

1000 words - Understanding the role of Constable/Maintaining Professional Standards

Critically evaluate the concept of ‘the professionalization of the police service’ considering how ‘Maintaining Professional Standards’ ‘ethical and inclusive’ and ‘Coaching and Mentoring’ approaches contribute to this.

Constables play a critical front-line role in the prevention and detection of crime and the criminal justice system. Constables work in partnership on a day-to-day basis with local communities, stakeholders and colleagues in order to promote law and order, reduce the fear of crime, provide reassurance and build confidence to improve the quality of life for citizens (College of Policing, 2022).

Sir Robert Peels principles of 1829 are still relevant in Policing today, modern day Policing is based around the concept of Policing by consent ‘the police are the public and the public are the police’.

Peel’s principles focus heavily on the importance of public support and emphasize the need for the police to ‘secure and maintain public respect’.

The code of ethics was produced by the College of Policing in 2014 and it sets out standards of behavior for those in the Police force. It reinforces professional standards of behavior and the framework is a useful tool for decision making. The aim of the code of ethics is to enable the Police to deliver the highest professional standards in their service to the public (College of Policing, 2014).

The code of ethics set out by the College of Policing in 2014 is in keeping with the founding principles of British policing set out by Sir Robert Peel. It highlights the responsibility of those within the Police force to behave in a manner most likely to win the trust and support of the public that they Police.

The code of ethics promotes the use of the national decision model in order to make ethical decisions and keeping in line with standards of professional behavior the code of ethics is at the centre of the national decision model which

reminds Police officers to consider such standards of behavior when making decisions.

There are ten standards of professional behavior, which reflect the expectations that the professional body and the public have of the behavior of those working in policing, these standards are set out in the Police Conduct Regulations (2012) for Police officers. These standards include acting with honesty and integrity, treating people with respect and courtesy, act with fairness and equality, using force when necessary and proportionate. A commitment to carrying out lawful orders and abide by Police regulations, maintain confidentiality, ensuring that you are fit for work, behaving in a manner that does not discredit the Police force and challenging improper behavior.

Hall's (1968) Professionalism Scale conclude officers possess higher-than-average professionalism attitudes. Miller and Fry (1976a) found that officers were aligned with self-regulation, sense of calling, professional organizations and public service.

Policing by consent relies on the public having trust and confidence in the Police and the wider law enforcement community. It could be argued that Professional standards departments are vital in maintaining that trust and confidence. This is because confidence can be undermined by a failure to vet and manage misconduct and complaints or investigate counter-corruption activities effectively. Therefore, it is important that these issues are dealt with openly and robustly in line with the standards set out by the Code of Ethics (College of Policing, 2015).

The IOPC is an independent public body, meaning that they do not form part of the Police or the Government, they are sponsored by the Home Office and their role is to investigate serious complaints of misconduct against the Police. The IOPC was set up in order to increase public confidence with regards to complaints made against Police in England and Wales.

Delattre (2014) states that ‘We expect increasingly higher levels of ethical behavior from Police officers despite the arguably diminishing levels of civic virtue tolerated across society at large’.

‘To say we trust you means we believe you have the right intentions toward us and that you are competent to do what we trust you to do.’ (Hardin, 2006: 17).

Maintaining professional standards is vital in maintaining the public’s trust and confidence in the Police, without that, the public would not ‘allow’ the Police to serve it’s communities. It is important that the Police are seen to be doing what is right because if Police officer’s cannot do the right thing and abide by the laws of this society, how can we expect members of the public to do so.

The recent murder of Sarah Everard has severely damaged the public’s trust in the Police and their ability to Police by consent. The actions of one Police officer has undermined the reputation of not only the Metropolitan Police force but Policing as a whole.

Moreover, if a Police officer’s behavior falls short of the standards that are expected of them and this is not addressed promptly and efficiently, the public will lose trust and confidence and it could result in wide spread disorder.

In order for professional standards to be upheld within the Police, coaching and mentoring of new officer’s in particular is vital. It is expected that the more experienced officer’s ‘show new officers the ropes’. Newly trained officers go through a period of mentoring when they join their team and this is when their tutor will show them best practices. It is important for more experienced officer’s to educate the newly trained officer’s as without knowing what is expected of them, how will they be able to uphold professional standards?

881 Words

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1000 words - Community/Response Policing/Policing roads/Conducting Investigations /Digital Policing

Critically evaluate the role of the police in one of the following areas:

- **Community policing (strategies and incentives)**
- **Response policing (public perception and critical/major incidents)**
- **Policing the roads (application of regulations)**
- **Counter Terrorism Policing (Structure/ Risks/Insider threat).**
- **Digital Policing (Internet related crime / Digital evidence retrieval).**

“Response policing is the term widely used to describe the teams of police officers that respond to emergency and non-emergency calls from members of the public” (College of Policing, 2022). Response officer’s “will often be the first police officer many members of the public come into contact with” (College of Policing, 2022).

