

Learner name: Thomas Chick

Learner's University Registration Number:

2031347

Essay one:

Consider the effect of professionalisation on organisational culture within policing, and examine the impact on officers' wellbeing and resilience.

Your answer must be based on academic research, not personal experience.

Word limit: 1000 words.

This essay shows the effect of professionalisation on organisational culture within policing and the impact it has on officers well-being and resilience. There was a recent case within policing which was highlighted by the media where officers were not professional.

A very relevant point in this essay is police humour and how it affects the officers well-being and resilience. An article shows where officers went to a traumatic incident where two females were murdered, the officers then sent text messages to the works group chat. These messages were deemed inappropriate by members of the public, however officers are known to have a dark sense of humour/police humour. This allows officers to express their emotions through humour whilst dealing with an horrific incident. The incident this essay will be looking into is when Bibaa Henry and Nicole Smallman were murdered in 2020.

A company's environment is created by a group of beliefs, values, and interactions called organisational culture. The core values of a company or sector comprise the organisational culture. The achievements of the workforce and leaders within an organisation are also reflected in it, and this frequently determines the company's future path (Indeed, 2019).

One of the main values within policing is public service (College of Policing, 2023^a). Within policing, every individual officer has the responsibility to ensure that they behave correctly for all of society. Ensuring the safety and welfare of the public is a top priority. Officers need to ensure the best outcome is achieved and take full responsibility when conducting enquiries or investigations. To overcome barriers and provide the best outcome, officers show resilience and professionalism (College of Policing, 2023^b).

However, studies have shown that policing can be a very stressful occupation while dealing with certain incidences such as a sudden death. Officers sometimes develop different coping strategies when dealing with this type of incident. One of the coping strategies officers have developed is their sense of humour, this allows officers to take away the grimness of the incident they are dealing with and relieve any additional stress the incident is causing to the officer. This is called dark humour or gallows humour; this has several benefits on the officers health and well-being (Christopher, 2015).

Rowe and Regehr (2010) reviewed previous studies involving humour within emergency services. Their article states that when humour was used by officers, it was a way for the officers expressing their feelings even if they were deemed inappropriate.

This would have a positive effect on the body, this is called Cathartic effect (Lancaster and Phillips, 2021). Catharsis is venting out suppressed emotions (The Pleasant Mind, 2022). In order to release the pent-up emotions in the human body, unconscious mind, and subconscious mind. Catharsis touches a number of pressure points in the human body (Bansal, n.d.). This also relieves built up stress and anxiety allowing the officer to feel better about themselves in that situation at the time (The Pleasant Mind, 2022).

Emily Bashforth (2021) states the need to express the full spectrum of emotion surrounding dark humour when dealing with “overwhelming experiences” which involved more challenging emotions. Several examples of these emotions are grief, sadness and anxiety. If officers are constantly dealing with incidents which involve these emotions, then dark humour is an escape where officers try and welcome in other emotions, such as humour, to lift their mood and distract them from the grief.

A recent article shows several officers in the news regarding their behaviour when they attended very gruesome incident. The incident which took place was a murder with two females named Bibaa Henry and Nicole Smallman. Both officers took pictures of the parties and also sent text messages to their work group chat. One of

the text messages said the following, "*living the Wembley dream*". If members of the public see the messages, they will think that these officers do not have any compassion or professionalism whilst attending the incident. However, as this is very traumatic, the officers may try to lighten the mood by sending these text messages. Furthermore, these officers went over the line when they took pictures of the dead bodies and also photoshopped their face onto one of the bodies. Both officers subsequently lost their jobs due to misconduct as the group chat messages were brought to light and put in the newspapers. This created a negative perception of the police and made them out to be unprofessional (BBC News, 2021).

