

Essay 1 - How effectively has the police service adapted to accommodate diversity within the UK? Consider the police force itself and/or the way police engage with diverse communities.

The UK is a multi-cultural and diverse country, where the percentage of white people is slowly decreasing. There are many factors that contribute to the changing ethnic composition of England and Wales, including differing patterns of mortality, fertility, and ageing (Diversity UK, 2023). As the UK is diverse and the diverse population is increasing each year, it is important that we adapt as a country. The police service is a vital part of any country, where it exists to prevent crime, bring to justice those who offend, and to protect, help and give reassurance to the community (College of Policing, 2024). So, it is important that the police adapt to the ever-changing diversity and multi-cultural population. During this essay, it will be discussed how the police service has adapted to accommodate diversity in the UK, and how effective these adaptations have been.

In 2021, 81.7% of the UK identified their ethnic group as "White", which is a decrease from 86.0% in 2011. Out of the remaining 18.3%, the next highest population was "Asian" accounting for 9.3% of the population. This was an increase of 1.8% from 2011. The remaining population identified themselves as "other ethnic group", "Black", Caribbean or African", or "Mixed or multiple ethnic groups". That is 10.9 million people who live in the UK who do not identify as "White" (Office for National Statistics, 2022). These figures show why it is so important that the police service adapt to accommodate for these 10.9 million people, who have human rights which include the right to Freedom of thought, belief and religion (*The Human Rights Act 1998*).

One way the UK Police Service has adapted to accommodate diversity is making awareness and developing plans throughout Police Forces. "In 2008, the Policing Green Paper set out a strategy that focused on continuing to deliver improvements to policing. This included commitments to develop and promote equality, diversity and human rights and respecting diversity. This strategy and its action plan outlines how the Association of Chief Police Officers (ACPO), the Association of Police Authorities (APA), and the Home Office will deliver this within the UK Police Service. Three strategies have been put in place that includes delivering services that are easy to access and that respond to and meet the needs of all communities, building a working environment that includes everyone and that encourages all staff to develop and make progress, and building equality into the organisation's processes and how the service manages its performance. The strategy provides a national framework for improvement that will be delivered through individual Police forces and Police authorities". This includes training provided to officers, that sets out to recognise diversity, religion, equality, and race, and how to accommodate those individuals appropriately. Evidence has shown that setting out frameworks like these provide a more trusting relationship within communities which in-turn lead to an improved co-operation, public confidence and an increase in satisfied victims (College of Policing, 2009).

Another way the police have adapted to accommodate diversity is enduring police officers and police staff throughout police forces are diverse. Police forces have been attracting, recruiting and retaining a diverse workforce for many years now, with the hope that an equal, positive and anti-racist work environment can be established (College of Policing, 2024). Historically, UK police forces were white male dominated,

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where it was criticised by the public for having a sexist and racist culture and lacking ethnic minorities and female officers. This was primarily due to the inquiry following Stephen Lawrence's murder in 1993 (Crown Prosecution Service, 2023).

Race Relations Act 2000 reinforced the Police Service's duties to prevent racial discrimination and promote equality, with the aim of promoting positive relationships between members of different racial groups. In order to achieve this, all police forces in England and Wales were required to increase the number of recruits from minority ethnic backgrounds (Bhugowandeen, 2013). Statistics show that in March 2020, Black and Asian, and Minority Ethnic (BAME) officers in England and Wales continued to increase (*The Macpherson Report, 2021*). However, the Home Office stated that 7.3% increase of BAME officers is still considerably lower than the 15.6% of the population that identify as BAME (Office for National Statistics, 2019). However, it has been found that this work to recruit BAME officers is still not embracing diversity, race and minority differences. This has led to officers being either dismissed or leaving voluntarily because they are not being progressed in their career (*The Macpherson Report, 2021*). This then impacts the aim of preventing racial discrimination in the police force and community, and the aim of promoting positive relationships between members of different racial groups. Having diverse police officers is reflective of our diverse communities, by promoting inclusiveness and equality. This is a really effective way to accommodate diversity in the UK, but recruitment needs to increase and once recruited, those officers need to be treated equally (Joining the Police, 2024).

