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Essay one – Professional Standards

Essay one

This essay will look at how policing policies have changed over time and analyse how certain practices such as the Police and criminal evidence act (PACE), the National decision model, and Body Worn Video reduce misconduct by police officers, and allows for public confidence to increase in the police as a result.

PACE, 1984

PACE was conformed in 1984 and aims to strike the correct balance between policing powers, but also that of public freedom (College of Policing, 2013). PACE covers a range of different powers for police officers, including that of Section 1, which is the power to search.

In 1981, the Brixton riots took place, these riots were not an attempt to overthrow a lawful government, only a reaction to police brutality over time that angered those affected (Beynon, 1984). During this time police confidence in the United Kingdom was at an all time low. Many people believed that police officers were searching black males without sufficient grounds and thus inciting further violence and anger in the area.

The introduction of PACE in 1984, changed the powers of a police officer from having 'sus' grounds, to having reasonable grounds. This means that a police officer must have sufficient suspicion that the person being searched may possess items on them that have cause for concern or linked to an offence. There was hope that this change would allow for public confidence in the police to rise.

National Decision Model, 2012

The NDM was introduced in 2012, with a view of aiming to reduce misconduct from police officers and increase public confidence in the police. It aims to provide a structured guide for police officers to make the correct decisions whilst both on and off duty..

The figure below shows what a police officer needs to think about before making any decision, no matter the importance.



Fig 1. National Decision Model diagram (College of Policing, 2013)

Research shows that although positivity towards the police has altered in a positive light since the introduction of both PACE and the NDM, there is still room for improvement.

A survey taken by the IOPC shows that from January 2020 to March 2021, members of the public who felt positive towards the police fell from 63% to 49% and members of the public who felt negatively towards the police rose from 12% to 19% (IOPC, 2022).

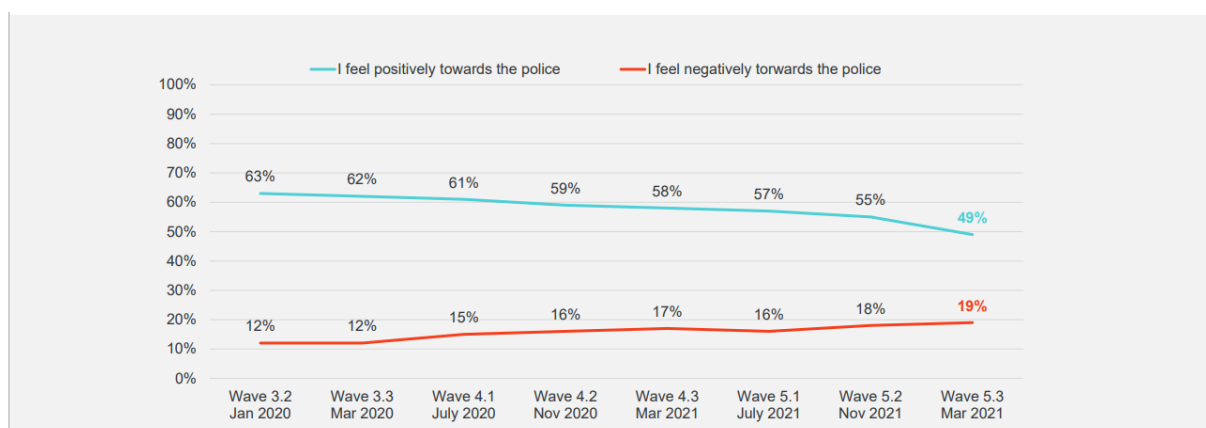


Figure 2. Public positivity towards police (OPC – Yonder Public Perception Tracker Summary Report 2021-22)

The reason for the increase in negativity can be targeted towards many different factors. 13% of people who contributed towards the survey stated that the reason they felt negative towards the police was due to police misconduct, and 8% feel that police abuse their position of power (IOPC, 2022).

