

Essay one – Consider the effect of professionalisation on organisational culture within policing and examine the impact on officers' wellbeing and resilience. Your answer must be based on academic research, not personal experience.

Professionalisation has been a significant development in policing in recent decades, with the adoption of standardised policies and procedures, performance metrics, and accountability mechanisms (Heymann, 2017). While professionalisation has had numerous benefits, such as increasing the accountability and transparency surrounding policing, it has also had a significant impact on the organisational culture within policing. This essay will explore the effects of professionalisation on the organisational culture within policing and the impact on officers' wellbeing and resilience, using academic research.

It is firstly important to define what is meant by professionalisation and its relevance in the context of policing. Green and Gates (2014, p. 75) simply defined professionalisation as 'the transformation of an occupation into a profession'. Historically, the police service has not been deemed as a formal 'profession' in the same guise as for example, medicine or law (Heslop, 2011). The professionals working in these traditional fields are accepted by the public as having skills rooted in extensive and rigorous academic and practical research. Rudlin et al (1934) suggested that professions are characterised by three primary features – specialised knowledge, a system of formal education and training and a code of ethics or professional standards. To understand the professionalisation of policing as a relatively new concept, it is important to note that Sir Robert Peel, the 'grandfather of modern policing', established the London Metropolitan Police Service in 1829 under a set of principles known as the 'Peelian Principles', outlining that in order for policing to be effective, there must be widespread support for the actions of the police service, and that the legitimacy in the police service is wholly derived from this consensus (Bayley, 2016).

The police service in England and Wales has made recent strides in the pursuit of professionalisation, seen largely in the formulation of the College of Policing (COP) in 2012 which is an independent professional body for policing (College of Policing, 2012), akin to the British Medical Association, for example. In its goal to professionalise the national police service, the College of Policing in 2014 published a code of ethics which applies to all people working in policing and comprises of the nine policing principles and the 10 standards of professional behaviour (College of Policing, 2019).

Essay two (Digital policing) – Critically analyse the investigation of complex internet-related crime and outline the extent of the police's role in investigating such crimes.

The growth of the internet and digital technologies has led to an increase in internet-related crimes, such as cyberstalking, hacking, online fraud, identity theft, and child sexual exploitation. Investigating these crimes is incredibly difficult due to their complex nature, and it requires a deep knowledge and expertise in digital forensics and computer science. In this essay, I will critically analyse the investigation of complex internet-related crime and outline the extent of the police's role in investigating such crimes, drawing on a range of academic sources.

Investigating complex internet-related crimes poses several challenges for the police in this modern internet age. According to Casey (2011), one of these significant challenges is the swift pace of technological advancement, which has made it difficult for the police to keep up with the latest tools and techniques used by cybercriminals. This means that the police must continually update their knowledge and expertise in order to stay ahead of the criminals, by detecting, investigating, and thus deterring its prevalence.

Another challenge is the anonymity provided by the internet, which makes it difficult to identify and track down suspects. Cybercriminals often use virtual private networks (VPNs) and other technologies to mask their identities, making it challenging for the police to trace their activity online. This requires specialised skills and knowledge to investigate internet-related crimes (Taylor, Fritsch and Liederbach, 2015). To use an example, the online illicit drug trade commonly takes place in the 'dark web', which cannot be detected using traditional search engines and is heavily encrypted, requiring specialist software and browsers to access (Weimann, 2016). An independent report commissioned by the Home Secretary found that the dark web has recently become an important source in the retail supply of new psychoactive substances (Dame Carol Black, 2020).

The cross-border nature of internet-related crimes presents a significant challenge for local police forces, as noted by Wall (2007). Cybercriminals can operate from any location and can target victims from any part of the world. This means that the police must work together with other police forces and law enforcement agencies in different countries in order to detect and investigate these, as well as bringing their perpetrators to justice. In the UK, efforts have been made to arm the police in order to deal with the increased prevalence of online criminal activity, seen through the formation of the National Cybercrime Unit (NCCU) within the National Crime Agency (Wall and Williams, 2013). The NCCU have been designed to assist the UK police forces in sharing intelligence and co-ordinating a response to cybercrime by exploiting their partnerships with international law enforcement agencies such as Europol and the United States of America's Federal Bureau of Investigations (National Crime Agency, 2018).