The main issue for poor adaption is racism and the rise of the European far-right and white, and Christian supremacy, that has since increased due to Brexit (Tudor, 2022). In recent years, protest movements such as Black Lives Matter has challenged racism in the police. This is mainly due to the police being highly visible and often negatively perceived by the public and the media (Elliot-Cooper, 2023).

In conclusion, the police service has effectively adapted to accommodate diversity within the UK, however more work needs to be done so that officers are able to engage appropriately with the community. The percentage of diverse communities is only going to increase, so continuing to set out frameworks and provide training to officers is crucial. UK police forces still need to continue recruiting diverse minorities so that the public regain trust, confidence, and support investigations. To continue adapting to a diverse population, the police service itself needs to work on keeping the recruits by treating them equally and ensuring they have the same opportunities for progression. This includes identifying and abolishing institutional racism, primarily in the police. If police forces aren't accommodating of diverse officers, officers are not going to be able to engage correctly with diverse communities.

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Essay 2 - Response policing – Why is it important to manage mental wellbeing in policing? What can be the consequences if mental wellbeing is not managed appropriately?

Mental wellbeing is how a person manages elements of everyday stresses, emotions, anxiety, decision making, and professionalism (Purba and Demou, 2019). Managing your mental wellbeing is extremely important, as it can impact your everyday life in many ways (World Health Organisation, 2022). There are several factors that can affect mental wellbeing and are often caused by some one's job or career. For example, a career as a police officer. During this essay, the importance of managing mental wellbeing in policing will be discussed, including the consequences if it is not managed appropriately and in an effective way. During this essay, a select few of the consequences will be discussed as there are a considerable amount.

Managing mental wellbeing in the police is extremely important for many reasons. This includes maintaining a healthy and positive work environment, beneficial effects on individuals as well as the organisation, and benefits the public, witnesses, victims, and even suspects (Purba and Demou, 2019). There is clearly a correlation with mental wellbeing in police officers and quality of life, which includes both physical and mental aspects (Oliver et al. 2023). The state of a person's mental wellbeing effects how an individual can behave with other people. Police officers who have a healthy mental health tend to positively engage with the public and can do their job to a high standard, which results in a positive outcome. Underlying this, is the ability to be able to make effective, positive, and adequate decision making, as well as the management of emotions and mood (Santre, 2024).

Consequences of not managing mental wellbeing appropriately can have massive implications. "Police officers can often experience physical, cognitive, emotional, and behavioural issues. Those individuals may show signs of lack of sleep, negative coping mechanisms, burnout, aggression, or violent behaviour. This can then result in a mental health disorder, chronic stress, alcohol abuse, or suicide" (Illinois Criminal Justice Information Authority, 2022). Previous research has found that "funding cuts, social pressure, general police culture, inadequate leadership and managerial instability influenced police officers' mental health. This then leads onto a higher risk of developing psychological disorders, especially in relation to repeated trauma events in law enforcement" (Santre, 2024).

Police officers are exposed to situations that are traumatic on a regular basis, which can result in a high risk of stress related issues. By implementing suitable methods to those people, an improvement of their resilience to stress can be obtained, which can result in the protection of health that is caused by stress (Wild, El-Salahi and Esposti, 2020). Stress is extremely common, and it can be defined as a response to a situation that causes a person to worry (World Health Organisation, 2023). It has been stated by police officers, academic researchers, and medical professionals that policing is one of the most stressful professions (Purba and Demou, 2019). But there are many causes of stress, which include feeling pressured or threatened whilst in a situation where it feels that it can't be controlled or managed sufficiently (Mind, 2022). Schneiderman, Ironson and Siegel, (2005), state that "human stress responses that are severe, long lasting, or repetitive may lead to health issues and even disease. In the profession of policing, research has shown that there is a positive correlation with how long a police officer has served in the force and the likely hood of experiencing mental health issues".

Police officers are at high risk for depression that is a result of policing. There are many factors that play a role in developing depression, such as injuries, attending critical incidents, existing policies and procedures, lack of support and excessive workload (Gershon et al.

2002 and Gershon et al. 2009). It is vital that officers have the skills to cope and recognise the symptoms of depression (Allison et al. 2020). Depression can then often lead to suicide if it's not managed correctly. Research has shown that there are five prominent factors of policing that are associated with the risk for suicide or the idea of wanting to commit suicide. These factors are work related stress, trauma caused by attending critical incidents, shift patterns, relationship issues and alcohol consumption (Chae and Boyle, 2013). Although suicide is the worst consequence of not managing mental wellbeing during policing, there is support and preventative measures that exist in the police to reduce factors that can lead to suicide.

