

Academic Assignment

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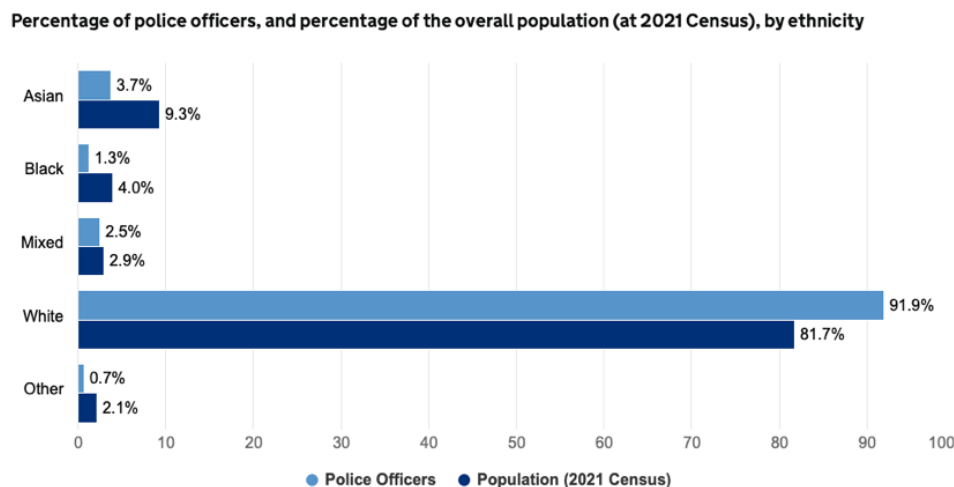
Essay one: How effectively has the police service adapted to accommodate diversity within the UK? Consider the police force itself and/or the way police engage with diverse communities.

This essay will analyse the effectiveness of the police service in responding to reflect diversity in the UK. It will discuss the police service in general and specifically South Wales Police (SWP). As Stout explains, diversity is visible and non-visible differences between people and valuing diversity allows organisations to achieve goals and difference to be celebrated (Stout, 2010, p.14). The Equality Act 2010 lists nine protected characteristics; age, disability, gender, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex, and sexual orientation. This essay will consider diversity in the police force itself focusing on ethnicity and gender drawing on governmental reports and statistics. It will firstly outline the importance of having a diverse workforce. Having a diverse police workforce from different communities is essential and reflects the Peelian principle of “the police are the public and the public are the police” (Home Office, 2012).

Diversity is at the forefront of policing (NPCC, 2018). Parekh (2000, cited in Stout, 2010, p.14) identifies three different types of diversity; subcultural, perspectival and communal and makes a distinction between a multicultural society and a multiculturalist society. A multicultural society is composed of members of diverse cultures; a multiculturalist society celebrates different cultures. When discussing the effectiveness of the police service in responding to reflect diversity in the UK, it is important to draw on the *2018-2025 National Police Chief's Council (NPCC) Diversity, Equality and Inclusion Strategy*. Its vision is that by 2025 policing will have a more representative workforce with the necessary attributes and experiences to overcome challenges (NPCC, 2018). With its clear objective of a more

diverse workforce, as we approach 2025, it is pertinent to reflect on whether the police service has achieved its goal. In the foreword, Chief Constable Gareth Wilson states that in recent years policing has transformed in response to increased demand, increasing public expectations, and increasingly diverse communities (NPCC, 2018). He recognises the amount of work that has been carried out into diversifying the police force but acknowledges that there is more to be done (NPCC, 2018). It is important that as communities become increasingly diverse so must the police service so that the police can better understand their needs and concerns.

On how effectively the police service has adapted to support diversity in the UK, it is important to discuss ethnicity. To understand the situation, it is key to compare the percentage of police officers who identify as belonging to a certain ethnic group to the percentage of the population who identify with that group. This is shown in the bar chart below which uses data from 2022.