Response officer’s are expected to deal with victims, witnesses and suspects in what are quite often challenging situations. Response officer’s are first responders and they often see people when they are at their worst or lowest point. Victims, witnesses and suspects may be classed as vulnerable due to a number of factors or they may be violent and in which case, response officer’s have to adapt to dealing with different types of people.

Whilst responding to a wide range of incidents, response officer’s have many different roles, these include but are not limited to,” protecting the public, proactively patrol their communities, manage critical incidents, identify and obtain appropriate help and support for vulnerable people, apply conflict management techniques, give emergency first aid” (College of Policing, 2022).

The way in which the Police are perceived by the public is vital in the maintenance of law and order, modern Policing is done by consent and if the Police do not have the support of the communities in which they Police, widespread disorder may develop. An example of this would be the shooting of Mark Duggan and the London riots, there was a perception that the Police had acted unlawfully and that justice had to be done.

Moreover, if the Police do not have the support of the public, the public will be less likely to provide Police with information in order to assist them with preventing and detecting crime.

The Criminal law Act 1967, the Police and Criminal Evidence Act 1984 and common law apply to the reasonable use of force by Police officer's. However, a person's idea of reasonable can be subjective and it can lead to member's of the public disagreeing with force used by Police officer's. Modern day Policing can be challenging, as the rise of social media has seen an increase in incidents of Police attendance being recorded and posted online. A recent example is the Sarah Everard vigil in which videos circulated online of Police officer's pulling women up off the floor and handcuffing them. This was widely disapproved of on social media.

If the Police do not deal with incidents promptly and efficiently, it can result in a lack of trust in the Police' ability to prevent and detect crime. The case of Fiona Pilkington is a prime example of how various incidents were dealt with in isolation over a period of ten years, rather than holistically and the IPCC outlined a number of failings. High profile cases such as this can be damaging for public perceptions, as the public may not report incidents if they do not believe that the Police will deal with them effectively.

A lack of trust in the Police has been recently evidenced in a survey conducted by You Gov, they found that following the murder of Sarah Everard more people are now likely to lack confidence in the Police to deal with crime (You Gov, 2021).

As discussed, response officer's are likely to be the first officer's in attendance and they attend at a variety of different incidents, including critical and major incidents.

“A wide range of incidents or operations have the capability to become a critical incident, including anti-social behaviour or hate crime, pre-planned events or internal incidents.

A critical incident is defined as: any incident where the effectiveness of the police response is likely to have a significant impact on the confidence of the victim, their family and/or the community” (College of Policing, 2021).

Any incident has the potential to escalate into a critical incident, including anti-social behavior. A critical incident occurs when the response from Police is not what was expected by the victim, their family or the community.

Critical incidents can result in long term effects on the Police’ engagement with the community and they may also increase fears of crime and disorder. If an incident isn’t dealt with effectively, repeat victimisation may occur. Examples of this include the deaths of Fiona Pilkington and David Askew.

It is not just spontaneous incidents that have the potential to become critical incidents, but also pre-planned events such as large sporting events. If the effectiveness of the Police response to the incident is less than what was required or it does not consider the communities needs, one or more critical incidents may occur. A lot of planning goes into large public events and the Police rely on local intelligence in order to assist with such preparations. For example, a football match with two rival teams is taking place, there needs to be enough resources in the right places in case disorder breaks out. If the Police are not seen to have control of the situation, there will be a significant impact on the public’s confidence in the Police.

An example of this would be the protests that took place in November 2010 in London’s Millbank area, whereby violence and disorder broke out at a student protest.

“The response to events such as this may heighten community concerns and undermine confidence in the ability of the police to prevent disorder” (College of Policing, 2021).

A major incident is defined as an event or situation requiring a response under one or more of the emergency services’ major incident plans. This will usually include involving large numbers of people, either directly or indirectly” (College of Policing, 2018)

Major incidents often require the response of Ambulance, Fire and other relevant services. Recent examples of major incidents include the 7/7 London bombings in 2005, the Ariana Grande concert whereby there was an explosion at Manchester arena in 2017 and the fire at Grenfell tower in London in 2017. All of these incidents required a multi-agency approach as there were mass casualties and destruction.