Policing in general is highly stressful, with police officers frequently dealing with incidents that can often be traumatic and intensive. As a result of this, the risk of suffering from poor mental health is high. This can then lead to coping strategies, such as heavy alcohol use. It has been found that "police officers who have depression, anxiety, or post-traumatic stress disorder (PTSD) were twice as likely to drink alcohol in a harmful manner or binge drink, compared to those without mental health issues" (University of Liverpool, 2021). Research was conducted and the data was analysed from the Airwave Health Monitoring Study. This was conducted by The Imperial College London, who collected data from 40,986 UK police officers, between 2006 and 2015. Results show that 33% of police officers had a hazardous level of alcohol per week, and 3% consumed a harmful amount of alcohol per week. In addition to those results, 30% of police officers reported binge drinking (Irizar et al. 2021).

The consequences mentioned can then lead onto other consequences, such as the effect on family, friends, colleagues, and members of the public. Counselling is often available for police officers to help with mental wellbeing, especially after attending traumatic incidents. Trauma Risk Management (TRiM) is often offered to officers, which is a trauma-focused peer support system designed to help police officers and other people who have experienced such traumatic incidents (March on Stress, 2024).

In conclusion, it is vital that the mental wellbeing of police officers is adequately managed. Not managing mental wellbeing and mental health can have a detrimental effect on a person's mental health that can lead to stress, alcohol dependency, and depression. If those consequences aren't managed effectively, this can then lead to the persons family and friends being affected, victims and witnesses may not get the appropriate support, your colleagues and workload may be affected, and possibly suicide. Mental wellbeing can easily be negatively affected by a person's workload, critical or traumatic incidents, inadequate leadership, pay cuts, and lack of support. However, there are policies, procedures, and support in place that help officers learn to cope and manage with these factors.

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Essay 3 - Outline potential links between serious and organised crime and public protection issues. What characteristics make some people more vulnerable to exploitation by serious and organised crime gangs?

Serious and organised crime can be described as people who work alongside one another to plan, coordinate and conduct serious and organised crime (Crime Stoppers, 2024). The Modi Operandi of organised crime groups (OCGs) is similar throughout each crime type, and is usually based around exploitation, the use of intimidation, violence, and corruption against vulnerable people (Europol, 2024). Organised crime is always changing and is one of the priorities set out in the government's National Security Risk Assessment (HM Government, 2015). During this essay, it will be discussed what makes some people more vulnerable to exploitation by serious and organised crime gangs and the potential links between serious and organised crime and public protection issues.

Serious and organised crime is one of the biggest issues facing modern day policing. "New crimes such as child sexual exploitation (CSE), modern slavery and human trafficking is emerging often, and the public are more at risk than ever before" (HM Government, 2015). In order to battle this problem, in 2015 the Government introduced new legislation, the Serious Crime Act 2015 and the Modern Slavery Act 2015 (*Serious Crime Act 2015*) (*Modern Slavery Act 2015*). Ensuring the safety of people who are high risk of becoming victims of crimes such as child sexual exploitation, modern slavery, human trafficking, and county lines is a big public protection issue. People who are vulnerable through poverty, adverse childhood experiences (ACEs), age, and drug dependencies are at high risk of becoming a victim to those crimes through serious and organised crime gangs (Crime Stoppers, 2024).

Poverty can make a person more vulnerable to exploitation and has a correlation with slavery and human trafficking. "In areas where there is extreme poverty, poor resources, and lack of employment, poverty can be very extreme. Serious and organised crime gangs take advantage of those people and offer them an opportunity which will improve their lives" (Intercommunity Peace and Justice Centre, 2016). Unfortunately, these opportunities are often false and includes forced labour, trafficking of people, weapons and drugs, and sexual exploitation of both adults and children (National Crime Agency, n.d.). When it comes to public protection issues, there are several issues that include language barriers, trust in police, fear of repercussions, they don't see themselves as victims, and drug addiction (Home Office, n.d.). However, in 2021-2022 there were 14.4 million people in the UK that were in poverty, where there are no easy and quick solutions (Joseph Rowntree Foundation, 2024).

