

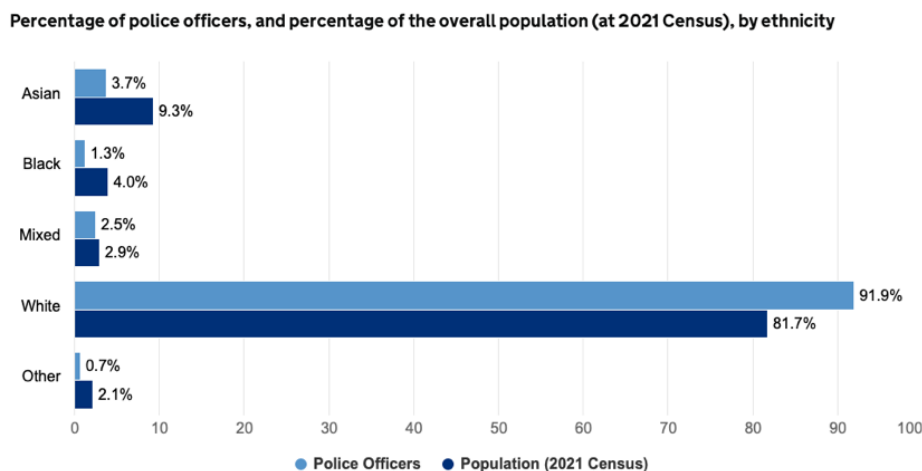
**Essay one: How effectively has the police service adapted to accommodate diversity within the UK? Consider the police force itself and/or the way police engage with diverse communities.**

In this assignment, I will analyse the effectiveness of the police service in responding to reflect diversity in the UK. I will discuss the police service in general and specifically South Wales Police (SWP). As Stout explains, “Diversity relates to the visible and non-visible differences between people” and valuing diversity allows organisational goals to be achieved and difference to be celebrated (Stout, 2010, p.14). Diversity is synonymous with the Human Rights Act (1998) and the Equality Act (2010). The Equality Act 2010 lists nine protected characteristics; age, disability, gender, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex, and sexual orientation (Equality Act, 2010). In this assignment, I will consider diversity in the police force itself focusing on ethnicity and gender drawing on governmental reports and statistics. Firstly, I will outline the importance of having a diverse workforce. Having a diverse workforce of police staff and officers from different communities is essential and reflects the Peelian principle of “the police are the public and the public are the police” (Home Office, 2012).

Diversity is at the forefront of policing. Parekh identifies three different types of diversity; subcultural, perspectival and communal and makes a distinction between a multicultural society, which “contains members of more than one culture”, and a multiculturalist society, which “welcomes and respects different cultures” (Stout, 2010, p.14). When discussing the effectiveness of the police service in responding to reflect diversity in the UK, it is important to draw on the *2018-2025 National Police Chief’s Council (NPCC) Diversity, Equality and Inclusion Strategy*. Its vision is that, “by 2025 policing will be a profession with a more representative workforce that will align the right skills, powers and experience to meet challenging requirements” (NPCC, 2018). With its clear objective of a more diverse workforce, as we approach 2025 the question is has the police service achieved its goal? In the foreword, Chief Constable Gareth Wilson states that policing has

transformed in recent years as it has responded to “changes in demand, rising public expectations, increasing diverse communities” (NPCC, 2018). He recognises the amount of work that has been carried out into diversifying the police force but acknowledges that there is more to be done (NPCC, 2018). As communities become increasingly diverse so must the police service.

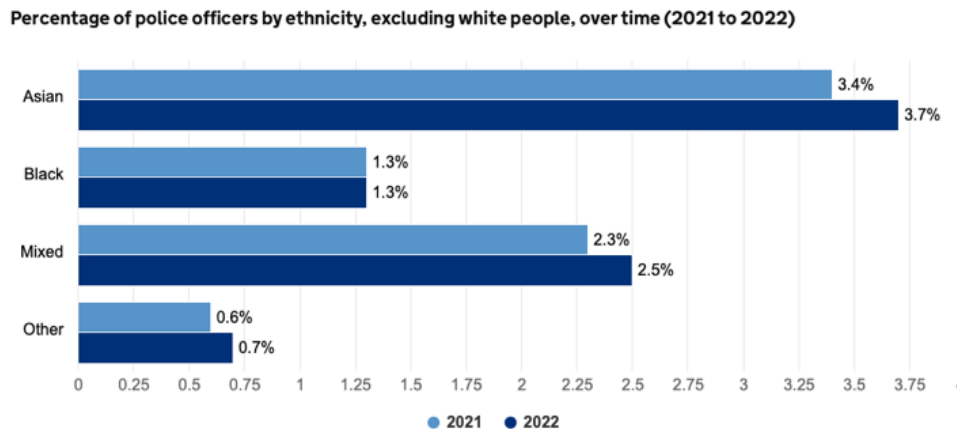
On how effectively the police service has adapted to support diversity in the UK, I will first discuss ethnicity. To understand the situation, it is important to compare the percentage of police officers who identify as belonging to a certain ethnic group to the percentage of the population who identify with that group. This is shown in the bar chart below which uses data from 2022.