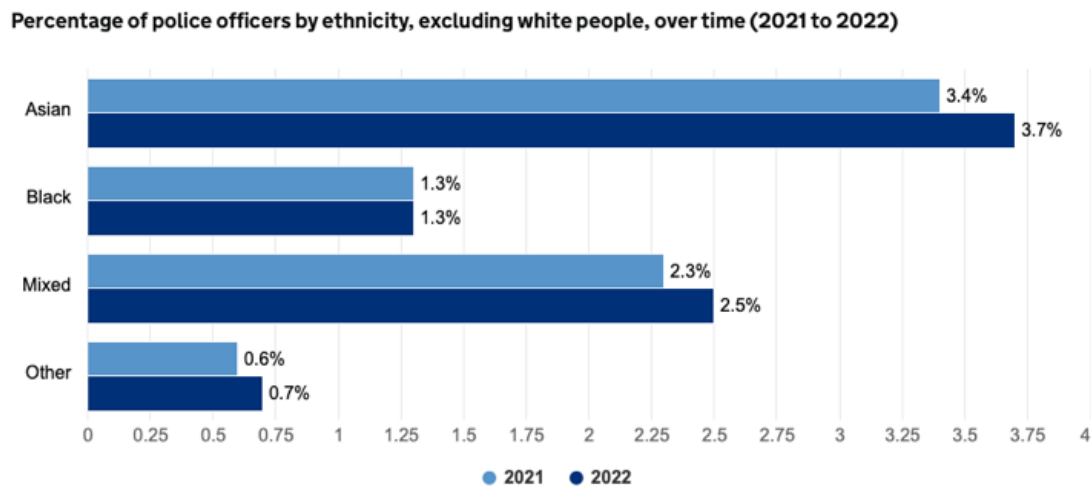


(Gov.uk, 2003)

This bar graph illustrates that the percentage of police officers who identify as Asian, Black, Mixed or Other (ethnic groups) is lower than the percentage of these ethnic groups in the population. This suggests that in 2022 the police service did not mirror diversity in the UK since these ethnicities are under-represented. The graph also illustrates that the percentage of White officers is disproportionate to the percentage of the population who identify as

White. The percentage of White officers (91.9%) is more than ten percent higher than the percentage of the White population (81.7%). However, it is important to consider these figures in context.

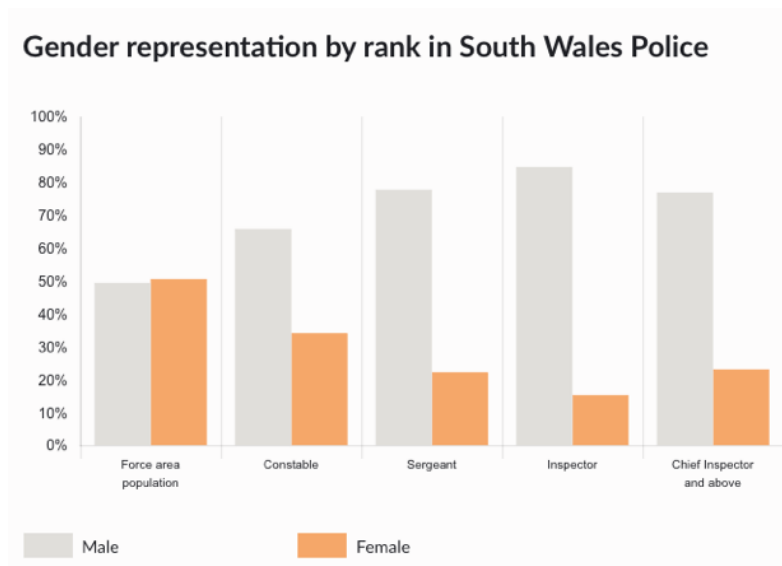
The below bar chart shows the percentage of police officers by ethnic group from 2021-22.



(Gov.uk, 2003)

It illustrates that the percentage of Asian, Mixed and Other (ethnic groups) police officers increased between 2021-22. The percentage of Asian officers rose by 0.3%, Mixed officers by 0.2% and Other officers by 0.1%. However, the percentage of Black officers remained unchanged. On the one hand, these increases show that some progress is being made by the police service to reflect diversity. However, on the other hand, these increases are very small. The fact that the number of Black officers did not increase suggests that the police service is not effective in reflecting diversity in the UK.

When considering the effectiveness of the police service in adapting to represent diversity in terms of gender, it is important to review the percentage of male and female constables. The below graph illustrates gender representation by rank in SWP using data from the 2021 census.