We must ask the question, even with new policies in place, increased education for police officers, and more severe punishments for police officers who take advantage of their role, how does police misconduct still occur within the police force?

Body Worn Cameras/video, 2005.

Since the introduction of mobile phones with cameras, more than ever, police officers are being scrutinised whilst conducting their tour of duty. Whether that is conducting a stop and search or attending a call. Video documentation that is recorded by members of the public and private citizens, aided by mobile phones, has made disproportionate violence committed by police officers, inescapable (De Gruyter Saur, 2017).

Video documentation recorded by members of the public, has both a positive and negative impact on how policing is conducted. Those who do not conduct their role as a police officer in the correct manner are more likely to be caught and punished. However, video documentation can be edited and cropped, to make one incident look like an entirely different event.

The first introduction and roll out of officers wearing body worn cameras in 2005 has proved to be positive in both reducing officer misconduct, as well as improving public and officer confidence. According to a recent study of over 700 police officers, 62.7% agree or strongly agree that their agency should adopt body worn cameras. (Jennings, 2014).

The reason that police officers are in support of this notion is due to the increase of negative video documentation and the effect that widespread media coverage can have on a police officer. Police officers believe that BWV can:

- . Improve public behaviour.
- . Improve their own behaviour.
- . Improve colleagues' behaviour.

Conclusion

In conclusion public confidence in the police will always fluctuate and will never remain consistent. This is due to a number of factors, thus being:

.Location

.Media

.Police misconduct

Unfortunately, there will always be some form of police misconduct, as misconduct occurs in any job. However one single incident can have a huge impact on police officers and public confidence all over the world. For example, the incident with George Floyd in 2020, although took place in Minnesota, had a huge bearing on police officers and public confidence in the United Kingdom.

Each police force has a responsibility to ensure that their police officers act with professionalism in every aspect of their job, both on duty and off. Accepting responsibility for shortcomings and being honest with the members of the public is key for public confidence, and ensures that the police are there to serve their communities, not control it.

However, even to this day, with the introduction of PACE, the national decision model and BWV, stop and searches are still an area of concern for the police, and thus results in a negative effect on the black, Asian and minority ethnic groups (College of Policing, 2013).

Policing and interacting in the communities has drastically improved over the past 15 years, and many police forces communicate with members of the public to ensure that public confidence rises.

In brief, policing policies do aim to reduce misconduct and improve public confidence, however there are many factors that contribute to this, some of which are harder to control than others. Only with open and honest transparency, will police both reduce misconduct and improve public confidence.

Word Count: 1005

Essay two – Public Protection

This essay will explain what characteristics can make a person vulnerable to exploitation by street gangs and organised criminal groups. I will also discuss the different ways in which young children and vulnerable adults are recruited into these groups and the effect of what being in these groups can have on the life of those people, both in the short and long term.

Coffey (2023) describes that vulnerability can arise from an overview of 4 different triggers, thus being:

- . Health.
- . A major life event (ie losing a loved one).
- . Financial and emotional change.
- . Reduced capability (low knowledge).

In addition to this, people under the age of 18 are viewed as vulnerable due to their age. Many people may hold one, if not all of these traits, and thus are at risk from criminal gangs and exploitation.

A project in South Africa performed extensive research into why young people join gangs, and also research into why people who are surrounded by gangs do not join them. The study showed that there are numerous reasons as to why people joined the gangs, ranging from sense of belonging, poverty, peer pressure and protection. Although this study originated in South Africa, the baseline of the study would have a very familiar result in the United Kingdom. Strand (2014).

Young people are lured into these gangs via a variety of different means. If older relatives of the family are already in a gang, then their influence could have a direct effect on the young person's recruitment. Threats of harm would drive people into performing for and joining these gangs. Also protection could be offered to young people if they were to join the gang and in turn would allow them to feel safer in their area.

