

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

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

In this essay I will be critically evaluating the concept of the professionalisation of the Police service and will be considering how maintaining professional standards, ethical and inclusive and coaching and mentoring approaches contribute to this.

Professional standards are vitally important within the Police service as they uphold the trust and confidence within the public and these professional standards are to be upheld by the Police organisation itself and the officers that serve within. Professionalisation of the police service can be seen to be modernising the police service and making it a much more professional public service. This is supported by Her Majesty's Inspectorate of Constabulary (HMIC, 2004) who state that it 'represents a major attempt to modernise the service and raise performance, modernising the police workforce is about making the service more professional' (Heslop, p.1, 2011). This demonstrates that the concept of professionalisation of the police service is about modernisation and in my opinion I would describe the police service as a profession and not a job. However, it can be argued that other aspects of that agenda are leading towards the 'de-professionalisation' of the police. This, it will be argued, particularly applies to warranted officers who, as well as experiencing limits placed on their discretion, have at times, been 'micro-managed and become 'deskilled' (Heslop, p.2, 2011) this suggesting that supervisors closely observe the police officer resulting in the officer becoming deskilled in certain aspects of their work. The professionalisation of the police service has seen professional standards introduced and the code of ethics which was introduced by the College of Policing in 2014.

The code of ethics is vitally important within Policing as it ensures the Police are acting professionally and in line with professional standards. If the public do not have confidence in the Police then they are less likely to assist Police with an investigation or by reporting a crime. 'Ethical behaviour comes from the values, beliefs, attitudes and knowledge that guide the judgements of each individual' (College of Policing, 2014) this shows that professional standards contribute to the professionalisation of the police service as ethical behaviour comes from people's values, beliefs and attitudes towards work. Under the code of ethics there are the nine Policing principles which were set out to 'underpin and strengthen the existing procedures and regulations for ensuring standards of professional behaviour for both police officers and police staff' (College of Policing, 2014) these nine policing principles are accountability, integrity, openness, fairness, leadership, respect, honesty, objectivity, and selflessness. All these principles are used by police officers on a day to day basis and must be adhered to and they all collectively contribute to the concept of professionalisation of the police service.

Considering both maintaining professional standards and ethical and inclusive standards contribute to the professionalisation of the police service it is important that coaching and mentoring are also considered as contributing factors as these focus on officers' personal development from initial tutorship phase all the way through to the end of an officers' policing career through a variety of different ranks. 'Traditional mentoring schemes involve a mentor who is more senior than the mentee, drawing on their seniority and experience to help facilitate a mentee's development. '

(College of Policing, 2021) this demonstrates that by being mentored and drawing on their experience and expertise it will help develop the officer in becoming more confident and competent.

Having recently completed my 12 weeks initial tutorship and from my own personal experience on being the mentee and being tutored, I feel it made me a more confident police officer and I was able to achieve goals that were set out by my supervisor. This was assessed over a 12 week period by periodic reviews by the training department within South Wales Police. Being tutored for 12 weeks by an experienced police officer who understood the key accountabilities and values of a good operational police officer stood me in good stead, as my tutor was able to demonstrate in a practical way how these skills were put into practice.

Reflecting on my coaching and mentoring period with my tutor I believe I developed key values that would contribute to the professionalisation of the police service. The values I learnt during this period and I believe would be transferable were my strong work ethic, professionalism, honesty, integrity and also my working with people skills. All of these skills combined contribute to the professionalisation of the police service and maintain public confidence.

However, 'it is argued that, among other matters, a lack of trust in police integrity and new government policies intended to distance ministers from the regulation of constabularies are key aspects of a renewed emphasis on the idea that the police are a profession' (Holdaway, p.4. 2017) this could suggest why the code of ethics was introduced and published due to 'highly publicised incidents questioning police integrity received considerable media and government attention, including cases involving chief officers' (Holdaway, p.4. 2017) an example case of this would be the tragic incident of Hillsborough in 1989. This case is just one of many that questions professional standards, coaching and mentoring and how these were not complied with at the time. Therefore the police service has had no other option than to professionalise and develop in a way that meets the public's needs and expectations.