(police.uk, 2024)

It is important to note that this graph does not represent officers who identify as transgender. Transgender officers are of equal importance when reflecting on diversity, equality, and inclusion in policing and in society. The graph shows that the force area population of men is 49.4% which is almost equal to that of women at 50.6%. However, there are 65.9% male officers and only 34% female officers. This suggests that the police service has not been as successful in recruiting or maintaining female officers and therefore does not mirror diversity. The graph also highlights that there are significantly less women in higher ranked positions compared to their male counterparts. This implies that the force does not place as much value on the skills and experience of female officers.

A recent House of Commons report advises that, “A police service that fails to attract, retain and progress diverse officers will be unable to demonstrate that it can meet the needs of diverse communities” (House of Commons, 2023). It makes the recommendation that more important than statistics on a representative workforce is the need for officers, staff and communities “to see evidence of processes, actions and outcomes that are fair, inclusive and enhanced by meaningful two-way communication” (House of Commons, 2023). This suggests that it is the experience of police and communities of diversity and inclusion which is more relevant.

In conclusion, diversity is at the forefront on the policing and its 2025 vision is to be more representative of the increasingly diverse communities that it serves. On the one hand, there is evidence that the police service is making progress towards effectively adapting to accommodate diversity in the UK. The percentage of officers belonging to Asian, Mixed and Other ethnic groups is increasing albeit these increases are very small. However, the percentage of Black officers has remained the same which suggests that the police service has not been effective in representing this ethnic group. On gender, the number of male police officers is disproportionate to the number of female constables and the percentage of female officers in higher ranking positions is significantly lower than their male counterparts. Overall, whilst the police service is making steps towards adapting to accommodate diversity, it has not yet reached its potential and there is still much work to be done.

Word count - 1,092

**Essay two: Response policing - Why is it important to manage mental wellbeing in policing?
What can be the consequences if mental wellbeing is not managed appropriately?**

Anxiety, depression, burnout, compassion fatigue, primary and secondary trauma, and stress are some of the psychological risks faced by response officers (CoP, 2018). This essay will discuss the importance of taking care of police officer's mental health specifically that of response officers. It will explore the psychological risks that they face with specific reference to trauma. It will then discuss the impact on police officers and on the force if officers' mental wellbeing is overlooked. The consequences are negative and range from officers experiencing physical and psychological issues to officers being signed off sick to leaving the job.

Policing has been ranked as one of the most stressful occupations and is in the top three occupations in the Occupational Disease Intelligence Network (ODIN) system for surveillance of Occupation Stress and Mental Illness (SOSMI) (Purba, 2019). The reason for this is because officers experience stressful situations on a daily basis. Purba and Demou recognise that responding to people in distressing situations, assessing risks to officer safety, and the

uncertainty of policing as significant sources of stressors especially when combined with the constant scrutiny of police officers' actions (Purba, 2019). In addition to this, response officers are more at risk because they not in control of what calls they attend, are often single-crewed responding to back-to-back calls and working shifts and as a result may "experience anxiety, depression and burnout caused by a depletion of personal physical and emotional resources and ability to cope" (CoP, 2018). This highlights the importance of placing officers' mental wellbeing at the forefront of operational policing. If officers' wellbeing is not looked after, not only will this impact the individual but also the quality of the service provided to the public. Officers' mental health can also be damaged by poor working conditions (University of Cambridge, 2022) as well as by the impact of repeat assaults on officers on duty (Davidson, 2023).

There have been a number of studies on the psychological risks faced by police officers and these are recorded as anxiety, depression, burnout, compassion fatigue, primary and secondary trauma, and stress (CoP, 2018). Burnout can be defined as "emotional exhaustion", "depersonalization", and "loss of self-esteem" (CoP, 2018). One of the most serious psychological risks to officers is trauma, in particular primary trauma which is caused by direct exposure to situations which are traumatic (CoP, 2018). Mind defines trauma as, "when we experience very stressful, frightening or distressing events that are difficult to cope with or out of our control" and identifies two types of trauma; Emotional and Psychological (Mind, 2024). It is therefore important that officers receive training on trauma so that they are able to recognise the signs in themselves and also the signs in colleagues. Following officers' attendance at a traumatic event, they are offered a Trauma Risk Management (TRiM) assessment (Kent Police, 2023). This is important as burnout and trauma can lead to post-traumatic stress disorder (PTSD) and suicidal thoughts.