Once inside the gang they would be tasked to perform several different jobs to increase their stature in the gang. Such jobs could include delivering a package to a different location. The youths would be promised either money or gifts if the tasks are successfully completed. Trust would be built between the young person and the gang, and the tasks would become greater and in turn, riskier. The items being delivered across the country by the young persons would generally be drugs. There are many young people who conduct these activities, "The children's commissioner estimates there are at least 46,000 children in England involved in gang activity, with 4000 in London alone" (Blue light academy, 2014).

A study conducted in 2020 of 15 young people, aged 14-17 years olds who are recruited into peer gangs, street gangs and organised crime groups are aware of the exploitation and have a reasonable understanding of the risks involved. Some of these young persons are involved with each type of gang and perform different categories of crime. Surprisingly during this study, the young people described successful exit strategies to be able to distance themselves from such gangs. Ashton (2020).

However, as aware as these young people may be, of the situation they are in. It does not deter them from the risk of the gang. Many gang leaders would often place traps or play tricks on the young people so that they are forever in debt to the gang. For example, they would purposely have young people caught by opposite gangs and lose the drugs, so that they would think they have made a mistake and lose their gang money. This is to keep the young people working for the gangs and to continue exploiting them.

Stone (2019) reflects on a recent conviction of a Birmingham drug dealer, who had exploited a 15 year old boy and 14 year old girl. The drug dealer had used these youths 100 miles away from their homes and had them run drugs for him. The drug dealer had given them phones and hunting knives, and kept them in a small and cold flat in the company of heroin addicts.

As well as young people being vulnerable, there are many adults who are vulnerable too. One way in which gangs take advantage of vulnerable adults, is via home takeovers. In essence a drug dealer will befriend a vulnerable adult, and then in turn gradually take over the home to conduct their illegal drug activity. This is known as cuckooing. These drug dealers usually target crack addicts or recovering addicts that they have previously sold to. Butera (2013). This is likely to have occurred in the Birmingham drug dealer incident.

Gangs do not see vulnerable people as the people in which they are, they see them as opportunities to enhance and expand their illegal activities. An article by Logan described the personalities of the leaders in some gangs as “highly narcissistic, often psychopathic individuals, who use manipulation and cruelty to satisfy their own need for power and control.” Logan (2018). Both youths and adults unfortunately do not report the situations they are in, largely down to Stockholm Syndrome, which is where victims are very defensive or blindsided by their captor or abuser, that they do not wish to make complaints to emergency services.

In conclusion, vulnerable people can hold one or many characteristics that can make them an easy target for criminally organised gangs. It is down to family, friends, neighbours and members of the public to recognize the signs that someone is being targeted by these gangs. Vulnerable people will continue to be the main target for gangs, as the definition states, a vulnerable person is, as a result of their current situation, unable to protect or take care of themselves, and in essence will rely on these gangs to provide for them. Unfortunately what they provide, is either illegal or offers no real comfort for that person.

These vulnerable people, once a subject to the gangs, will be unable to leave or fight the situation, and will inevitably freeze. Thus means, reengaging with the drugs they have once left behind, and thus falling back into a spiral once again, that potentially made them vulnerable in the first instance.

Word count: 1006

Essay three – Vulnerability & Risk

This essay will depict what early intervention is and how effective it can be in changing the lives of children. I will be using external references to support the arguments that I make, both in support for early intervention and against early intervention. I will write in detail about the multi-agency approach and why it is vital to have clear communication and teamwork to get the best results.

The NSPCC describes early intervention as “forms of support aimed at improving outcomes for children or preventing escalating need or risk”. NSPCC (2023).

Ultimately, early intervention is to allow external people into a child's life to provide effective additional support, in order to prevent problems occurring and reoccurring. EIF, (no date). Again, the early intervention foundation details different forms of how early intervention is taken:

- Home visiting programmes to support vulnerable parents.
- School visits to improve children's social and emotional skills.
- Mentoring schemes for young people who are vulnerable to involvement in crime. EIF, (no date).