In conclusion to this essay, it can be seen that the police service has professionalised and developed in a way that the police are now governed by PACE and the code of ethics which shows more transparency and accountability. Coaching and mentoring is a significant contribution to professionalisation, and this is evidenced by student officers now being tutored for longer periods of time and completing different attachments within the police service to gain the required experience needed for front line policing. Ethical and inclusive approaches are also a contribution to the professionalisation of the police service as officers are now more aware of ethical standards and due to policing a diverse community it is important that we treat everyone the same and abide to the code of ethics as we are a police force that is proud, professional and positive in what we do.

Word Count - 1032

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

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

- Response policing (public perception and critical/major incidents)

In this essay I will be critically evaluating the role of the police in response policing and will be discussing public perception and critical and major incidents.

Response policing consists of uniformed officers that work on the frontline and respond to emergency calls to protect the public, enforce laws, manage critical and major incidents and also provide support to vulnerable people within our communities. 'One of the most important aspects of the response officer role is adhering to the 'golden hour' principles at the start of an investigation. In this initial hour of a crime taking place, the actions of the response officer are key, as they will be responsible for preserving life and evidence, as well as identifying the victims, suspects and witnesses' (College of Policing, 2021). This demonstrates the importance of the role of a response officer and the decisions that response officers often have to make on a daily basis. As part of the role of a response officer you are also involved in critical and major incidents.

A critical incident is defined by West Midlands Police 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" (West Midlands Police, 2014). An example of a critical incident could be accidents involving death, fires or aeroplane crashes, terrorist attacks, public disorder or a local security threat. It is therefore important that as the response police officer we utilise the 'Golden Hour' principles which is the 'period immediately after an offence has been committed, when material is readily available in high volumes to the police' (College of Policing, 2021). These considerations include identifying suspects, details of key witnesses, preserving evidence and supporting victims.

As part of responding and dealing with critical incidents it is important there is a command structure in place and that when working together, we follow the principles of 'JESIP' which stands for Joint Emergency Service Interoperability Programme. The aim of the programme is to 'ensure that the blue light services are trained and exercised to work together as effectively as possible at all levels of command in response to major or complex incidents so that as many lives as possible can be saved' (NHS Trust, no date). Statistics show that from a survey in September 2013, '95% of respondents stated a lack of joint training was a barrier and 93% of respondents stated that there was a lack of joint exercising' (NHS Trust, no date). This therefore suggests that there is a lack of training regarding the management of critical incidents and that authorities need to share more information to result in a collaborative working approach.

A major incident is defined by West Midlands Police as "any emergency that requires, implementation of special arrangements by one or more of the emergency services, the involvement, either directly or indirectly, or large numbers of people." (West Midlands Police, 2014). A major incident is run out of a Major Incident Room (MIR). These incidents have been shown to have been investigated successfully with the support of all partnerships from the public services such as fire and rescue, ambulance and other local authorities working together. Even though different organisations and authorities have different responsibilities and objectives the end goal is the ultimately the same.

However, it has been argued that 'the Yorkshire Ripper case, criticised the amount of unprocessed information and that the team found major flaws in the inquiry and its management in total disarray' and that 'the Lawrence report stated that MIR was inadequately staffed and that the incident room was not supervised by responsible and trained staff' (Roycroft & Roach, p, 30. 2019) this advocates that if there is not sufficient staff or resources to manage the major incident it can lead to unprocessed information which in turn will affect how the major incident is managed and progressed. This is supported by the Climbie Investigation where Lord Laming explained that vital evidence was lost due to the responding officers not taking basic steps as required in a major investigation therefore losing crucial evidence. It is important that we work professionally and together with our partner organisations in order for the public to have a strong perception of the police service. Being a response officer and working on the frontline we are often the public's first point of contact, therefore they need to have confidence in the place which shows it is important that we manage their needs, expectations and priorities.