In conclusion, the author explored professionalisation on organisational culture within policing and examined the impact on officers well-being and resilience. There are some gaps in research which need to be identified, but there is little research which has been completed on the effect that dark humour has on the well-being of police officers. If further research was conducted with multiple police constabularies across the UK, this will provide a more beneficial representation of how organisational culture affects police well-being. It has also been identified that there is a severe lack of research available regarding the negative effects of police using dark humour and the public's opinion of this. Overall, if police and other emergency services use dark humour to express their emotions when dealing with traumatic incidents, this in turn will have a positive effect on their wellbeing. Nevertheless, a downfall to this, is that it would not be deemed as professional in the eyes of the public and if the police organisation put strict measures in place to remove the dark humour, this could have a negative impact on the officers well-being as they cannot express their emotions when dealing with a traumatic incident.

TOTAL WORD COUNT– 934

Essay two:

Response policing – evaluate the impact of public perception on response policing. Your answer must be based on academic research, but you may make reference to relevant case studies.

Word limit: 1000 words.

This essay will evaluate the impact of the public perception on response policing and how the majority of incidents portrayed in the media reflect officers in a negative way and does not focus on the positive impacts police have.

The essay will discuss an incident involving George Floyd and the aftermath. It will evaluate how it has affected the public perception of policing for all officers across the world.

The public's perception can impact on policing whether it is positive or negative. There are several different impact factors which can be looked into to show this. A few impact factors are personal experience where the public have dealings with the police previously, third party experience where someone they know tells them how they were treated by the police or social media where they see online an incident involving the police.

If a member of public has a positive experience with an officer, where the outcome is positive, they are highly likely to praise the police, whereas if the outcome is a negative one, then they are likely to disapprove the police.

If the experience with an officer is positive this will help in the future in several ways such as crime detection rates and members of public who are supportive of the police and will more likely engage providing more information or intelligence about an incident that has occurred (BBC News, 2020^c). Jack Bannister, a nightclub owner, said "*I have to give credit to the police as people say they don't turn up, but they turned up pretty quickly to the incident*" (Rees, 2023). This outcome ended positively, and it is likely that if there are any further issues in the future, this person is likely to call the police for help.

If the experience with an officer is negative, this may affect the police in the future where the crime detection rate will decrease, and the community are less supportive of police and will not engage with the police when needed. This can also affect future officers going to a victim where the victim will look at police all the same and will not have a positive view of police being there. A survey shows that only 43% of victims would report a crime to police based off their previous interactions and experience with the police (Victims Commissioner, 2021)

Another factor which can affect the public perception of the police is social media and the news. If the public see an officer using excesses force, they believe all officers are the same and will all use excesses force. For example, George Floyd, who was a black male, who subsequently died whilst being arrested as the officers were using excessive force. This created a lot of tension for police officers around the world where the general public perception of the police was very poor and that police were racists and using too much force (The New York Times, 2022) (Reny and Newman, 2021).

The incident involving George Floyd occurred in America, however this created an increased publicity of the movement, "Black Lives Matter". This "Sparked" international response where some countries protested over this incident saying that black people have had enough of being targeted and subject to police brutally (Dreyer et al. 2020). A protest which turned into a riot occurred in Bristol, UK where large crowd was initially protesting over the incident, but emotions were very volatile and it resulted in a statue of Edward Colston being pulled down and dragged into the river, Colston was responsible for being linked to the slave trade (BBC News, 2020^a).

The Black Lives Matter movement focused heavily on police and impacted the public perception of the police to be racist and favouring a white person. Studies show that only 28% of black adults agreed that police officers are doing a good job. This shows a high proportion of black people who do not think the police are doing a good job (BBC News, 2020^b).

The media and social media played a major part in this movement and police were criticised across the world. The George Floyd incident took place in America; however, the public viewed all police officers as the same. This meant the public were less likely to report a crime and have very low confidence in the police.

The UK government have tried to reach out and remove the stigma that all British police officers are racists by holding council meetings and reach outs to try to recruit minority ethnicities into the force, however this is a separate focus point in itself (Joseph-Salisbury, Connelly and Wangari-Jones, 2021). Sadiq Khan stated to reflect London's population, they are aiming to recruit over double the amount of officers who come from ethnic minority backgrounds from 19% to 40% (Iman, 2021).