There are four areas that early intervention look at, to target areas of improvement, they are:

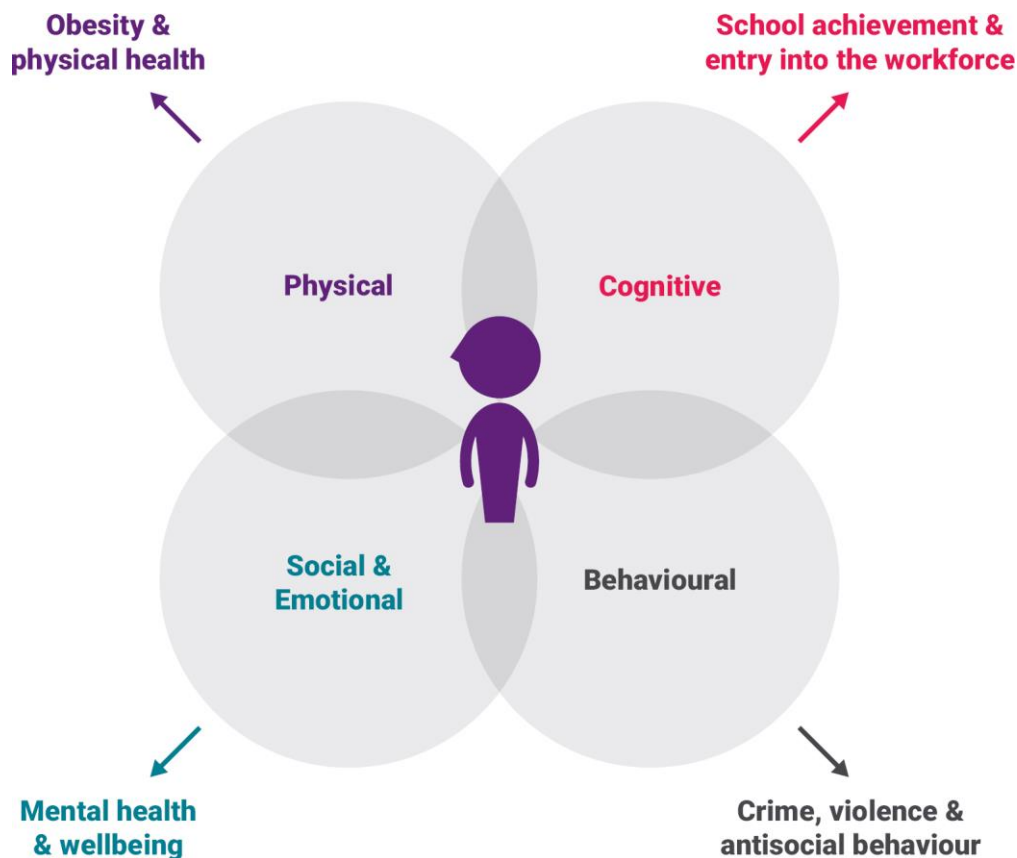


Fig 3: What is early intervention (EIF, no date)

Fig 3 shows the four key areas that would be targeted for improvement. Different approaches are applied depending on the child, and the involvement of other agencies. Each of these areas can have a large impact on a child's life, and if even one is lacking, or affected negatively, it can have a long term effect on a child.

To establish a strong foothold on a child's development, there must be more than one agency working with such a child. The Children Act 1989 made it a requirement for inter-agency collaboration and joint working, when working with children and young people, coining the phrase “work together better”. Cheminais, (2008). The multi-agency approach is also known as MASH.

The agencies involved range from, support care, social care, medical care, and educational support. London Local safeguarding children board state that the specific agencies involved in MASH are children's social care, police, health, education, probation, housing, and the Youth offending service. Gov, (2013). To gain a full perspective on a child's current situation, these agencies are required to work hand in hand to have a coordinated approach to support the child. NSPCC, (no date). As well as these agencies, it is also vital to have parents/guardians on board to help facilitate the change.