Statistics show that from '2008 to 2019 the public have had increased confidence over this period of how the police are dealing with anti-social behaviour and crime issues that matter in the local area' (Higgins, p,8. 2020) however 'public views are changing as crime and policing have risen up the national agenda and ratings of local police are declining' (Higgins, p,4. 2020) this shows a negative perception on response policing and the reason for this may be because we are at 'tipping point' which, in my opinion, is when the demand is too high for the amount of resources that are currently employed as frontline response officers.

In my opinion, South Wales Police are currently at 'tipping point' and this is due to the population increasing and police officer numbers not, resulting in a higher demand of calls and extra pressure on response policing. The public perception is then affected, and the public lose confidence in the police as there is no visible presence and no police foot patrols within their local area. This is supported by statistics ending 'March 2007 to March 2019 where high visibility was recorded at the highest of 16% whereas in 2010 it was 39%' (Higgins, p,13. 2020) these statistics are clearly poor and show that the public want more visible policing.

In conclusion to public perception within response policing it is clear from statistics that the public have a poor perception of the police due to the police being at 'tipping point' and there not being enough response police officers to cover the consistent demand. It is important that we try and engage with communities as much as we can and are visible as much as possible.

Concluding on the role of the police within response policing and critical and major incidents, in my opinion, they cannot be managed and progressed successfully without the sufficient resources required to take hold of the investigation. It is clear from statistics that without professional leadership within a major or critical incident the role of the Police will collapse, and wrong decisions can be made.

Word Count - 1099

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 this essay I will be critically evaluating the methods used by Police in gathering information and intelligence. I will be discussing how information contributes to the 'tasking and coordinating' process and how information and intelligence is communicated.

There are a variety of methods used by police of gathering information and intelligence. However, it is vitally important that the information and intelligence is collected, recorded, evaluated, retained and disposed of correctly under the Management of Police Information (MOPI). Police collect information and intelligence on a daily basis which is for a policing purpose and is for either 'protecting life and property, preserving order, preventing the commission of offences, bringing offenders to justice, any duty or responsibility arising from common or statute law' (College of Policing, 2015). Methods used by Police in order to gather information may be CCTV enquiries, automatic number plate recognition (ANPR) and also the Police internal and external databases such as NICHE and PNC. However, in my opinion, social media is the best platform to gather information and intelligence as statistics show 'in 2012 69 per cent of respondents would interact with the police more if they could remain anonymous' (Police Federation, 2014) this suggests that social media would provide the police with information and intelligence by members of the public who may not have contacted them. Disadvantages to this would be the information could be false and from fake accounts therefore the intelligence is not reliable possibly resulting in action being carried out on the wrong individuals and addresses.

The National Crime Agency define intelligence as 'information that has been analysed to assess its relevance and reliability' (National Crime Agency, no date). There are many methods of gathering intelligence and this can be done by police officers engaging with the public, private sector reports, undercover officers, intelligence departments and open source.

Information contributes to the tasking and coordinating process as it allows managers and senior officers to direct resources based on the information and intelligence that is available. Tasking and coordination process 'provides managers with a mechanism for operational decision making at strategic and tactical levels. Proactive leadership is essential in this process. To enable managers to prioritise the deployment of resources, decisions should be based on a thorough understanding of the problems' (College of Policing, 2015). This shows that information contributes to tasking and coordination because if there is reliable information and intelligence that there is going to be for example, a terrorist attack, it is important that strategic tasking and resources are put in place to tackle the problem.

Strategic tasking and coordination groups are usually led by a senior leader such as a Chief Constable and contributing to the tasking and coordination process can be partner agencies. The purpose of the 'ST&CG is to consider the operational priorities recommended in the strategic assessment, set and amend the control strategy, where necessary, approve a strategic intelligence requirement, consider prioritisation of resources' (College of Policing, 2015). As part of the tasking and coordination is the control strategy. This sets out priorities for the force and sets the 'long-term priorities for crime prevention, intelligence and enforcement and it provides senior management with a framework to enable them to implement decisions on prioritising the allocation of resources' (College of Policing, 2015). However, in my opinion, due to the lack of resources currently in the

Police this may be difficult to implement due to senior management having to prioritise their tasks based on the information that is available to them at the time.