As a result of the Grenfell tower disaster, there was an IOPC investigation into the use of Police helicopters. This was due to complaints made by residents that people thought they were there to rescue them, however, this was not the case. (IOPC, 2020) The way in which the public perceive Police response to major incidents can have a long lasting effect on communities and the wider public. If it is felt that the Police response fell short of what was expected of them, the public will lose trust in the Police.

1093 words

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1000 words – 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.

In order to discuss information and intelligence, we first need to understand the difference between information and intelligence. “information relates to raw, unverified and unevaluated data gathered from numerous source, while, intelligence refers to processed, evaluated and perspective-driven data that is gathered from trusted sources” (cyware 2018).

“Police information refers to all information obtained, recorded or processed for a policing purpose. It includes information which is processed (known as data, including personal data) and information which has been subject to a process of evaluation (known as intelligence)” (College of Policing, 2020).

The Police collect a large amount of information every day, there are three ways in which information is collected. Firstly, routine collection which is done through every day activities, such as arrests, stop searches and attending at incidents. Second, tasked collection which is the prioritized collection of information, for example the use of CCTV or ANPR. This allows for the collection of information regarding specific individuals or problems. Lastly, volunteered information which is likely to be obtained from members of the public (College of Policing, 2019)

Not all information will be recorded as intelligence, however it is important that information is collected, recorded and stored where it can be easily accessed by intelligence officers and analysts (ACPO CENTREX, 2005).

Considering the large amount of information that is collected by the Police, it is both impractical and unlawful to retain all of the information. Retaining information helps the Police to prevent and detect crime, however, considerations must be given to the information that needs to be retained and the length of time that it needs to be retained (College of Policing, 2021).

“Information sharing can mean disclosing information from one or more organizations to a third-party organization(s) or sharing information between different parts of an organization. It may include processing information either on a one-off or an ongoing basis between partners for the purpose of achieving a common aim” (College of Policing, 2020). In order to share information, it must be for a policing purpose, for example protecting life and property, the prevention and detection of crime.

In order to assist UK Police forces with their statutory responsibility to comply with the Data Protection Act 2018 and the UK General Data Protection Regulation the Authorized Professional Practice was formulated (College of Policing, 2020).

The Police use the intelligence report in order to submit and evaluate information and disseminate intelligence. A large amount of information provided is either personal or sensitive and should be marked as such. When submitting intelligence Police officers or Police staff record the information from the source and evaluate the reliability of the source. The source will either be evaluated as reliable, untested or unreliable and the information that has been provided will also be evaluated based upon how the source came to know the information. Based upon the information, it will then be decided whether the information can be shared lawfully or whether it can be shared lawfully with conditions. This process of recording and grading information is known as the 3x5x2 model (College of Policing, 2022). This information is then passed to local intelligence officers who are then able to use the information in order to build up a holistic view of what is going on. For example, multiple reports of drug dealing in a certain area, this can then be disseminated to local response and neighborhood teams.

In order for Police to share information, the Police National database was set up, following failings that were highlighted in the Bichard enquiry after the Soham murders. The enquiry found that Police forces failed to share intelligence that they had gathered, the Police national database allows all UK Police forces to share intelligence. The PND is particularly useful in safeguarding children and vulnerable people, countering terrorism and preventing and disrupting serious and organised crime (Datalynx, 2022).

However, it is also important for Police to be able to share information with Police forces that are outside of the UK. The Schengen information system is widely used to share information amongst 30 Police forces in Europe with the aim being to make Europe safer (European Commission, 2022).

In 2004 the Association of Chief Police officers implemented the National Intelligence Model which adopts an intelligence-led strategy to Policing. Historically, Policing was associated heavily with just responding to incidents as they happened. However, this does not necessarily identify patterns or trends in order to prevent crime (ACPO Centrex, 2005).

Intelligence-led Policing has become an important part of modern day Policing, allowing Police to look at all available intelligence in order to identify strategic Policing priorities. This allows for a more holistic approach to crime prevention and detection and for resources to be allocated where they are most required.

Through the analysis of intelligence, Police will not only be able to identify how particular offences are committed but they will also have the ability to assess whether such offences are being committed by particular groups of offenders. This information can then be used for crime prevention initiatives (ACPO CENTREX, 2005).

The 3i model (Ratcliffe, 2004) demonstrates the role of analysis in Policing, allowing analysts to interpret the criminal environment through analysis of available intelligence. This then influences the analyst to act on the available intelligence which will then have an impact on the criminal environment (College of Policing, 2020).

887 Words

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1000 words – Public Protection Critically Evaluate police strategies for dealing with public protection incidents considering the impact of abuse on victims, the impact personal attitudes and values on the investigative process and the association between serious and organised crime groups and public protection issues.

