excluded or missing from education and child exploitation: literature review and stakeholder views on safeguarding practice -report, no date)

A child is defined in law as *"'missing education' if he/she: is not registered at a school; and is not receiving suitable education otherwise than at school."* (Ellison and Hutchinson, 2018)

Another socio-economic factor that I will cover in this essay is minority and isolated communities, such as ethnic minorities groups. These groups within society often face discrimination and limited access to resources. Criminal gangs often target and exploit these people by offering feelings of inclusion, importance, self-worth and offer a sense of belonging, thereby making criminal activities more appealing. (Social isolation, no date). In addition, minority communities often lack the support to speak up and break out of the cycle of exploitation. (At Risk: Exploitation and the UK Asylum System - A Report by UNHCR and The British Red Cross, 2022)

A key part of this question is the psychological characteristics that can lead to vulnerability. Psychological characteristics are best defined as the features and qualities of a person that may influence their behaviour and thoughts. The biggest psychological characteristics that relate to Adverse childhood experiences.

An analysis of between the link of vulnerability and exploitation wouldn't be complete with the key topic of adverse childhood experiences being discussed. Adverse childhood experiences are *"stressful experiences occurring during childhood that directly harm a child or affect the environment in which they live"* (Violence Protection Unit, 2023).

Childhood experiences, such as abuse, neglect, or witnessing domestic violence, can lead to emotional and psychological issues that may make individuals more susceptible to being exploited by criminal gangs. Adverse childhood experiences can have long-lasting effects on a person, lasting well into their adult life (Violence Protection Unit, 2023), thus leaving them susceptible to long term exploitation. This produces a clear link between how these experiences contribute to criminal exploitation.

There has been a great deal of research conducted around adverse childhood experiences and the following consequences. A number of research papers have concluded that *"adverse childhood experiences are positively associated with gangs."* (Haylock et al., 2020). However, there is evidence to support that adverse childhood experiences are vulnerability to criminal gangs are not linked, as recently as last year extensive research was conducted and deduced that there was not enough evidence to conclusively prove that a link existed between adverse childhood experiences and involvement in criminal gangs (Matei, 2023).

In conclusion there is an abundance of academic research which clearly demonstrates that there is a clear an undeniable link between vulnerability and exploitation by criminal gangs. The link between socio-economic and psychological factors includes key impact factors such as Poverty, poor levels of education, minority and isolated communities, and adverse childhood experiences creates a vast pool in which criminal exploitation can occur.

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Is MAPPA an effective means of managing violent and sexual offenders? What increases or detracts from its effectiveness?

Your answer must be based on academic research.

Word limit: 1000 words.

Word count: 912 words

This essay will seek to understand and evaluate the use of Multi-Agency Public Protection Arrangements, whilst managing violent and sexual offenders. In the United Kingdom Multi-Agency Public Protection Arrangements are set up and designed to manage and monitor violent and sexual offenders. The effectiveness of Multi-Agency Public Protection Arrangements can be influenced by multiple outside factors.

To understand how effective Multi-Agency Public Protection Arrangements are, we must first understand what Multi-Agency Public Protection Arrangements really are. Multi-Agency Public Protection Arrangements are set out in the Criminal Justice Act 2003. Multi-Agency Public Protection Arrangements are established in each and every criminal justice area. Multi-Agency Public Protection Arrangements are designed to protect communities, including those who have been previous victims of crime, from harm prepared by sexual and violent offenders. Multi-Agency Public Protection Arrangements require local partner agencies involved in the criminal justice system and other public bodies to work together in an effective partnership whilst dealing with these offenders.

Firstly, this essay will look at the external factors that can increase the effectiveness of a Multi-Agency Public Protection Arrangement. *"External factors are elements that influence a business' results and performance from the outside."* (My Accounting Course, 2019)

Perhaps the main strength of Multi-Agency Public Protection Arrangements is as the name suggests the multi-agency approach. Utilising various strengths from each partner agencies, such as the police service, the probation service and the prison service. Other agencies such as the local NHS Trust and the local authority, (HM Inspectorate of Probation, 2021), ensures that a comprehensive assessment of the risks posed by the offender in question is carried out efficiently. Collaboration seeks to ensure that a wide range of expertise is applied to managing these individuals in a safe and effective manner.