As part of policing on a day to day basis information and intelligence can contribute towards tasking and coordination and is communicated as part of the daily management meetings which are held by senior operational police officers, for example, Superintendents. These daily meetings consist of all operational departments within the Police such as, intelligence, public protection unit, criminal investigations department, HUB, firearms, traffic and major crime. These meetings take into account all the incidents over the last 24 hours, and they discuss the threat, risk and harm and if there are any outstanding immediate actions that need to be put in place. It is important that incidents are discussed thoroughly especially domestic incidents where there is information and intelligence to suggest that there is serious threat, risk and harm to the victim or other persons involved. This information and intelligence that is shared with departments could be the warning markers for the perpetrator and that there is also intelligence that puts the victim at risk.

The advantages to these daily management meetings, are that incidents by exception that have happened in the last 24 hours are discussed and the most up to date information and intelligence is discussed with the relevant departments. Following this critical markers and support plans can be put in place and fast track actions to arrest the perpetrator can be carried out if required.

The disadvantages to these daily management meetings are that partner agencies are not involved in the meetings and therefore apart from being made aware of information via a public protection notice from police they have no other involvement and are therefore not aware of the immediate risks. In my opinion, I think information and intelligence should be communicated if it is high risk directly with the trained department as this can then be actioned accordingly and decisions can be made retrospectively.

In conclusion to this essay, it is clear that there are a variety of methods used by police of how information and intelligence can be gathered. In my opinion and from personal experience gathering information from members of the public is a good way of developing intelligence in our local communities however it is important that we process this information using the national intelligence model to ensure it is correctly graded. It is clear that information contributes to the tasking and coordinating process however there needs to be sufficient resources to progress and make decisions. Communicating information can be done via daily management meetings as previously discussed or social media which, in my opinion, is the best way of communicating as increasing numbers of the public are using social media to communicate with the Police and it is an easier platform to establish contact.

Word Count - 1038

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.

In this essay I will be critically evaluating police strategies for dealing with public protection incidents and will be 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.

Within all police forces there are public protection units (PPU) departments that are responsible for investigating cases of child abuse, vulnerable adults, domestic violence and also safeguarding those who are most vulnerable within our communities. It is important that we protect the public from dangerous and violent offenders and the right people are kept in prison to prevent re-offending within the community and putting the public at risk of harm.

There are a variety of strategies for dealing with public protection incidents, those being youth offender team referrals (YOT), out of court disposals such as restorative justice and community resolution, custodial sentences, fines and tough community sentences. When dealing with public protection incidents it is important to assess the individual to clarify if they have mental capacity or are in need of immediate care and control as the Police have powers under the Mental Capacity Act 2005 and Section 136 Mental Health Act 1983 to remove an individual for the purposes of medical treatment or to a place of safety.

One strategy that can be used to dealing with public protection incidents and young children involved in criminal activity is youth offender referrals. The Youth Offending Team (YOT) are a multi-agency team who work with young children at risk of offending or have offended to provide them with support to prevent them from becoming re-offenders. The YOT team is formed with the police, probation, social services, education, health and any other professionals who become relevant. The young person is then dedicated a caseworker who will work alongside them. This is shown to have been successful and is supported by statistics which state that 'young people in custody at any one time has fallen from a peak of 3,067 in 2007 to a figure of 881 (March 2016)' (HM Inspectorate of Probation, 2017) this suggests that lower risk people are diverted away from the criminal justice system and are not prosecuted and are instead referred to the YOT team, who rehabilitate and provide the necessary support. The disadvantages to this strategy are that the young person may think they have got away with committing a criminal offence, and therefore go on to re-offend and pose a risk to the public.