It appears that the media will always highlight the negative with police and never the positive, thus creating a major challenge in itself where public will see the news and believe that police are out to get people which is not the case. However, because the news does not highlight the positive work that the police do on a daily basis, that is all forgotten (Graziano, 2019). Surveys show that 81% of officers stated that the general media treat the police unfairly, whereas only 18% disagree (Gramlich and Parker, 2017)

In the media, it shows officers becoming physical with a person and from the public's point of view, it sometimes the force used looks excessive. However, these videos only appear to show police being physical and not the build-up beforehand. Officers simply do not get physical without a reason to do so. This causes the public to view officers as bullies as they are grabbing or restraining a person.

In conclusion, the public perception of the police has a massive impact. A factor on the public's perception of the police comes from social media where the media will highlight one incident in which the police had some involvement whereby it has gone wrong. The public will have the perception that all officers

are the same and their confidence in the police will decrease leaving them having a negative perception of the police. Due to all the negative perceptions highlighted in the media, the public forget about all positive impacts the police have on a daily basis.

TOTAL WORD COUNT - 1053

Essay three:

Critically assess the effectiveness of processes used to evaluate and analyse information and intelligence in order to mitigate against the impact of personal bias.

Word limit: 1000 words.

This essay shows the effectiveness of processes which are used to evaluate and analyse information and intelligence in order to mitigate against the impact of personal bias. The 3x5x2 intelligence model, which police use, is the best at removing personal bias.

A very important point in this essay is that all people, including officers, have their own conscious and unconscious bias. These are developed throughout their life, and this could potentially affect their decision making. To eliminate this issue, intelligence models were created to prevent this and allow intelligence to be released in the correct manner.

The principles of management of police information allows the police to balance between necessity and proportionality. These two factors are essential to police information handling. They also highlight attention to the problems that must be solved in order to manage and mitigate risk (College of Policing, n.d.).

The intelligence report is a tool for submitting, assessing, and managing intelligence dissemination. It safeguards the source and adds to the intelligence's audit trail. Standardisation of reporting promotes a common confidence across different police forces. The 3x5x2 process is explained in detail in the intelligence report evaluation reference, along with advice on how to apply it to intelligence that is rated using this system. This reference material will assist forces where 5x5x5 graded historical intelligence is mentioned in intelligence (College of Policing, 2022).

Intelligence, put simply, is information that has undergone an assessment process based on how it was provided, who or what was the source of the information, how reliable that information is likely to be, and who it can be shared with. The 3x5x2

intelligence model is a process used by the Police. It assesses the information in three main areas: source, provenance and sharing. The source reveals who provided the information and how trustworthy they are thought to be. This could be a source that has previously been believed to be trustworthy until it was proven to be unreliable, a new source that has yet to be proven to be trustworthy, or even an unreliable source. Depending on how the information is known to the source, the provenance assigns a score to how trustworthy the information is likely to be. For instance, it might be first-hand knowledge, or it might have come from a different source or it might not be trusted. This rating lets intelligence services know how probable it is that the intelligence is accurate. The final step involves evaluating the information to make sure that sharing it won't place the source of the information at serious risk of harm. It will be clear who gave the information to the authorities, for example, if the source was the only person who could have known something, and this was done. This is evaluated and divided into two categories: allowed lawful sharing and permitted lawful sharing with restrictions. Every piece of intelligence which is given to the authorities for evaluation. The information is given a score that tells the police how much value they can place on it and how to use it (North Yorkshire Safeguarding Children Partnership, n.d.).

There are several different ways in which police officers can obtain intelligence. This includes open source. This is where the information is available online, such as social media, members of the public who disclose to police officers information, and another ways in which officers can obtain intelligence by other partner agencies such as social services, council or first-hand where they see it themselves (National Crime Agency, n.d.).

With majority of conscious bias, the person will be aware of their bias and this will affect their decision making. A person who is aware of their bias is more likely to speak freely about their opinion and their beliefs and can sometimes have malice behind their decision making. Unconscious bias will differ massively to conscious bias. Unconscious bias are the persons attitudes and beliefs that they have developed as they have grown up and they are unaware that they exist in their mind. Unconscious bias may be opposite ideas to what the person believes. It is unlikely that the person is even aware of their unconscious bias which could be affecting their

decision making. Unconscious bias is very hard to recognise without the persons knowledge of those biases existing, it could have a massive impact on that persons actions and behaviours more so than conscious bias. Due to the fact that it is unlikely that the person is aware of their unconscious bias and its consequences, they typically do not have any malice behind them compared to conscious bias (Murphy, 2022).