There are a number of negative consequences should officers mental wellbeing be overlooked which can impact on an officer's health, home and work life. In a 2024 article, Santre states that, "Poor mental health has been associated with job loss, marital problems, and difficulty sleeping" (Santre, 2024). This demonstrates that a failure to support the wellbeing of officers can have far reaching consequences. These consequences include. physical symptoms such as high blood pressure as well as psychological symptoms including a noticeable change in personality (Santre, 2024). This highlights the importance of providing officers with the adequate tools and access to appropriate services to support their mental wellbeing such as Oskar Kilo (OK) which is

the national police wellbeing service (Oscar Kilo, 2024). Santre states that a failure to look after officers' mental and physical wellbeing can damage the police force by impacting officers' performance, increasing time taken off work, and officers becoming more aggressive (Santre, 2024). This leads onto perhaps the most detrimental consequence on the police force of officers being signed off sick.

One of the consequences of failing to manage response officers' mental wellbeing appropriately is a high number of officers being signed off sick. In policing, these officers have the highest sickness absence record (Home Office, 2017). According to a 2017 Home Office report, there were 2,358 officers on long term sick, 4,426 on recuperative duties, and 4,111 on adjusted or restricted duties (Home Office, 2017). In the past, officers would mainly be off sick due to physical injuries whereas today officers are mainly off sick due to mental health conditions (CoP, 2018). This high level of absence due to sickness has an impact on the operational effectiveness of the organisation and as the team becomes low on resources, individuals take on more work which in turn impacts morale and their mental wellbeing.

In conclusion, it is evident that the physical and mental wellbeing of response officers is of paramount importance. This is because policing has been found to be one of the most stressful occupations for a number of reasons. The unpredictable and demanding nature of the work coupled with dealing with challenging and distressing situations on a daily basis increases the risk to officers' wellbeing. Studies have identified anxiety, depression, primary and secondary trauma, and stress to be some of the psychological risks faced by response officers. The consequences of failing to support officers' mental health are far reaching and can impact their health, work and home life. It also impacts the force as if an officer's performance is reduced it will effect the quality of service provided and a large number of officers off sick will impact the operational capability of the force to respond to emergency calls. It is therefore important to provide officers with adequate training and awareness of the importance of looking after their own wellbeing as well as the force providing immediate support when required and access to appropriate services.

Word count - 977

Essay three: How might personal attitudes, values and bias impact upon the effective investigation of volume crime?

This essay will discuss how personal attitudes, values and bias impact on the investigation of volume crime. The term “volume crime” is widely used in policing and is defined as “any crime which, through its sheer volume, has a significant impact on the community and the ability of the local police to tackle it” (NPIA, 2009). This type of crime includes “priority crimes such as street robbery, burglary and vehicle-related criminality, but can also apply to criminal damage or assaults” (NPIA, 2009). However, the classification of a crime as a volume crime is flexible based on how common it is (Wüllenweber, 2021, p.543). In addition to attitudes and values, this essay will discuss other factors that influence the investigation of volume crime, such as the training, knowledge, experience and support of officers and the effectiveness of forensic evidence in these investigations.

At the centre of the National Decision-Making Model is the Code of Ethics (CoP, 2024). The Code of Ethics has recently been updated and focuses on the principles of Courage, Respect and Empathy, and Public Service. It is important that investigators are impartial and ethical and that all decisions are recorded clearly and objectively with an appropriate rationale (CoP, 2023). This is in order to identify and mitigate the adverse effects of cognitive bias since there is evidence that unconscious or conscious biases can influence investigations (CoP, 2023). For example, if an officer believes that the suspect is guilty, this can affect their interpretation of further evidence. Similarly, if an officer disbelieves a victim, this can affect how they treat the victim and investigate the crime. It can also impact how resources are allocated to the case, the likelihood of arrest and the pursuing all lines of enquiry (CoP, 2023). Confirmation bias can also impact on investigations (CoP, 2022). It is therefore important that an officer acts with professionalism and impartiality, recognises bias and follows all lines of enquiry as per the Criminal Procedures and Investigations Act (CPIA) (1996) to conduct investigations expeditiously (Ministry of Justice, 2015).