When dealing with public protection incidents it is important to consider the impact of the abuse on the victim. This abuse could be mental, emotional, financial, or physical. An incident of public protection where there might be an impact of abuse on the victim is in domestic violence cases. In domestic violence cases statistics show that in England and Wales in the year ending March 2020 '55.1% of victims did not support a prosecution' compared to '22.9% of victims that supported a prosecution' (Office National Statistics, 2020) this clearly shows that victims of domestic abuse do not often wish to pursue a complaint against their partners and therefore other safeguarding measures need to be considered, to address the impact of abuse on victims. This also suggests that arresting the perpetrator based on an initial disclosure from the victim, is not always the best strategy if the victim is not willing to support a prosecution and other positive approaches can be considered such as Domestic Violence Protection Notices (DVPN), Domestic Violence Protection

Orders (DVPO), Claire's Law disclosures, and public protection notices submitted to make partner agencies such as women's aid and live fear free aware.

A DVPN 'is the initial notice issued by the police to provide emergency protection to an individual believed to be the victim of domestic violence' (Office National Statistics, 2020). This notice has to be authorised by a superintendent and the notice puts conditions on the perpetrator from contacting the victim.

A DVPO is a 'civil orders that provide protection to victims by enabling the police and magistrates' courts to put in place protective measures in the immediate aftermath of a domestic violence incident' (Office National Statistics, 2020). The disadvantage to a DVPO is that it has to be granted by a magistrate therefore taking time where as a DVPN can be granted immediately. Both notices and orders are very similar and provide safeguarding for the victim and are different strategies that can be used in public protection incidents.

Public protection issues can also be associated between serious and organised crime groups. Vulnerabilities are also associated due to children being sexually abused and exploited for criminal purposes and vulnerable adults being exploited. Serious and organised crime is the operation of sexually exploiting children and targeting the most vulnerable ruining lives and communities. The National Crime Agency annual plan 2020 state that there are '4,772 known Organised Crime Groups (OCGs) operating within the UK' and '7600 children in the UK safeguarded or protected in relation to online sexual abuse' (NCA Annual Plan, 2020) this demonstrates the risks that OCG's pose and how many children are being recruited as party of county lines. County lines is gangs that originate from large cities and travel across the country supplying Class A drugs. These vulnerable people involved are known as being 'cuckooed', they may have learning disabilities or are sex workers and the drug dealers will stay with them to distribute drugs.

As Police officers it is important that we look for the signs that a person is involved in organised crime and these signs could be that the person regularly goes missing, receives excessive calls/texts, has unexplained injuries, carries weapons, or is isolated from family and friends. If concerns are raised a public protection notice be submitted to make partner agencies aware so that it can be escalated to provide the vulnerable person with the support that require.

In conclusion to this essay, it is clear that there are many strategies for dealing with public protection incidents and that if identified early and the support referrals are submitted it can prevent vulnerable individuals becoming involved in organised crime or a repeat victim. In my opinion prosecuting an individual is not always the best outcome, and out of court disposals should be considered and utilised more often providing the individual with a chance to rehabilitate. I think the public protection units should issue more child abduction warning notices and more DVPN's and DVPO's should be issued providing more safeguarding for victims of domestic violence.

Word Count - 1091

1000 words - Evidence based policing/criminology and crime prevention/criminal Justice

Critically analyse the concept of evidence-based policing and 'what works' in policing evaluating crime prevention theories and strategies and considering the options open to reduce re offending.

In this essay I will be critically analysing the concept of evidence based policing and what works in policing, evaluating crime prevention theories and strategies and considering the options open to reduce re-offending.

Evidence based policing is using the best available evidence to challenge policing policies, practices and make decisions and involves police officers, police staff and partners. By using evidence based policing, police officers and police staff will make decisions based on the best available evidence and will learn from their success or failures and reflect on what happened. It is important that we adopt the concept of evidence based policing as policies and practices informed by evidence will lead to a better service to the public and will achieve better results in investigations. For evidence based policing to work it is important that we understand the problem that we are trying to address. An example of this could be burglary and drug dealing hotspots.

Considering evidence based policing in a context of burglary hotspots a recommendation could be to consider proactive stop and searches in the area and engage with members of the community to make them aware of the risks and provide crime prevention advice regarding locking windows and doors and installing CCTV cameras to capture evidence. However, it could be argued that this is not realistic for most Police departments due to there being a decrease of frontline police officers and the demand constantly increasing.