In conclusion, the current process in which police use to evaluate and analyse information and intelligence, 3x5x2 model reduces any personal bias that an officer may have throughout this intelligence model. This is because when submitting information, it is categorised from the source, either to be reliable, not reliable or untested. This is beneficial for police as this will give appropriate grading for when it becomes released intelligence. To improve the information further, it is graded based on how the source has come about, whether they have seen it themselves or heard it third party or whether it is unknown how they have come about this information. This allows the police to break down the information to ensure whether it should be released with or without conditions to protect the identity of the source. For example, if the source is giving information that only they both themselves and the offender knew about, certain conditions would have to be put in place to protect the identity of the source. However, when information is being submitted, it is a very time-consuming process to ensure that the information that has been submitted can be trusted and if it is reliable or not. There will also be a risk that the information given to the police could be fake and that the source who has provided this information is doing it in a malicious way to attack the offender. When using the 3x5x2 intelligence model, this removes any bias or malicious intention very effectively. On the contrary, is very time consuming where issues could arise if some information presents itself as urgent. This may take a while to be released as information.

TOTAL WORD COUNT - 1042

Essay five:

Critically assess the effectiveness of options available to reduce re-offending, and consider how these are informed by evidence-based policing. You may choose a specific type of offence for this answer e.g. domestic violence, anti-social behaviour, knife crime. Your answer must be based on academic research, not personal experience.

Word limit: 1000 words.

This essay will be assessing the effectiveness of several different options available to reduce reoffending rates whilst considering evidence-based policing against knife crime. You will see statistics of knife crime increasing amongst youths and the dangers this imposes and whether there is any deterrent.

Over recent years, knife crime has been more in the media and seemingly on the increase. Knife crime is any crime committed where there has been involvement of a knife. With any crime that a knife is involved, there are several risks which could be lethal. Carrying a knife in public is illegal and therefore if police find a knife on your person, you could be convicted for being found with a knife in your possession and could get five years in jail. Carrying a knife increases the likelihood of someone being injured and the most serious risk is that it could result in someone's death, whereby they have been murdered (Sussex Police, n.d.).

Young people are carrying knives, not because they have links to gang violence, but because they are scared that the other person has a knife. This gives them security they can pull their knife out and protect themselves. An article in 2016 stated that knife crime had risen by 9% across the UK and 16% in London within the last 2 years. In the past, knife crime was linked to gang incidents, whereas nearly 75% of people who have been caught with a knife in their possession have no relation or involvement with a gang. Going off this information, it appears that young people are carrying knives as a safety tool just in case they are caught up in an altercation. Therefore, these numbers could be a lot higher with people who have not been caught carrying a knife (Ashmall, 2016).

A more recent study shows that knife crime has increased by 11% in the previous year, September 2022. Over 50,000 incidents which the police recorded, involved a knife or sharp instrument in the same period. This is a 50% increase compared to March 2012. This clearly shows that knife crime is more prevalent now than it has ever been. Due to the increase of involvement of knife crime, this has affected the number of people who have been murdered, 282 people were murdered since March 2022 where a knife or sharp instrument was used. The murder rate has not been this high since 1946. Out of the 282 people who were murdered, 51 of these people were a teenager, which 18%. These numbers are very concerning, and it appears that since the knife crime is increasing, so is the murder rate (The Ben Kinsella Trust, n.d.).

There are several different methods on how the police are trying to reduce the reoffending rate for knife crime. These are; knife amnesties, early intervention and prevention programmes, and stop and search.

