

Values of Police department

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https://youtu.be/tRgM2L_ezyQ

Introduction:-

I'm going to investigate the police force's dedication and loyalty to their values as an organisation. I will be using the Red Model of Critical Thinking which helps me to separate fact from opinion and to conclude with my own perspective.

Police are responsible for maintaining public order and safety, enforcing the law, and preventing, detecting and investigating criminal activities.

In the early 19th century there was very little organisation in the police force, but as London expanded and the population increased the law and order needed to be maintained. Crime and policy came under investigation and in **1928 Sir Robert Peel** organised a committee that provided evidence for his new police bill which is the main thing that led to the police force becoming organised. The metropolitan police was first organised in 1829. (**Law Enforcement Action Partnership**)

Belief

Beliefs are assumptions and convictions we hold to be true based on past experiences. Belief is what we think is true. For example my belief is that ICT helps students to learn effectively or another belief is walking under a ladder is bad.

An enduring belief that a specific mode of conduct or end-state of existence is personally or socially preferable to an opposite or converse mode of conduct or end state existence. (**Rokeach, 1973**)

Value

- **Dictionary definition of values** refers to beliefs that influence the behaviour.
- **The ethics resource of center (2009)** defines value as “core beliefs that guide and motivate attitude and action.”
- Values are worthy ideas based on things, concepts and people.

Attitude

- Attitudes are constructs of internal beliefs and value systems.
- The way you express yourself in thoughts, words and actions because of your values and beliefs.

How Values, Beliefs and attitudes contribute to organisational Success?

Workplace values drive the attitudes and behaviours that are needed to be seen in a successful team of an organisation which helps a happy working environment, respect, wellbeing, harmony, decision making, profits and productivity. Many values - driven companies, executives “walk the talk” and people are held accountable for displaying the stated values. values are the building blocks of an organisation as it clarifies the direction on what you do and why you do. An organisation with its core values has a strong foundation and destined to succeed. **(Smarp,2020)**

Accountability:-

Police accountability involves holding both police officers, as well as law enforcement agencies responsible for effectively delivering basic services of crime control and maintaining order, while treating individuals fairly and within bounds of law. Police departments need to create a system of internal checks and balances to make sure officers act out their duties properly and act ethically. **(Transforming system,2020)**

Recognising Evidence:

Police officers are accountable public servants who work collaboratively, transparently, and fairly with all the communities they serve. **(Lincolnshire Police)**

A Met spokesman said the force “expects a high level of conduct and behaviour from officers and staff and any breaches of these standards will be dealt with.

Nearly 50 Metropolitan officers and 26 staff members have been suspended for alleged corruption in the past two years, figure shows. A total of 222 officers were Suspended between 2012 and 2014 with alleged corruption cited as the main reason. The next said suspensions did not imply guilt but all allegations were taken seriously.
(BBC NEWS,2015)

HMIC's January report shows that in the financial year from 1st April 2013 to 31st March 2014, the Met's department of professional; standards carried out 419

investigations into reports of behaviour that HMIC considered were likely to involve corruption.

This investigation resulted in 69 officers and staff members being dismissed, retiring and resigning. **(BBC NEWS, 2015)**

A London police commander has been sacked by a disciplinary panel for giving details of sensitive police investigation to a journalist. **(BBC NEWS, 2015)**

Police anti-corruption investigations have arrested two of their fellow officers, including a detective attached to Scotland Yard intelligence unit, under allegations of money laundering and fraud. **(The Guardian, 2016)**

Former Cleveland Police officer Waller was imprisoned for 12 years in July over a string of sex offences against five teen girls. **(The Northern Echo, 2019)**

George Floyd, a 46-year-old black man, died May 25th in the custody of four officers of the Minneapolis Police department - all of whom were fired and Derek Chauvin, were charged with third degree murder and second degree manslaughter on May the 29th. **(USA Today, 2020)**

Contrast :

Eric Garner died in the New York city borough of Staten Island after Daniel Pantaleo, a NYPD officer, put him in a prohibitive chokehold while arresting him. On December 4, 2014 a Richmond county grand jury decided not to indict Pantaleo. **(New York Amsterdam News, 2014)**

Another incident about killing Breonna Taylor earlier this year.

One former police officer was indicted for recklessly endangering Taylor's neighbors, but the other two officers were not charged. **(Five Thirty Eight, 2020)**

David Roudovsky, a civil rights lawyer who co-wrote **Prosecuting Misconduct: Law and Litigation**, told Vox's Amanda Taub. if the police are charged they are rarely convicted. **The National Police Misconduct Reporting Project** analysed 3,238 cases against police officers from April 2009 through December 2010. They found that only 33 percent of officers who are convicted end up in prison sentences. **(Vox, 2018)**

Officer Cariol Horne was an eyewitness of her fellow police officer who used force and he was choking a handcuffed person on a home dispute. According to officer Horne when she tried to stop his aggressive fellow officer from choking an arrested man, she was punched by the same officer. When she tried to defend herself other police officers held her back. She was fired from her job with charge of obstruction. Horne lost all her appeal and her 19 years career and she didn't qualify for the pension. (**Horne, 2006**)

Evaluation and Personal Values:

Looking at the evidence my evaluation is that the police department has to be reformed. (**Mind Tools**)

This department needs strong leadership and diversity. It's important that bad cops shouldn't get away and Officers who have terminated due to misconduct should not be able to work in law enforcement again.

Restructure civilian payouts by moving them from taxpayer money to police department insurance policies.

Using the Red Model, I'm able to craft a clear and precise picture of police organisation.

Being honest, transparent and respectful to others will help me to align with police federation policy and I will make a good addition to a police force. I would like to work for the police force to bring changes as an individual.

Conclusion:

Maintaining integrity is not just a police problem. It can be a problem for anyone to have power in relation to someone else - physical, social or economic. We observe corruption in other departments too i.e, education, government and the criminal justice system.

Whether or not police falter from time to time in its code of conduct, the important thing is that they know it's the standard of policing to which we hold them. Values must be more than a statement painted on the side of the car. It must be a demonstrated value.

I believe that not everybody is wrong and corrupt in an organisation. There are always good and bad people. So every individual has their own responsibilities towards that organisation they work for, to follow the ethics to reform any organisation instead of just relying on others to bring a change. Insisting on accountability does not make anyone anti-law enforcement or pro criminal: it means demanding responsibility ;law enforcement that is serving, not defending against, the community.

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