The Police have a duty to support victims of crime, however, vulnerable victims may require more support due to a range of different circumstances. A victim may be classed as vulnerable if they are unable to protect themselves from harm or abuse. By definition, this includes both vulnerable adults and children. A vulnerable adult is defined as

“An Adult at Risk is an adult who:

- is experiencing or is at risk of abuse or neglect;
- has needs for care and support (whether or not the authority is meeting any of those

needs); and

- As a result of those needs is unable to protect themselves against the abuse or neglect or

the risk of it” South Wales Police (2021)

The management of such victims comes under the public protection team, comprising of specially trained officers that have a better understanding of more complex safeguarding issues.

“The police service plays a vital role in protecting vulnerable people and ensuring that those at risk of abuse, and those who have been abused, receive protection and support” (Independent office for police conduct, 2020).

Attending officer's that come into contact with vulnerable people and have any safeguarding concerns have a duty to submit a PPN, which is a document that is completed for the purpose of sharing information. The PPN is submitted and

reviewed by specialist officer's within the public protection unit. Once the information has been reviewed, it will be risk assessed and any necessary action will be taken. The public protection unit work closely with partner agencies and when necessary, the information will be shared with relevant agencies for their information or for action to be taken.

“The Social Services and Well-being (Wales) Act 2014 s.128, specifies the duty placed on ‘relevant partners’ under section 162 of the Act to report both adults and children, including unborn children, they have reasonable cause to suspect are at risk of abuse.

In all cases staff must ensure that the appropriate measures have been put in place to safeguard the victim and any other vulnerable people involved” (South Wales Police, 2021).

There are more than 4500 organized crime groups operating in the UK, (National Audit Office, 2019) they use violence and intimidation and target vulnerable people. The most serious organized crimes include modern slavery, human trafficking, sexual exploitation and illegal drugs. Organized crime gangs are often involved in multiple criminal activities at any one time.

Organized crime gangs run ‘county lines’ using phone lines to supply drugs from large cities into smaller towns and rural areas. They target vulnerable people and exploit them by recruiting them to deal drugs on their behalf. The gangs often target the most vulnerable in society, such as children or people with mental health issues or drug addictions and violence and intimidation is used in order to keep people under their control and ensure that they continue to work for them (South Wales Police, 2022). Organized crime gangs recruit vulnerable people as drugs runners to facilitate the transportation of cash and illegal drugs across the country, if they are caught, there is no trace back to the organised crime gangs. The gangs groom their victims and often take over their homes ‘Cuckooing’ using force and coercion and once someone is working for the gang, it is difficult to escape.

Organized crime gangs are responsible for a large volume of serious crimes, in order to make financial gain. Modern day slavery involves the exploitation of vulnerable people in order for the criminal gangs to make financial gains. The victims are often threatened, abused and coerced into working for these gangs

and are too frightened to leave. Modern day slavery includes human trafficking, forced labour and sexual exploitation.

Human trafficking involves bringing people into the country and forcing them to work, these people are often from disadvantaged countries and they are promised a better life. However, once they arrive in the UK, criminal gangs exploit them and threaten them.

It is vitally important for officer's to raise any safeguarding concerns that they may have for people, as in isolation, it may seem insignificant, however, looking at information holistically may help to build a picture and highlight the harm and abuse that is happening to someone. As previously mentioned, criminal activities amongst organized crime groups are often interlinked. For example, a young person that suddenly begins shoplifting, has different people back and forth their address and they are found to be cultivating cannabis. These activities may be viewed in isolation, however, if this information is reviewed by specialist trained officers and looked at holistically, this individual may be identified as a victim of modern day slavery.

Section 325 to 327B of the Criminal Justice Act 2003 multi-agency public protection arrangements (MAPPA) which was established in order to protect the public and victims of crime, from serious harm by sexual or violent and other dangerous offenders. There is a requirement for the Police and other partner agencies to work in collaboration in order to manage such dangerous offenders (College of Policing, 2022).

There has been a tendency in the Police to view safeguarding as 'social work' and a belief that 'it's not my job', however the overriding duty of a Police officer is to 'protect life and limb'.

When looking at incidents of serious crime such as sexual assaults and rape, historically, there has been a mentality of blaming the victim Sleath (2017). Furthermore, it was found that characteristics of the victim such as intoxication and emotions also affected how credible the victim was seen to be. If victims think that they will not be believed, they may be reluctant to come forward to the Police and they will not be appropriately safeguarded. The personal attitudes of officer's can have a major impact on crimes being reported and whether or not victims get the support that they need.

973 words

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1000 words – Evidence based Policing/criminology and crime prevention/criminal justice

Critically analyze the concept of evidence-based Policing and ‘what works’ in Policing evaluating crime prevention theories and strategies and considering options open to reduce reoffending.