According to Holt and Bossler (2012), one of the primary roles of the police in investigating internet-related crimes is to gather evidence from the digital devices of suspects. This process involves the use of advanced digital forensic tools and techniques to recover data from various devices, including

computers, mobile phones, and servers. As in all police investigations, subject to the Criminal Procedure and Investigation Act 1996, the police have a statutory duty to pursue all reasonable lines of enquiry (Ministry of Justice, 2020). Investigators also have a duty however to respect and uphold the privacy of victims, witnesses and suspects which is protected under Article 8 of the Human Rights Act 1998 (Ministry of Justice, 1998). This presents a clear conflict for the police, and it has been argued that this stresses the need for greater clarity and boundaries to be drawn (Bradfield, 2020), which was the primary recommendation in a recent Information Commissioner's Office report (2020) into mobile phone data extraction by the police forces in England and Wales. The police also work closely with other agencies, such as internet service providers (ISPs), to obtain information about the suspect's online activities and communications, most commonly seen in child pornography related investigations (McCabe, 2008).

The police have a responsibility to identify and apprehend suspects involved in internet-related crimes, and this requires specialized skills and knowledge, as noted by Rouse (2014). The police must have a deep understanding of the technical aspects of these crimes to identify the culprits. Additionally, the police work with other law enforcement agencies in different countries to track down international cybercriminals. Another important role of the police in investigating complex internet-related crimes is to educate the public about these crimes and how to stay safe online. This involves working with schools, community groups, and businesses to raise awareness about the risks associated with the internet and the steps that can be taken to protect against these risks. South Wales Police regularly use the force's social media platforms to educate followers on online safety in a bid to reduce cyber criminality (South Wales Police, 2023). Wall (2007) notes that the police also provide training to other law enforcement agencies, businesses, and organisations on how to prevent and investigate internet-related crimes.

In conclusion, investigating complex internet-related crimes is a challenging task that requires specialised skills and knowledge. The police play a critical role in investigating these crimes and have a wide range of responsibilities, including gathering evidence, identifying, and apprehending suspects, and educating the public about these crimes. However, investigating these crimes pose several difficulties for law enforcement agencies, including the rapid pace of technological advancements, the anonymity provided by the internet, and the cross-border nature of these crimes. Addressing these challenges requires a concerted effort from all police forces and other law enforcement agencies, as well as other stakeholders, including businesses, organisations, and the public.

Essay four – Critically evaluate the effectiveness of crime prevention strategies in relation to Serious and Organised Crime.

Serious and Organised Crime (SOC) is a complex and prevalent issue that has a significant impact on society. The offences and criminal activities which constitute a SOC in the United Kingdom have been made abundantly clear. The UK government define SOC as “individuals planning, coordinating and committing serious offences, whether individually, in groups and/or part of transnational networks. The main categories of serious offences covered by the term are: child sexual exploitation and abuse;; illegal drugs; illegal firearms; fraud; money laundering and other economic crime; bribery and corruption; organised immigration crime; modern slavery and human trafficking; and cyber crime” (His Majesty’s Government, 2018, p. 11). Rather than simply responding and reacting to such offences, the police and other law enforcement agencies use a plethora of preventionist strategies to combat the prevalence of SOC. The United Nations Office on Drugs and Crime define a crime prevention strategy as any measure that seeks to reduce the chance of crimes occurring, and to mitigate their potential harmful effects on individuals and society, by intervening to influence their multitude of causes (United Nations Office on Drugs and Crime, 2019). This essay forms a critical evaluation of the effectiveness of crime prevention strategies such as designing out crime and diversionary rehabilitation and education schemes in the context of SOC.

C. Ray Jeffery (1977) coined the term ‘crime prevention through environmental design’ (CPTED). This idea has evolved since its introduction, but it is fundamentally based on the notion that offenders offend opportunistically, and is rooted on the routine activity theory which states that for crimes to happen, there must be a motivated offender, a suitable target, and the absence of a suitable guardian (Cohen and Felson, 1979). In particular, CPTED measures aim to exploit the physical environment and the design features of the built environment in an effort target harden and reduce the level of risk (Armitage and Ekblom, 2019). Examples of CPTED in practice are wide-ranging – one study specifically centred around how residential dwellings have been built with crime prevention in consideration by avoiding car parking within the front curtilage of the property, as this makes an easy target and restricts surveillance (Armitage, Monchuk and Rogerson, 2011). Another study showed how the police in Western Australia encourage property owners to renovate run down properties with cultural significance by creating incentives for them to do so, as well as maintaining graffiti removal policies and streamlining the reporting procedures for the local community (Cozens, Thorn and Hillier, 2008).