The main reason for knife amnesty is to encourage individuals to surrender knives or bladed articles. Knife amnesties typically involve placing a knife bin or collection box in hotspot areas where knife crime is prevalent. This allows the individuals to place the knives to be surrendered. Some knife amnesties offer a 'buy back scheme', this is when individuals surrender knives, and they will be compensated. They will then be offered or given money when they hand in their knives. When individuals hand in knives into the amnesty box, they are not asked why or what has been causing them to carry knives as this simply remains anonymous. Knife amnesty can remove a lot of knives from the streets; however it does not stop the individual from going out and carrying another knife. There is very limited information available to why individuals hand in knives or whether they intend to carry a knife again (Gaffney, Jolliffe and White, 2022).

Early intervention and prevention programmes studies show males were more likely to be at risk of engaging in knife crime whereas females are more at risk in a domestic setting. There are different risk factors which were highlighted between gang and no gang incidents. Primary prevention strategies such as knife amnesties and stop search did not impact the knife crime. However, increased tailored support

for each individual for housing, and employment did have an impact on the reduction of carrying a knife. Further research is needed in this area over a longer period of time to see if the individuals would go back into knife crime (Browne et al. 2022).

Stop and searching people is something the police can enforce but this can infringe on human rights. Studies show in London that when the Metropolitan (MET) police increased their stop search, knife crime decreased. The Commissioner for the MET Police, Cressida Dick, has proclaimed that between 2017/2018 and 2018/2019 stop searches were increased by 30%, and this had a knock-on effect on knife crime, this reduced knife related homicides by 25% and also a 15% reduction in knife related injuries (Murray et al. 2021).

In conclusion, further research needs to be carried out to see whether knife amnesties are truly preventing individuals from reoffending. When they hand in a knife, no details are taken so it is not known if the person has had previous incidents involving a knife on the police system. If the individuals gave details, then research could be conducted to establish the reoffending rate. Nevertheless, knife amnesty allows individuals to remove banned knives from the street without repercussions. There is also limited information available from prevention programmes on their tailored support through housing and employment. It suggests that it had an impact on individuals carrying knives, however further studies need to be conducted to check if these individuals ever go back to carrying knives and if they do, what was the reason for making them go back? There has been research to show that increasing stop search will have a positive effect on the reduction of individuals carrying knives. This could mean a number of things, that the individuals are more aware of the risks of carrying knives or that they understand the repercussions of what will happen if they are found with a knife on their person in public. Moreover, when stop and searching younger people or the people of interest who are known in that area to carry knives, this could have a negative effect on their attitude towards police and could potentially increase hostility towards police. However, out of all the options discussed in this essay, stop search appears to be the best strategy available in reducing the number of people carrying a knife.

TOTAL WORD COUNT – 1096

Bibliography

Ashmall, L. (2016) *Knife crime: Why are more youths carrying knives?*. Available at: <https://www.bbc.co.uk/news/uk-38237496> (Accessed: 25th February 2023).

Bansal, S. (n.d.) *Catharsis, a Path to Self-Realisation*. Available at: <https://fractalenlightenment.com/35364/life/catharsis-a-path-to-self-realisation#:~:text=Catharsis%20presses%20a%20series%20of%20trigger%20points%20that,still%20have%20traces%20of%20anger%20in%20our%20mind> (Accessed: 5th March 2023).

Bashforth, E. (2021) *Why do we use dark humour as coping mechanism*. Available at: <https://patient.info/news-and-features/why-do-we-use-dark-humour-as-a-coping-mechanism> (Accessed: 5th March 2023).

BBC News (2020^a) *Black Lives Matter: Bristol's Colston protest police 'didn't lack courage'*. Available at: <https://www.bbc.com/news/uk-england-bristol-52993995> (Accessed: 19th February 2023).

BBC News (2020^b) *George Floyd: Pew survey on US attitudes to police reveals changes*. Available at: <https://www.bbc.co.uk/news/world-us-canada-53343551> (Accessed: 19th February 2023).

BBC News (2020^c) *Crimes unreported as public lose faith in police*. Available at: <https://www.bbc.co.uk/news/uk-51408921> (Accessed: 6th March 2023).

BBC News (2021) 'Bibaa Henry and Nicole Smallman: Met PCs jailed from crime scene images', *BBC News*, 6th December. Available at: <https://www.bbc.co.uk/news/uk-england-london-59474472> (Accessed: 5th March 2023).