In order to explore the idea of evidence-based Policing, it is vital that we understand what evidence-based Policing is and its contribution to modern day Policing.

“Evidence-based policing is a law-enforcement perspective and philosophy that implicates the use of research, evaluation, analysis, and scientific processes in law-enforcement decision making” (Lum & Koper 2013).

Sherman (1998) believed that Policing should be based on scientific evidence and what works best. Such research should be based upon two principles, the evaluation of tactics and strategies that have been implemented to guide decisions and the analysis of data from crime statistics.

The College of Policing ‘What works’ (2021) looked at the most effective ways to tackle crime based upon available research, with a focus upon what Police can do to reduce crime.

Firstly, evidence suggests that crime is often associated with a small proportion of the population and is centered around small areas. With this in mind, we may see an overall reduction in crime, if the Police target their resources and crime prevention activities towards areas that are exposed to the most crime or to individuals that create the problems. Evidence suggests that some areas and individuals are more likely to experience crime and anti-social behavior and that some offenders are more prolific and are more likely to commit higher volume crimes.

Research has found that crime tends to be higher in city centers, industrial areas and areas with high levels of social deprivation (Bottoms, 2012; Weisburd, 2015). There is also evidence to suggest that crime occurs in small areas within large crime hot spots. Sherman (1989) found that calls to the Police came from just 4% of addresses from their research in Minneapolis. Research also suggests that crime hot spots span over a long period of time.

Such findings could have an adverse effect on areas with less crime, if resources are focused on high crime areas, the traditional lower crime areas may be overlooked and crime rates in those areas may begin to rise significantly.

Research carried out by SooHyun and others (2017) suggests that some individuals are more likely to be effected by crime than others, evidence showed that just 5% of victims experience 60% of all crime. These findings highlight the necessity for crime prevention strategies to be targeted at those who are affected by the most crime. Furthermore, if Police can prevent an individual from becoming a repeat victim, this then contributes to crime reduction overall.

The targeting of resources towards individuals that are more susceptible to crime is likely to have a big impact on frontline response Policing. If this small minority of people break the cycle of repeat victimization, there will be less incidents to respond to.

A focus of Police resources on prolific offenders is likely to see a reduction in crime, statistics from the Home Office (2001) show that 10% of offenders are responsible for 50% of crimes. Although these figures are just estimates, this would suggest that if Police were more pro-active, rather than reactive, crime statistics could be cut by up to 50%.

Secondly, an understanding of the causes of crime and the ability to develop solutions through problem-solving has been shown to be effective in reducing a wide range of different crimes (Hinkle and others, 2020). This problem-solving approach to crime reduction is often done with the support of partnership agencies in order to implement sustainable solutions (Bullock and others, 2006).

Adopting a problem-solving approach and working with partner agencies may be an effective crime reduction strategy as the Police do not have all of the information that is required in order to tackle such complex issues. However, Bullock and others (2006) suggest that “there is a tendency for the Police to rush to a solution without fully understanding the problem or thinking systematically about what might help resolve it”. If this research is a true reflection of Police problem-solving strategies, concentrating their efforts in this way may be counter-productive if the solutions don’t materialize into a reduction in crime. For example, using the SARA model, Police identify a large volume of late night violence in the city center. They rush to provide extra patrols, without identifying the cause of the problem and a few weeks down the line when the extra patrols are stood down, late night violence in the town center increases again.

Lastly, the Police can see a reduction in crime by increasing the chances of being caught, reducing the amount of opportunities for people to commit crime and by treating people fairly.

Pratt and others (2009) found that the chances of being caught acted as a deterrent. Nagin (2003) had similar findings and suggested that it was not the severity of the consequences but the certainty of being caught that was a deterrent. However, this may have a negative impact on the perceptions that the community have of the Police. Braga and others (2019) found that zero tolerance policing is not an effective strategy to reduce crime.

Situational crime prevention is based upon the idea that an offender and a target come together and where there is a lack of an authoritative figure. The Police can reduce crime by reducing the amount of opportunity there is for people to commit crime (Cohen and Felson, 1979). If the Police were to identify likely situations whereby offenders and likely targets come together, such situations may be preventable and such crimes would not be committed.

Research has shown that if you invest in individuals and their needs, it may reduce their chances of reoffending. Addressing drug and alcohol misuse, accommodation and employment opportunities are all examples of ways in

which to reduce reoffending (Ministry of Justice, 2013). However, this does not fall in the Police' remit and therefore working with partner agencies such as probation and housing is key in order to reduce reoffending.

975 words

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