The concept of evidence based policing is also limited to the evidence that is available therefore it could be argued that 'the evidence that is available may not be presented in a manner that is readily accessible to police officers and their partners' (Bullock & Tilley, p.6, no date) this suggests that officers may find it difficult policing from weak evidence or evidence that is misleading and may be false. In my opinion, there are traditions in policing and there are habits therefore it can be difficult for police officers and other professionals to change the way they work due to new evidence. However, it is important that we adapt the way we work to meet the needs and expectations of the public.

There are many theories and strategies that can be adopted for crime prevention and one theory that could be considered is the 'broken windows theory' which was developed by (Wilson & Kelling, 1982). Broken windows theory 'suggests that disorder is important in the cycle of community decline and consequently contributes to a high crime rate in a neighbourhood' (SAGE, 2015). Broken windows theory explains that visible signs of crime such as vandalism, smashed windows and disorder create even more crime and therefore these areas need policing to ensure the public feel safe. In my opinion, this theory shows that if a building has broken windows the community is unable to defend itself, therefore signalling to criminals the community is vulnerable. This shows that we must consider other strategies and theories to prevent crime.

Problem-oriented policing (POP) is an 'approach to tackling crime and disorder that involves the identification of a specific problem, thorough analysis to understand the problem, the development of a tailored response and an assessment of the effects of the response' (College of Policing, 2020). For this problem-solving strategy to work there must be a clear understanding of the problem and

working with partnerships and sufficient resources has shown that this approach has been successful. The advantages of this strategy are that it can be applied to any crime and when effectively used has been shown to reduce crime and disorder. The College of Policing also explain that this strategy has had a substantial cost saving to the forces when used effectively. This is supported by statistics that 'Durham Constabulary (2017) found that burglaries prevented equated to a saving of £3,640 and Lancashire Constabulary (2012) found a significant reduction in arrests were associated with a total cost saving of £82,000' (College of Policing, 2020) this demonstrates that problem-oriented policing works and has 'reduced the number of police hours spent at the motels by 51%, equating to 1,253.4 officer hours saved per year' (College of Policing, 2020). This also shows by using this approach it has had a significant saving for the police force in relation to burglaries and arrests.

When dealing with members of the public it is important that we consider options to prevent the individual from re-offending. In my opinion, if we can deal with a person out of court and there is no necessity to arrest, we should be considering such things as youth offender referrals, restorative justice, early support prevention (REACH), 18 – 25 diversion schemes and also women's pathfinder. Statistics show that the overall proven reoffending rate was '25.2% for October 20 December 2019' (GOV.UK, 2021) this represents a '2.9 percentage decrease since 2018' (GOV.UK, 2021). This possibly suggesting out of court disposals have reduced re-offending.

As mentioned above one option available to the Police to reduce re-offending is Women's Pathfinder which was set up in 2013 and its aim is to reduce re-offending by women. This approach 'supports women to access provisions successfully, including support with housing, accommodation and education so that they can turn their lives and their children's lives around' (Iom Cymru, no date) this prevents the women from entering the criminal justice system and it diverts the women away from crime and allows organisations and partner agencies to provide support at the earliest opportunity, therefore preventing re-offending.

A further option to reduce re-offending is utilising out of court disposals such as Restorative Justice (RJ) which involves both the victim and the offender and bringing them together to find a positive way forward. Restorative justice is 'victim-focused because it has been shown to provide significant benefits to victims, and it has also supported the availability of restorative justice to offenders because of its potential in reducing recidivism' (House of Commons, 2017) this is a approach that discourages reoffending and is also a significant saving for the criminal justice system. Professor Joanna Shapland supports this claim that 'for every £1 spent, the criminal justice system saves £8' (House of Commons, 2017). In my opinion, restorative justice is a very useful option of dealing with offenders and it can prevent them from re-offending due to them being made aware that they will be arrested if they commit a further offence. This option also provides high victim satisfaction as '77% ranked their experience either nine or ten' and '85% of victims were 'very' or 'quite' satisfied with their victim offender conferences' (House of Commons, 2017).

Word Count - 1093

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