Another factor that makes a person more vulnerable to exploitation is someone who have been exposed to adverse childhood experiences (ACEs). ACEs are caused by highly stressful and traumatic events that happen during childhood and/or adolescence, and can be an event that happens once, or it can be a series of events that has a negative impact on a child (Young Minds, 2018). This can be emotional, sexual, or physical abuse, witnessing drug or alcohol abuse, or witnessing domestic abuse/violence (NHS, 2024). Research has been undertaken where it has been found that "having a risk factor such as ACEs, results in a higher risk of that person joining a

serious or organised crime gang due to their vulnerability and high probability of them offending" (Wolff et al. 2019). Recognising ACEs in young people and then giving them appropriate support can help reduce the risk of young people offending (Estyn, 2020). However, public protection issues exist, especially if organisations are not aware, if there are no family support networks available, and if that person refuses help that's offered by social services (Hopper and Herridge, 2020).

Another factor that makes a person more vulnerable to exploitation is someone who is addicted to drugs. According to Hopper and Herridge (2020), "organised crime gang members are more likely to be drug takers than those who are not in gangs". Those who are exploited by gangs due to their drug addiction is very common when it comes to county lines (National Crime Agency, n.d.). Drug trafficking across county lines is widespread and one of the most common areas of serious and organised crime. Vulnerable adults and children are often controlled, coerced, or manipulated into distributing those drugs across the country and even abroad (Home Office, 2023). Those vulnerable individuals can easily become addicted to drugs and will do whatever is asked of them for more drugs or money to buy drugs. Others can then end up feeling as though they are trapped in the situation, and others have been groomed and will do whatever is asked by the groomer (Crime Stoppers, 2024).

Children often become victims of serious and organised crime due their vulnerabilities. These children are not aware what coercion is and can't recognise it as easily. "Abusers will often gift these children with money, drugs, alcohol, and presents to gain their trust and affection. This then leads onto an exchange for sexual activity with that abuser or with someone else. Child sexual exploitation (CSE) is one of many organised crime activities and can happen with vulnerable adults too" (Crime Stoppers, 2024). In order to safeguard children from sexual exploitation, it is vital that people are made aware of the signs and how to report it. There are many issues when it comes to CSE, such as police difficulties in identifying it due to no single definition, department crossover issues, victim blaming, and poor effort in disrupting CSE (His Majesty's Inspectorate of Constabulary and Fire & Rescue Services, 2023).

In conclusion, Poverty, ACEs, children, and drug dependencies are all characteristics make people vulnerable to exploitation through intimidation, violence, coercion, deception, and manipulation. These vulnerabilities can then lead to slavery, human trafficking, drug trafficking, county lines, and child sexual exploitation by serious and organised crime groups. Public protection issues arise from each of these crimes, that include language barriers, lack of trust in the police, fear of repercussions, lack of awareness, feeling trapped, and difficulties in identifying them by police. Continuing with new legislation such as the *Serious Crime Act 2015* and the *Modern Slavery Act 2015* will help with these issues by spreading awareness, so that these vulnerable people can be safeguarded, and the organised crime groups can be disrupted. There are many public protection issues and these need to be addressed. However, there are issues such as poverty that cannot be improved instantly.

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Essay 4 - How effective is early intervention an effective means of preventing young people from offending or re-offending?

In the last 20 years, youth crime has become an issue for police in the UK. Young people often become involved in crime, which often results in them re-offending. Statistics show that “between March 2022 and March 2023, there were approximately 8,400 child first time entrants (FTEs) to the Youth Justice System (YJS) in England and Wales, and there was a 9% increase of arrests of children compared to the previous year” (Youth Justice Board for England and Wales, 2024). Statistics also show that “between March 2020 and March 2021, children who had no previous offences had a re-offending rate of 16.4%, compared to 63.8% for those who had committed eleven or more previous offences. This shows that intervening early can prevent offending or re-offending” (Hancock, 2023). During this essay, the effectiveness of early intervention to prevent young people offending or re-offending will be discussed.

Young people don't just offend with no reason (Jacobson and Kirby, 2012). In December 2021, The City Hall Analysis stated that there are factors in young people's lives, homes and their communities that may increase the likelihood of young people committing crimes and turning to violence. Factors such as poverty, poor mental health, school exclusions, inequality, and a lack of youth services can all impact the likelihood of offending and re-offending. The covid-19 pandemic was also a factor in driving young people towards crime (University of Bolton, 2023).