Browne, K.D. et al. (2022) 'Knife crime offender characteristics and interventions – A systematic review', *Aggression and Violent Behaviour*, 67, pp. 1-14. Available at:

<https://www.sciencedirect.com/science/article/pii/S1359178922000556> (Accessed: 6th March 2023).

Christopher, S. (2015) 'An introduction to black humour as a coping mechanism for student paramedics', *Journal of Paramedic Practice*, 7 (12), pp. 610-615. Available at: <https://eprints.lincoln.ac.uk/id/eprint/28900/> (Accessed: 5th March 2023).

College of Policing (2022) *Intelligence report*. Available at: <https://www.college.police.uk/app/intelligence-management/intelligence-report> (Accessed: 6th March 2023).

College of Policing (2023^a) *Competency and Values*. Available at: <https://profdev.college.police.uk/competency-values/> (Accessed: 5th March 2023).

College of Policing (2023^b) *Public Service*. Available at: <https://profdev.college.police.uk/competency-values/public-service/> (Accessed: 5th March 2023).

College of Policing (n.d.) *Management of police information*. Available at: <https://www.college.police.uk/app/information-management/management-police-information> (Accessed: 6th March 2023).

Dreyer, B.P. et al.(2020) 'The death of George Floyd: Bending the arc of history toward justice for generations of children', *Pediatrics*, 146 (3), pp. 1-14. Available at: https://www.researchgate.net/profile/Diana-Montoya-Williams/publication/342489831_The_Death_of_George_Floyd_Bending_the_Arc_of_History_Toward_Justice_for_Generations_of_Children/links/5eff4463299bf18816fcfef2/The-Death-of-George-Floyd-Bending-the-Arc-of-History-Toward-Justice-for-Generations-of-Children.pdf (Accessed: 6th March 2023).

Gaffney, H., Jolliffe, D. and White, H. (2022) Knife surrender initiatives. Available at: <https://youthendowmentfund.org.uk/wp-content/uploads/2022/08/Knife-surrender-initiatives-final-15.08.22.pdf> (Accessed: 6th March 2023).

Gramlich, J. and Parker, K. (2017) *Most officers say the media treat police unfairly*. Available at: <https://www.pewresearch.org/fact-tank/2017/01/25/most-officers-say-the-media-treat-police-unfairly/#:~:text=About%20eight-in-ten%20officers%20%2881%25%29%20who%20work%20in%20departments,a%20gree%20that%20the%20media%20are%20unfair%20to%20police> (Accessed: 19th February 2023).

Graziano, L.M. (2019) 'News media and perceptions of police: A state-of-the-art-review', *Policing: An International Journal*, 42 (2), pp. 209-225. Available at: [https://www.emerald.com/insight/content/doi/10.1108/PIJPSM-11-2017-0134/full/html?utm_campaign=Emerald Health PPV Dec22 RoN](https://www.emerald.com/insight/content/doi/10.1108/PIJPSM-11-2017-0134/full/html?utm_campaign=Emerald+Health+PPV+Dec22+RoN) (Accessed: 6th March 2023).

Iman, I.F. (2021) *What impact is Black Lives Matter having on police relations with Britons?*. Available at: <https://www.gbnews.uk/gb-views/what-impact-is-black-lives-matter-having-on-police-relations-with-britons/111782> (Accessed: 19th February 2023).

Indeed (2019) *Organizational Culture: Definition and why it's important*. Available at: <https://www.indeed.com/career-advice/career-development/organizational-culture> (Accessed: 5th March 2023).

Joseph-Salisbury, R., Connelly, L. and Wangari-Jones, P. (2021) 'The UK is not innocent: Black Lives Matter, Policing and Abolition in the UK', *Equality, Diversity and Inclusion: An International Journal*, 40 (1), pp. 21-28. Available at: <https://eprints.whiterose.ac.uk/181384/3/Joseph-Salisbury%2C%20Connelly%20and%20Wangari-Jones.pdf> (Accessed: 6th March 2023).