The very nature of Multi-Agency Public Protection Arrangements emphasizes an in depth and unique risk assessments, which form a crucial basis when identifying any potential risks to the local community, that is posed by an offender. Offenders are categorized based on their risk levels, allowing for individualised management plans, reviews that are both frequent and regular are required to ensure adjustments that are required to efficiently manage risk to ensure ongoing effectiveness of the Multi-Agency Public Protection Arrangements.

Secondly Multi-Agency Public Protection Arrangements facilitates the immediate sharing of vital information between the relevant agencies. It is important to ensure that timely, accurate and relevant information is shared. Information is vital for efficiently assessing and managing risks posed (Kim, 2020). A collaborative approach means that partner agencies are able to make informed decisions, (Active Social Care, 2022) based on a complete understanding of the offender's behaviour and relevant history.

However, this essay is one where we are to examine the effectiveness of Multi-Agency Public Protection Arrangements, as such it is vital that we fully look at factors which decrease the effectiveness of Multi-Agency Public Protection Arrangements.

Perhaps the biggest downfall of Multi-Agency Public Protection Arrangements, is an issue that affects every aspect of business, resource issues (Draper, 2022).

A lack of suitable, or limited resources, either in terms of funding or personnel, can and will have a serious negative impact on the Multi-Agency Public Protection Arrangements. Appropriate levels of funding are key when supporting the level of in-depth assessment that are continuously ongoing to effectively manage and identify any of the risks identified by the Multi-Agency Public Protection Arrangement. To support the comprehensive assessments, monitoring, and interventions required to manage offenders effectively. Issues with staffing often leads to gaps in the supervision of often dangerous offenders, thus leaving the community, or victims at risk, therefore diminishing the program's impact.

As a byproduct of low staffing levels. The remaining staff are often over worked, and therefore carrying a higher than sustainable caseloads. This is problem that is widespread within the public service sector, with many staff feeling "*Intense pressure*" (Winchester, 2022). Offenders under Multi-Agency Public Protection Arrangements have rapidly risen over the past years, at a rate of 7% year on year since 2009, (Anglia Ruskin University, nd).

This significant increase in caseloads, means that Multi-Agency Public Protection Arrangements are losing the purpose of being of having tailored risk management, to each offender, making it difficult to identify any warning signs or changes in an offender's behaviour.

Whilst Multi-Agency Public Protection Arrangements are in use all over the UK, how each arrangements operate is slightly different. This leads to inconsistencies in the way staff are trained, (Mann and Lundrigan, 2023). Standardizing the implementation of guidelines for Multi-Agency Public Protection Arrangements will ensure that there is a degree of uniformity therefore increasing the effectiveness of Multi-Agency Public Protection Arrangements nationwide.

In conclusion, challenges facing Multi-Agency Public Protection Arrangements such as low staffing levels, staff that are struggling under their current caseloads, and lack of standardization, from one arrangement to the next means that there is serious for improvement. However, it may be argued that Multi-Agency Public Protection Arrangements are a safe effective, and efficient method of managing violent and sexual offenders, within the community where they live, but only when there is appropriate and effective communication and collaboration between partner agencies, leading to in depth, specific and rigorous risk assessment that is routinely updated to reflect on any new risks that have developed, and an appropriate level of suitable resources to support these efforts currently the re-offending rate for offenders under Multi-Agency Public Protection Arrangements, currently sits at a mere 12.2% compared to national average of 30.6%. (Anglia Ruskin University, nd)

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According to the Institute for Government (2023), recent scandals have exposed severe flaws in forces' internal vetting and misconduct procedures and affected public confidence in the police. Therefore, why is it important that independent bodies exist to hold police officers accountable? Support your answer with relevant evidence drawn from academic sources.

Word limit: 1000 words

Word count: 943 Words

Independent bodies or organisations that seek to hold police officer's and forces accountable is of paramount importance. Recent scandals that have exposed severe flaws in internal vetting and misconduct procedures within police forces within the United Kingdom.

As highlighted by the Institute for Government (2023), these incidents have had a profound impact on public confidence in the police.