One cause for young people to offend is adverse childhood experiences (ACEs). ACEs are caused by highly stressful and traumatic events that happen during childhood and/or adolescence, and can be an event that happens once, or it can be a series of events that has a negative impact on a child (Young Minds, 2018). This can be emotional, sexual, or physical abuse, witnessing drug or alcohol abuse, or witnessing domestic abuse/violence (NHS, 2024). ACEs and the effects on offending have been recognized for some time, with a strong correlation of antisocial behaviour and violence. Research has shown that of all children who experience ACEs, between 75%-93% of them enter the Juvenile Justice System (Baglivio et al. 2015). Recognising ACEs in young people and then giving them appropriate support can help reduce the risk of young people offending. This can be accomplished through awareness in schools, who then can track and monitor, share information and have joint working arrangements put in place (Estyn, 2020).

Child abuse is another factor to young people committing crimes in the UK (University of Bolton, 2023). The West Midlands Police and Crime Commissioner showed that “there are several children who are in the Youth Justice System are being punished. This is a result of the consequences of early abuse and the impact it has had in their behaviour. It also showed that 9 in 10 children in the Youth and Justice System are known or suspected to have been abused. There are many other factors that drive young people to crime, such as drug and alcohol abuse, easy access to weapons, lack of or no parental support, lack of or no education, and peer pressure” (West Midland Police and Crime Commissioner, 2021).

In early intervention involving young persons, it is usually divided into two main areas of prevention and diversion. Prevention is to help stop young people becoming initially involved in crime. This can be done by helping to identify their needs and vulnerabilities

by giving them support to stay in school or ensuring they have a safe home environment. Diversion is where early intervention is provided by services when a child may have committed or be involved in a crime. A diversion is provided to identify the underlying reasons for their behaviour. The aim is for young persons to receive adequate support and educate them to make positive choices in life, in order to avoid receiving a criminal record (Hancock, 2023).

Collaborative approaches to preventing offending and re-offending by children (CAPRICORN) is a framework that sets to help different local authorities such as police, schools, and young offending teams to prevent young people offending and re-offending. The framework states that individuals and family members are advised to support positive relationships and strengthen life skills. The community can also act by ensuring school exclusion isn't overused, help prevent violence and exploitation, take steps to reduce poverty, and be supportive when addressing substance abuse and mental health issues. For reducing offending, individuals and family are encouraged to mentor children and help them build life skills. The community can help by identifying early what children are at risk for re-offending, and providing young people with supportive services (Gov, 2024).

There are other ways that early intervention to prevent re-offending can be established. Out-of-court-disposals is a method of resolving an investigation for offenders that have committed a low-level crime and/or they do not have any previous history of offending (South Wales Police, 2024). The aim is to address offending behaviour without going through the courts but in order to use this disposal, an admission of guilt and acceptance is required from the offender (HM Inspectorate of Probation, 2023).

Specific interventions that are often used to reduce offending and re-offending can be family focussed interventions, therapies, skills building programmes, diversions and intervention programmes, and restorative justice. These interventions have been shown to be effective with behavioural issues (Manica, 2022). The Youth Justice System (YJS) in England and Wales provide intervention plans to young people and can be implemented through face-to-face meetings, group work, or programmes (Ministry of Justice, 2013). The Youth Justice Statistics 2022 to 2023 show that the reoffending rate has increased by 0.9% from the previous year. However, this is the first increase since the end of March 2014 (Youth Justice Board, 2024).

In conclusion, statistics show that the interventions utilised in the UK is helping to stop re-offending is maintaining numbers, however more work needs to be done to help reduce the percentage of young person's offending and re-offending. The number of young people offending and entering the Youth Justice System is still very high, and there was a 9% increase of arrests of children. Understanding the cause for offending and re-offending is vital when utilising an intervention. This can increase the chance of that intervention from being a success. Utilising awareness of ACEs, out-of-court-disposals, providing support, and attending meetings and programmes appear to be an effective early intervention of preventing young people from offending or re-offending, but more needs to be done, especially in areas that are high in poverty. It is crucial that several groups work together, such as parents, schools, and local authorities, when interventions are used.

Word count: 1095

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