Zeller, (2017) reports that 71%-76% of children who have been involved in early intervention have shown improvements across the relevant performance areas. The areas being, social relationships, problem solving and self-care. Zeller also reports that 90% of parents stated that early intervention improved their ability to assist their children in their early life's development and education. This supports the increase of effectiveness for early intervention and MASH.

Early intervention and MASH however is not always a one size fits all solution. It has been suggested that different cultures affecting safeguarding definitions and routines are the main barrier to successful collaboration of different agencies. Gov, (2013). It was also suggested that many colleagues were not aware of the DPA, and thus failed to share relevant information with partners, thus decreasing the chances of a positive outcome on the child. Gov, (2013). This all decreases the effectiveness for early intervention and MASH.

Hillier, 2013, reports that Camden MASH has created a dataset, which allows us to review and analyse data from each case. The data shows, what the initial report was about, the issue revolving the report, changes in risk before and after MASH, the outcome of the case and how long the case ran on for. In turn, this allows for a full evaluation of the service that early intervention and MASH delivers. Whilst also identifying any areas of improvement. Gov, (2013).

In 2011, MP Graham Allen created an independent report to Her Majesty's Government, outlining the key areas that need to improve, and how to improve them to increase the effectiveness of Early intervention. One key note that he states is how this will "facilitate the essential change in culture from late to Early intervention", which means that instead of a reactive culture, we moved to a preventive culture. Allen, (2011).

The youth justice system has a huge part to play in preventing children, from the ages of 11-18 offending and reoffending. The Youth Justices Systems main aim is to stop the offending. They aim to teach and educate the children on how offending can have such a detrimental effect on their lives. Susannah Hancock, 2023, a youth justice board member, quoted Bishop Desmond Tutu saying "There comes a point where we need to stop pulling people out of the river. We need to go upstream and find out why they're falling in." . Hancock, (2023).

In Hancock's report, she also provided figures that for the year ending March 2021, children with no previous offences had a reoffending rate of 16.4%, compared to 63.8% for children who had previously committed 11 or more offences. This statistic shows that early intervention and education can have a large impact on reoffending rates, and thus shows how important it is. Hancock, (2023).

In conclusion, after looking at reports and figures, Early intervention is key to prevent the likelihood of children reoffending. There is always learning to take place, especially between the different agencies that work with these children. Evaluating each case and reviewing what worked and what

didn't work, will be invaluable for the future. Providing support as early as possible in a child's life can be what turns their life around for the better, for themselves and society.

Parents/guardians who accept the help and are willing to change for their child are more likely to see the full benefits of early intervention. Ultimately the aim for Early intervention is to protect the children from harm, improve their long term outcomes, improve their home and social life, and ultimately offer them the skills in preparation for adult life. NSPCC, (2023).

Word count: 1004

Essay four – Valuing Difference & Inclusion

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

Support your answer with relevant evidence drawn from academic sources.

Word limit: 1000 words.

This essay will detail how police forces around the United Kingdom have adapted to accommodate diversity, both in the role of police officers and senior officers. It will also detail how the police interact with diverse cultures, and how they attempt to become more knowledgeable of all religion, disabilities, sexualities, and cultures. There will be a range of different sources used in this essay, as well as statistics that are to provide an overview and statistical proof that police forces are accommodating diversity within the police force.

Why is a diverse police force important?

In recent times, the United Kingdom as a whole, has become increasingly more diverse, with the levels of migration that are occurring. (Washington, 2023). Washington continues to say that the police force no longer represented the diverse communities that they serve. As Sir Robert Peel, the founder of modern policing said, "The police are the public and the public are the police". In essence, as diversity in the United Kingdom is increasing, the diversity in the police force needs to increase as it then sends a clear message to the public that the police are there to serve everyone, as the police force, includes everyone. Munro (2023).