Currently there are several bodies that oversee the actions of the police in the United Kingdom. Such as the police and crime commissioner for the force, (Association of Police and Crime Commissioners, 2016), and the Independent Office for Police Conduct, (IOPC, 2023), unofficial groups such as Strategic Independent Advisory Group, (South Wales Police, 2024), as well as numerous non-government organisations such as NetPol (NetPol 2024) and Liberty (Liberty, 2014)

Perhaps the main benefit of these independent bodies is to ensure that unbiased investigations into police conduct and issues arising from policing are conducted. Independent bodies seek ensure that unbiased investigations into police misconduct are completed. The internal handling of misconduct accusations by police forces may be influenced by organizational biases, which has the potential to lead to concealments and cover-ups of incidents or inadequate scrutiny following a complaint. The external oversight provided by an independent body can seek to guarantee the impartiality that is required, by allowing for the thorough examinations of allegations without the risk of internal pressures or any conflicts of interest.

Independent bodies seek to restoring the public's trust. Several recent scandals have repeatedly eroded the public's trust in twenty first policing. A shocking 47% of women and 40% of men stated that they have a declining trust of the police, (YouGov, 2021). Independent bodies, aim to restore the public's confidence by conducting transparent and fair investigations. When it is seen by the public that misconduct allegations are taken extremely seriously and investigated with true impartially, it starts to rebuild the confidence in the police service.

Independent oversight from independent bodies helps to instil a sense of accountability within the police service. Officers are more likely to adhere to professional standards and ethical conduct when they know their actions are subject to rigorous external scrutiny. An independent body that works to oversee police accountability is the office of police and crime commissioner. "*The role of the Police and Crime Commissioner (PCC) is to be the voice of the people and hold the police to account. They are responsible for the totality of policing*" (Association of police and crime commissioners, 2016) This increased accountability acts as a powerful deterrent against any potential misconduct, which in turn promotes a strong a culture of responsibility and integrity within the police service.

Independent bodies ensure that police forces adhere to legal and ethical standards. This is an area of modern-day policing, that has been heavily scrutinized over the recent years, with groups such as NetPol and Independent Advisory Groups, seeking to ensure that police officers, staff and the force itself is held to the highest ethical and legal standards,

“Through active campaigning, sharing knowledge and building awareness, we aim to effectively challenge policing strategies which are unnecessarily damaging to any sector of our society” (NetPol, 2024), and Strategic Independent Advisory Group, (South Wales Police, 2024).

“The role of the IAG is to provide informal scrutiny and advice on our service with a particular focus on ensuring we understand and are able to respond to the needs of all our communities” (South Wales Police, 2024)

In addition, by overseeing the internal vetting processes, these bodies ensure that officers who are joining the police, are the highest standards before commencing their employment, following the tragic murder of Sarah Everard, by Wayne Couzens, a serving Metropolitan Police Serve officer, the then home secretary, Priti Patel, commissioned a review into the vetting process. (South Wales Police, 2024).

Having a true independent body with oversight of policing leads to systemic issues within policing culture being addressed. An independent oversight can identify the main systemic issues within policing culture. By fully analysing and understanding the patterns of misconduct allegations that frequently arise, from the local community, these bodies can then recommend policy changes, organizational reforms, or professional development for both the individual officers, and the organisation. Addressing these underlying problems is essential for to prevent further misconduct issues arising and improves both the overall professionalism of the police force, and the service provided to a local community.

These independent bodies that exist continuously seek to improve the service provided by the police force by provide a platform for victims of police misconduct to voice their concerns. Victims might be hesitant to report misconduct to the same police force they are accusing due to barriers of reporting such as fear of reprisals, fear that their report will be covered up, or that nothing will happen with their report, so they see no point. Independent bodies providing independent oversight seeks to ensures that these victims are heard, whilst seeking to empowering them, and developing a sense of justice for the victim, their family and the communities.

To summarise, the very existence and requirement for true independent bodies that seek to hold police officers and their forces accountable is crucial for addressing the flaws that have arisen within modern day policing. Including tackling key issues within the internal vetting system and misconduct procedures. These bodies ensure unbiased investigations, that lead to restoring public trust, by enforcing accountability whilst ensuring compliance with both the legal and ethical aspects of policing, addressing systemic issues, therefore fostering a positive relationship with the public. Without these truly independent bodies, playing a pivotal role in upholding the integrity of police services, the modern-day police service would continue to spiral.

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