In addition to an officer’s attitude and values, there are many factors which influence the effectiveness of the investigation of volume crimes. A research paper based on the investigation of such cases identifies a number of constraints on police performance. It lists factors such as police resources, the training and experience of officers, working with partnership organisations

as well as police culture, policing priorities, the communities served and how the police engage with them (Robinson, 2009, p.210). An officer's attitudes and values are undoubtedly influenced by police culture and the perception of volume crime as less serious and less important. Of equal importance to this, is the quality of the training they receive and their level of experience. An officer must feel confident in being able to conduct volume crime investigations. Factors that negatively influence how a case is investigated include a high workload, insufficient resources, and stress which can impact decision-making (CoP, 2022). Whereas, factors which positively impact investigations include good supervision, a higher level of investigation experience, training and skills (CoP, 2022).

Newer officers require more guidance with investigations and support so that they are not overwhelmed by the cases they are allocated. A research paper identifies two wide approaches to investigations; "Procedural" and "Discretionary" (Robinson, 2009, p.218). The success of a "discretionary approach" relies on "the availability of competent, experienced, and well-motivated officers who are well supervised by more senior officers", whereas the success of a "procedural approach" relies on tried and tested procedures and similar supervision (Robinson, 2009, p.219). It is therefore clear that there are several issues which impact on police effectiveness in investigating volume crimes in addition to personal attitudes and values.

Although personal attitudes and the awareness of biases are important, so is officers' knowledge of resources available to them. Forensics are routinely considered in serious and complex crime but its usefulness is sometimes overlooked in the investigations of more common crimes. A 2021 journal article assesses the effectiveness of forensic evidence in volume crime scene investigations. It observes that although forensic science is widely used in the investigation of crimes, its use in the investigation of volume crimes is quite new compared to more complex cases (Wüllenweber, 2021, p.542). Studies reveal that forensic evidence accounts for "securing a detection in around a quarter of volume crime cases" (Wüllenweber, 2021, p.543). It can be both a corroborative and interceptive tool as well as used as intelligence but Wüllenweber observes that CCTV and witness statements are as important (Wüllenweber, 2021, p.543). An officer's knowledge of forensics, potential forensic opportunities at a crime scene, and the importance of such evidence therefore has a significant impact on an investigation of volume crime.

In conclusion, it is evident that whilst personal attitudes, values and biases impact on the effective investigation of volume crime, there are additional factors which impact on investigative actions taken. It is important that the OIC conducts the investigation impartially so as not to allow unconscious or conscious biases to direct the case. Other factors include an officer's level of service, experience and training which has an impact on the quality of an investigation, as well as the availability of resources, and the workload of the OIC which determines the time that can be invested into each occurrence. It is important that an officer has adequate training but more than that support in order to feel confident in their ability to investigate volume crime successfully. Another factor is the officer's knowledge of the tools and resources available to them. As discussed, forensic evidence is as important in investigations of volume crime as in cases of serious and complex crimes. However, overall, an officer's adherence to the attitudes and values of the Code of Ethics of Courage, Respect and Empathy, and Public Service underpins any police investigation.

Word count - 977

Essay five: How effective is early intervention as an effective means of preventing young people from offending or reoffending?

Young people are more likely to commit offences than adults (Hobson, 2021, p.326). This highlights the importance of initiatives to engage with young people to prevent or divert present or future offending behaviours. There are many different early intervention initiatives. This essay will discuss the effectiveness of early intervention in preventing young people from offending and reoffending. In youth justice, early intervention is divided into Prevention and Diversion strategies (HM Inspectorate of Probation, 2023). Early Prevention is for children who have not yet had contact with the youth justice system (YJS), whilst Targeted Prevention is for children who have already been in contact with them (Youth Justice Board, 2023). This essay will first begin with an overview of early intervention and its effectiveness before discussing Project Engage and the Aston Project.

The United Nations Committee on the Rights of the Child recommend that early intervention programmes focus on supporting families, ending contact with the YTS, as well as

child-friendly and multi-disciplinary approaches based on an assessment of the child's needs (HM Inspectorate of Probation, 2023). There are a number of different types of prevention programmes which have been found to have varying effect on reducing offending. Categories of early intervention programmes in England are shown in the table below:

Population	Type of Initiative	Approach
• Individual • Family • School • Peer group • Communities	• Positive activities • Antisocial behaviours • Families and parenting	• Universal • Targeted-at-risk • Diversionary • Enforcement • Area-based • System reform

(Youth Justice Board for England and Wales, 2023, p.38)

The HM Inspectorate of Probation provides a summary of the varying success of these programmes (HM Inspectorate of Probation, 2023). Programmes that teach children social, emotional and cognitive skills as well as school-based programmes specifically when targeted at at-risk individuals, mentoring when used in collaboration with other initiatives, and positive activities have been found to be effective in preventing or reducing offending (HM Inspectorate of Probation, 2023). Whereas, deterrence and discipline programmes have been found to be ineffective and can in fact increase youth offending (HM Inspectorate of Probation, 2023). This is supported by Waller and Weiler (Waller, 1984, p.v).