Lancaster, C. and Phillips, P. (2021) 'How does the use of humour in the UK ambulance service affect a clinician's well-being?', *British Paramedic Journal*, 6 (2) pp. 26-33. Available at: <https://eprints.bournemouth.ac.uk/36065/3/Humour%20and%20Wellbeing%20Lit%20Review.pdf> (Accessed: 5th March 2023).

Murphy, N. (2022) *Types of Bias*. Available at: <https://cpdonline.co.uk/knowledge-base/safeguarding/types-of-bias/> (Accessed: 6th March 2023).

Murray, K. (2021) 'Procedural justice, compliance with the law and police stop-and-search: a study of young people in England and Scotland', *Policing and Society*, 31 (3), pp. 263-282. Available at: <https://www.tandfonline-com.ezproxy.uwtsd.ac.uk/doi/epdf/10.1080/10439463.2020.1711756?needAccess=true&role=button> (Accessed: 6th March 2023).

National Crime Agency (n.d.) *Intelligence: enhancing the picture of serious organised crime affecting the UK*. Available at: <https://nationalcrimeagency.gov.uk/what-we-do/how-we-work/intelligence-enhancing-the-picture-of-serious-organised-crime-affecting-the-uk> (Accessed: 6th March 2023).

North Yorkshire Safeguarding Children Partnership (n.d.) *Intelligence sharing guide for the partnership information sharing form*. Available at: <https://www.safeguardingchildren.co.uk/professionals/one-minute-guides/intelligence-sharing/> (Accessed: 6th March 2023).

Rees, K. (2023) 'Nightclub boss praises staff for protecting police in Newport incident', *South Wales Argus*, 13th February. Available at: <https://www.southwalesargus.co.uk/news/23318935.nightclub-boss-praises-staff-protecting-police-newport-incident/> (Accessed: 19th February 2023).

Reny, T.T. and Newman, B.J. (2021) 'The Opinion-Mobilizing effect of social protest against Police violence: Evidence from the 2020 George Floyd protests', *American Political Science Review*, 115 (4), pp. 1499-1507. Available at: <https://www.cambridge.org/core/journals/american-political-science-review/article/abs/opinionmobilizing-effect-of-social-protest-against-police-violence-evidence-from-the-2020-george-floyd-protests/C62FCC5556A43F0AE3CDA5EB6AFD3673> (Accessed: 6th March 2023).

Rowe, A. and Regehr, C. (2010) 'Whatever gets you through today: An examination of cynical humour among emergency service professionals', *Journal of Loss and Trauma*, 15 (5), pp. 448-464. Available at: <https://www.tandfonline.com/doi/full/10.1080/15325024.2010.507661> (Accessed: 5th March 2023).

Sussex Police (n.d.) *The consequences of knife crime*. Available at: <https://www.sussex.police.uk/cp/crime-prevention/skc/stop-knife-crime/the-consequences-of-crime/#:~:text=Understand%20the%20consequences%3A%20Carrying%20a%20knife%20is,believe%20a%20weapon%20is%20being%20carried.%20More%20items> (Accessed: 25th February 2023).

The Ben Kinsella Trust (n.d.) *Knife Crime Statistics*. Available at: <https://benkinsella.org.uk/knife-crime-statistics/> (Accessed: 6th March 2023).

The New York Times (2022) 'How George Floyd dies, and what happened next', *The New York Times*, 29th July. Available at: <https://www.nytimes.com/article/george-floyd.html> (Accessed: 19th February 2023).

The Pleasant Mind (2022) *What is Catharsis and how does it help in emotional release*. Available at: <https://thepleasantmind.com/catharsis/#:~:text=The%20main%20characteristics%20of%20a%20cathartic%20moment%20are,word%20%E2%80%98Katharsis%E2%80%99%20meaning%20purification%20or%20cleansing%20More%20items> (Accessed: 5th March 2023).

Victims Commissioner (2021) *New survey reveals low victim confidence, as Victims' Commissioner warns victims remain an "afterthought"*. Available at: <https://victimscommissioner.org.uk/news/2021-victim-survey/> (Accessed: 19th February 2023).