In 2019 Durham University published a report that details findings of surveys regarding diversity and inclusion in the police. In their summary they stated "Inclusion is increasingly recognised as essential to support and achieve diversity improvement". They also say that working towards diversity is considered as doing what is right, just and moral. Durham University (2019)

How effectively have the police adapted to accommodate diversity within the UK?

Between 2007 and 2022, the percentage of police officers from all ethnic minority groups have risen. Figures taken at the end of March 2022 shows that out of 136,274 police officers, 8.1% of them were from the Asian, black, mixed and other ethnic minority backgrounds. Gov (2023). This percentage shows that, although there has been an increase in how diverse the police force is, it is still not at the required percentage. This is because, in the United Kingdom, approximately 81.7% of people were white and approximately 18.3% were from ethnic minority backgrounds. Gov (2023).

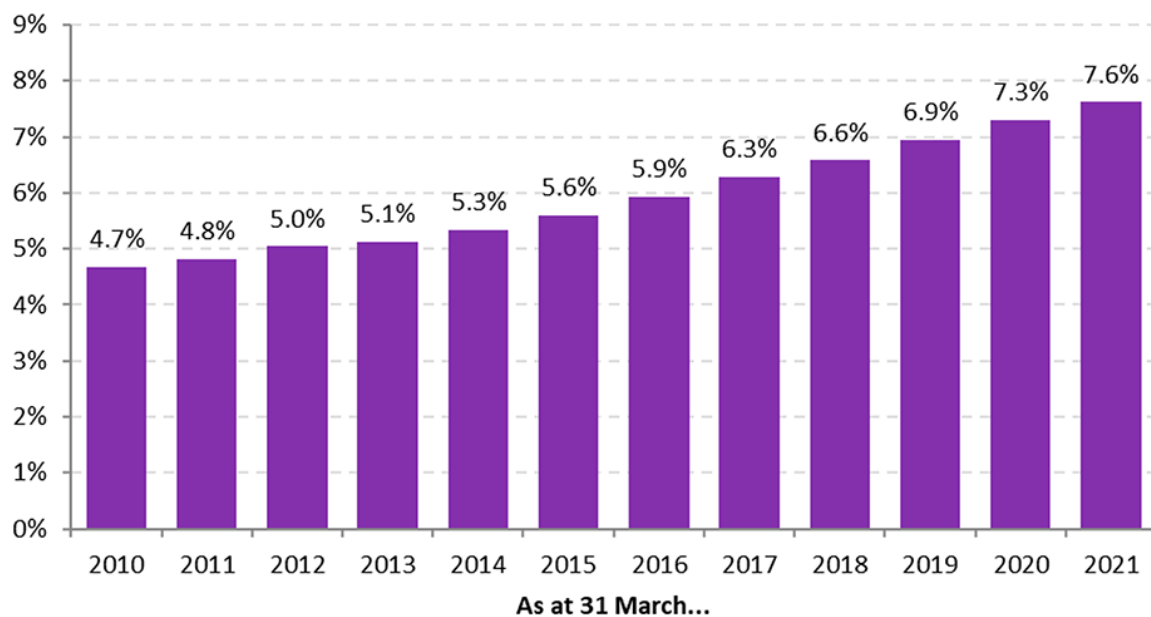


Figure 1: Proportion of police officers who identified as Black, Asian or other minority ethnic group.

Figure 1 shows that although it is taking time to accommodate diversity in the United Kingdom, the rise is providing a positive increase in the diversity of the police force. This will allow for the members of public to feel represented in their local police force.

Another survey was conducted around the 43 home office police forces in England and Wales to examine the inclusivity and workplace culture. This was conducted to support the 2018-2025 NPCC diversity, inclusion and equality strategy to provide analytical results, that the strategy is working. (Durham University 2019).