When discussing the early identification of preventing young people from becoming involved with serious organised crime (SOC), it is pertinent to draw on Project Engage. The aim of this project was to prevent young people from becoming involved with SOC and to provide support to those already involved (Home Office, 2017, p.9). A research paper reports that there was poor engagement from the original eighteen individuals identified to participate in the project. This indicates that the project was initially ineffective in engaging with these young people. The Project Engage interventions involved providing practical support, mentoring, and support into education or work (Hurley, 2021, p.77). Encouraging young people into education or apprenticeships at an early stage provides them with opportunities to move away from becoming involved with gangs.

On the success of Project Engage, although there were some positive results, there was no evidence to suggest that there was a long-term reduction in offending behaviour. There was, however, a short-term reduction in these behaviours during the project (Hurley, 2021, p.80). Although there was not a permanent reduction, the project can be deemed as effective in achieving a temporary reduction in (re)offending. In addition, whilst there was no evidence of any employment or educational outcomes, there were improvements in the attitude and behaviour of the participants (Hurley, 2021, p.80). This positive change can be deemed as a success. Boulton states that these outcomes are not insignificant since they reflect a change in their perspective towards life which signals a future resilience against becoming involved in SOC (Boulton, 2019, p.894).

In an article on the impact and effectiveness of a police-led youth social crime prevention initiative, Hobson identifies a number of challenges for such schemes including issues with working with partner agencies, defining a project identity, and the availability of resources in different locations (Hobson, 2021, p.325). These challenges, unless overcome, impact on the effectiveness of initiatives to prevent offending and re-offending. Despite these challenges, Hobson reveals a number of successes such as “positive impacts on offending rates, engagement of at-risk young people, and wider benefits to the communities within which the young people live, including participation, volunteering, and reduction in risks of community harm” (Hobson, 2021, p.325).

The Aston Project was a social crime prevention scheme to identify at-risk young people and encourage them to engage with activities in their local communities (Office of the Police and Crime Commissioner Gloucestershire, p.2). Out of the participants in the project, 5.8% of participants committed an offence in February 2016 (Hobson, 2021, p.338). Hobson states that whilst it is difficult to measure the impact of the intervention, the low reoffending figure can be interpreted as a success (Hobson, 2021, p.338). In focus groups, the participants spoke positively about the impact of the project on their lives (Hobson, 2021, p.338). In a review of the Aston Project, the scheme was found to be successful at engaging young people in its work, creating positive role models, and making a positive contribution to society (Office of the Police and Crime Commissioner Gloucestershire, pp.58-59). However since the project focuses on young people who have not yet entered the criminal justice system, measuring reduction in harm to

communities is difficult (Office of the Police and Crime Commissioner Gloucestershire, p.61). Measuring the effectiveness or success of early intervention strategies is not straight forward and the focus should be on “measurable, demonstrable and achievable positive behaviours and outcomes” (HM Inspectorate of Probation, 2023).

In conclusion, it is evident that early intervention as a means of preventing young people from offending and diverting them away from reoffending is an effective tool. There are a number of early intervention initiatives which, when tailored to the needs of an individual, are effective. The only intervention which has proven to be ineffective is deterrence and discipline programmes. Project Engage, a project to prevent young people from becoming involved with serious and organised crime was on the one hand successful in reducing re(offending) behaviours whilst the young people were engaged with the programme. However, on the other hand, there was no evidence to suggest a long term reduction in offending. An example of a police-led social crime initiative targeting young people is the Aston Project. Whilst participating in the programme, a low percentage of participants committed an offence which suggests that project was effective in preventing the remaining participants from doing so. Overall, measuring the success of early intervention initiatives is not straight-forward but it is clear that early interventions are effective in preventing young people from re(offending) and reengaging with their local communities.

Word count - 1,094

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