Because CPTED has been around for more than forty years, and there are plenty of real world examples putting it into practice, there is a breadth of academic research which has analysed and demonstrated its effectiveness in relation to tackling SOC. The Kirkholt Burglary Prevention Project was formulated by The Home Office in 1985 with the aim of preventing the repeat victimisation of dwelling burglary in a London community which had experienced twice the rate of burglaries in comparison to the rest of the United Kingdom. The project adopted CPTED methods as part of its problem solving approach. In particular, preventative measures were adopted with the aim of improving the physical security of homes, such as removing coin-operated fuel meters which were identified as a consistent modus operandi of the burglaries reported in the area (Forrester, Chatterton and Pease, 1988). Following the implementation of CPTED measures, the area experienced a dramatic and statistically significant reduction in the overall burglary level, and the rate of reported burglary at

households who declined to introduce tightened security measures did not fall alongside their counterparts (Forrester, Chatterton and Pease, 1988, p. 22). A similar study in Liverpool studied the rates of burglary both before and after 'alley-gating' took place, restricting access to opportunistic burglars. The study found that rate of burglary in the area was reduced by almost 37% following the target hardening measures (Bowers, Johnson and Hirschfield, 2004). These findings indicate that situational crime prevention techniques can be beneficial.

As previously explored, CPTED is underpinned by the routine activity theory (Cohen and Felson, 1979) which states that offenders will only offend when a suitable target presents itself. CPTED therefore makes the assumption that criminals are only interested in targets which have easy access, high value, and are well hidden from the 'capable guardian'. This fails to take into any consideration the existence of criminals who are motivated to offend by jealousy or infamy. Of particular significance is gang related crime. Jacobs' study (2003) found that the motivation for gang-related carjacking was rooted in the participation of 'street life' culture and Thompkins' study (2000) found that CPTED measures installed in schools to reduce gang-related crime such as the introduction of metal detectors and security cameras resulted in the heightening of fear amongst students, teachers and parents, thus increasing the power of the gangs which the measures attempt to weaken. CPTED therefore fails to appreciate that offenders make informed decisions before committing their crimes, and will only do so if the perceived benefits outweigh the costs. This is otherwise known as the 'rational choice theory' (Nagin and Paternoster, 1993).

The Government's Modern Crime Prevention Strategy targeted the six key drivers of crime, identified as opportunity, character, the effectiveness of the criminal justice system, profit, drugs and alcohol (The Home Office, 2016). One of the key elements of this plan is that the police should place a greater emphasis on early intervention, whether it be educating children in the school setting or mentoring offenders who may be suffering from addiction to drugs and alcohol. The benefit of educational schemes and interventions has been demonstrated in a Swedish regional case study (Johansson, 2014), however, it is important to note that the police's ability to make these mechanisms effective is primarily based on cooperation with third party agencies, charities and educational institutions. The UK Government's Serious Violence Strategy promoted the need for greater early intervention and prevention as a response to increases in SOC such as county lines drug dealing, knife crime, gun crime and homicide (His Majesty's Government, 2018). Despite the need for greater collaboration, the challenge of making such partnership working arrangements work in practice is an ongoing issue. In the issue of organised immigration crime, there have been breakdowns in the trust between law enforcement and partner agencies leading to tension and negative outcomes (Westwood, 2012). Secondly, a lack of state sponsored funding to both the police service and potential community partner agencies have led to the police simply not being approached or offered partnership working arrangements by agencies (Kim, Matz and Gerber, 2017).

In conclusion, the effectiveness of crime prevention strategies in relation to SOC is complex and multifaceted. Whilst measures such as CPTED and partnership working can be effective, they also have limitations. A comprehensive approach has been outlined by the UK Government to tackling the prevalence of SOC, but these all require increased levels of public funding into policing in order to better resource and educate serving officers.

Essay five – Critically assess the effectiveness of options available to reduce re-offending and consider how these are informed by evidence-based policing. You may choose a specific type of offence for this answer e.g. domestic violence, anti-social behaviour, knife crime. Your answer must be based on academic research, not personal experience.