	Strongly Disagree or Disagree % (n)	Neutral % (n)	Strongly Agree or Agree % (n)
<i>At work, I feel that my career promotion opportunities are negatively affected because of my religion/beliefs</i>			
Christian Police Officers	81.0 (3,915)	16.5 (798)	2.5 (121)
Christian Police Staff	88.5 (3,967)	11.0 (492)	0.5 (22)
Muslim Police Officers	50.0 (77)	28.5 (44)	21.4 (33)
Muslim Police Staff	56.7 (72)	31.4 (40)	11.8 (15)
<i>At work, I sometimes feel that people actively try to stop me from gaining opportunities for development because of my religion/beliefs</i>			
Christian Police Officers	83.3 (4,030)	15.4 (745)	1.2 (61)
Christian Police Staff	88.7 (3,975)	11.0 (490)	0.4 (14)
Muslim Police Officers	50.6 (78)	29.2 (45)	20.1 (31)
Muslim Police Staff	63.2 (79)	25.6 (32)	11.2 (14)
<i>At work, I do not get enough recognition because of my religion/beliefs</i>			
Christian Police Officers	76.9 (3,717)	21.1 (1,022)	2.0 (97)
Christian Police Staff	84.2 (3,771)	15.2 (683)	0.6 (26)
Muslim Police Officers	46.8 (72)	29.8 (46)	23.4 (36)
Muslim Police Staff	59.1 (75)	28.4 (36)	12.6 (16)

Figure 2: Perception of being unfairly treated due to their Religion/Beliefs

Figure 2 shows us a different perspective of how diversity and inclusion is viewed from a religious point of view in the police forces around England and Wales. This figure shows us that Muslim police officers and police staff are being negatively affected in aspects of their work life because of their religion compared to people with Christian beliefs. Muslim police officers believe that the chance of promotion or chance of recognition is negatively impacted solely because of their religious beliefs.

Community Engagement

As well as increasing the diversity within police forces, in regards to employment, police have also looked to improve how they interact with all different types of communities. Neighbourhood teams especially aim to interact with diverse communities often, where they would visit places of worship. Their aim and focus is to identify priorities of the communities, and do gather a wider understanding of different cultures, and concerns for all communities. Surrey police (2016).

Police are also aiming to become closer, and build trust between hard to reach groups, such as black and ethnic groups, LGBT and the Travelling community. Police aim to send representatives of their police force to large events to such as Pride and participate in religious events such as Ramadan.

A report written that was written by professor of criminology Karen Bullock and professor of sociology Paul Johnson in 2018 looked at how the police engage with Muslim communities. Since the early 2000's there has been efforts in the UK to promote how Muslims interact in communities and public life. However, this has not been a straightforward task as events such as the London bombings in 2005 have created controversies for the Muslim communities and they have been the focus of counter terrorism strategies. Since then, Muslim citizens have retreated from participations in state institutions and public life. Bullock (2019).

Community policing has become the core tactic in interacting with all of our communities, including that of the Muslim community. The 'soft' approach of community police officers attending places of worship and learning more about the religion and beliefs has shown to be a positive engagement between both parties, as trust building from both sides. With the increase of Muslims in the police force, this also allows for community tension to decrease and trust and confidence build.

Specialist anti-terrorism policing strategies however have still undergone their work alongside the soft approach. Both of these strategies being compiled at the same time has made some Muslim citizens 'suspicious' of the police and therefore the soft approach of police engagement has been undermined. Bullock (2019).

Summary

Police forces around England and Wales for the last three to four decades have heavily increased their attention to ensuring that diversity and inclusion is at the forefront of policing. Research from multiple universities and studies have shown positives for this, however the research also shows that there is still work to be done to ensure that these figures continue to rise and remain positive.

Each police force has its own positives and negatives, however sharing studies and teaching can allow for each force to improve upon their current position and allow for communities and groups to trust in the police.

Word count: 1015

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