One of the core operational duties of the police is to prevent the commission of offences (College of Policing, 2013). Once criminals are apprehended and brought to justice, the primary aim of the criminal justice system is to rehabilitate and to prevent offenders from ever re-offending. However, there is a large evidence base to support the argument that a significant amount of offenders go on to re-offend once released from custody or probation. The latest available figures from the Government show that adults released from custody or starting court orders had a re-offending rate of 30.9%, and 53.9% of those adults released from custodial sentences of less than twelve months went on to re-offend (Ministry of Justice, 2023). This essay forms a critical analysis of the effectiveness of the options available to law enforcement to reduce re-offending, with a consideration for how these approaches are informed by evidence-led policing. This will be achieved under the lens of knife crime, which has been chosen due to the current dire situation in the UK, whereby an eleven per cent increase in knife crime was recorded on the previous twelve months to September 2022 (The Ben Kinsella Trust, 2022). Before exploring approaches to reduce re-offending, a brief overview of evidence-based policing will be provided.

Evidence based policing (EBP) is an approach to policing that emphasises the use of empirical evidence and research to inform decision making and policy development (College of Policing, 2015). The EBP approach involves the use of data and research to identify effective strategies for preventing and reducing crime, improving public safety, and promoting positive outcomes for both the police and for the communities in which they serve (McGuire, Evans and Kane, 2021).

Focused deterrence, or otherwise known as ‘pulling levers’, is a specific type of intervention that has been widely used in many geographical settings in order to reduce the prevalence of violent crime and recidivism. Focused deterrence is an intervention strategy that targets high-priority offenders, such as those with a known history of violence. This strategy involves a partnership between the police, community organisations, and third party service providers to identify such individuals and offer from a range of support and advice, ranging from job training, housing assistance and substance or alcohol abuse treatment. Simultaneously, the focused deterrence strategy involves sending a clear message that violent behaviour will not be tolerated, with the threat of legal consequences through the criminal justice system for those who refuse to engage with the offered support and continue to offend. Research has shown that focused deterrence strategies can be effective for reducing the rates of violent crime (Braga and Weisburd, 2012; Braga and Kennedy, 2020), however it is important to note that both of Braga’s studies as well as the majority of the research into focused deterrence strategies are based in the United States, aimed at gang related gun crime. A Scottish based study on gang related knife crime in Glasgow found that community based focused deterrence programmes had a significant impact in reducing re-offending by signposting vulnerable gang members to education upskilling and employment workshops. The offenders in these groups were twice as likely to reduce knife carrying than the control group (Browne *et al.*, 2022). Beyond the obvious benefit of reducing the rate of violent knife crime, focused deterrence aims to improve community-policing relations by

involving the local community in the pursuit of tackling crime, which in turn leads to an increased trust in the police.

Focused deterrence strategies however heavily rely on the police having effective multi-agency partnership agreements in place, and for all of the parties involved in these agreements to understand their role in order to deliver an effective service. Densley and Jones' study (2016) compared and contrasted two pulling lever strategies in practice, one based in London and other based in Minnesota. One of the key findings of the study was that there were far greater results in Minnesota than London, and this was primarily attributed to the excellent historic links that the Minnesota Police Department had with some of the local charities in the area. In the London study, clear room for improvement was identified, and offenders repeatedly refused to engage with the offered support due to a lack of trust in the Metropolitan Police Service.

According to research, knife crime can be attributed to numerous factors such as poverty, marginalisation, adverse childhood experiences and fear (Clement, 2010). In 2015, 68% of the children who were released from secure institutions went on to re-offend within a year (Beyond Youth Custody, 2016), demonstrating that the traditional avenues of the criminal justice system may not be effective in the case of juvenile offenders. To prevent children aged 10-17 years old from being involved in knife crime and to help those who have already committed knife crime, Youth Offending Teams (YOTs) are responsible for providing multi-agency input based on local needs. The teams offer a range of services, including supervision and intervention programs aimed at promoting positive and healthy lifestyles by diverting youth offenders away from the criminal justice system using out of court youth restorative disposals. Probation inspectors' have found that youth offending teams work well to protect the public and are performing satisfactory in changing young people's lives for the better. In 76% of the inspected cases, there was found to be sufficient planning put in place to reduce re-offending (HM Inspectorate of Probation, 2017).

In conclusion, reducing re-offending is a complex issue requiring a multi-faceted approach. Evidence-based policing is an essential element in not only developing these interventions, but also evaluating them. The pulling levers approach has shown promise in reducing re-offending rates, although their effectiveness is heavily dependent on the quality of partnership agreements between the police and other agencies. Youth offending teams play a crucial role in preventing and addressing knife crime at an early stage, but there is a need for a greater understanding of effective YOT activity to improve practice sharing and potentially deliver financial savings. Ultimately, reducing re-offending requires a commitment to evidence-based practices, effective partnership working, and targeted interventions that address the underlying drivers of offending behaviour and psychology.

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