(Gov.uk, 2003)

This bar graph illustrates that the percentage of police officers who identify as Asian, Black, Mixed or Other (ethnic groups) is lower than the percentage of these ethnic groups in the population. This suggests that in 2022 the police service did not mirror diversity in the UK since these ethnicities are under-represented. The graph also illustrates that the percentage of officers who identify as White (91.9%) is disproportionate by more than 10% to the percentage of the population who identify as White (81.7%). However, it is important to consider these figures in context.

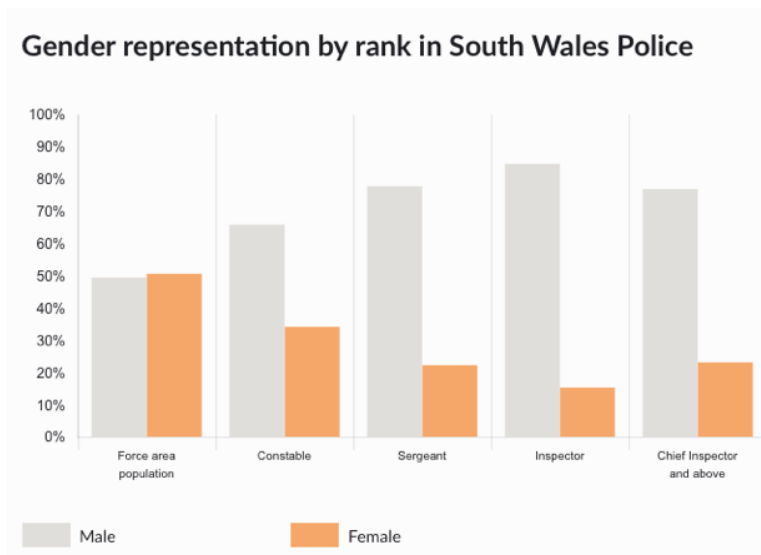
The below bar chart shows the percentage of police officers by ethnic group over time from 2021-22.



(Gov.uk, 2003)

It illustrates that the percentage of Asian, Mixed and Other (ethnic groups) police officers increased between 2021-22. The percentage of Asian officers rose by 0.3%, Mixed officers by 0.2% and Other officers by 0.1%. However, the percentage of Black officers remained unchanged. On the one hand, these increases show that some progress is being made by the police service to reflect diversity. However, on the other hand, these increases are very small.

When considering the effectiveness of the police service in adapting to represent diversity in terms of gender, it is important to review the percentage of male and female constables. The below graph illustrates gender representation by rank in SWP using data from the 2021 census.



(police.uk, 2024)

It is important to note that this graph does not represent officers who identify as transgender. It shows that the force area population of men is 49.4% which is almost equal to that of women at 50.6%. However, there are 65.9% male officers and only 34% female officers. This suggests that the police service has not been as successful in recruiting or maintaining female officers and therefore does not mirror diversity. The graph also highlights that there are significantly less women in higher ranked positions compared to their male counterparts. This implies that the force does place as much value on the skills and experience of female officers.

A recent House of Commons report advises that, “A police service that fails to attract, retain and progress diverse officers will be unable to demonstrate that it can meet the needs of diverse communities” (House of Commons, 2023). It makes the recommendation that more important than statistics on a representative workforce is the need for officers, staff and communities “to see evidence of processes, actions and outcomes that are fair, inclusive and enhanced by meaningful two-way communication” (House of Commons, 2023). This suggests that it is the experience of police and communities of diversity and inclusion which is more relevant.

In conclusion, diversity is at the forefront on the policing and the 2025 vision is that the police service is more representative of its increasingly diverse communities that it serves. On the one hand, there is evidence that the police service is making progress towards effectively adapting to accommodate diversity in the UK. The percentage of officers belonging to ethnic groups is increasing, however, on the other hand, these increases are very small. Nevertheless, this is significant in demonstrating progress. On gender, the number of male police officers is disproportionate to the number of female police officers and the percentage of female officers in higher ranking positions is significantly lower than their male counterparts. This demonstrates that whilst the police service is adapting to accommodate diversity, it has not yet reached its potential in its workforce reflecting the diverse communities that they serve and that there is still work to be done.

Word count - 1,043

## References

- College of Policing (2024) *Diversity and Inclusion*. Available at <https://www.college.police.uk/support-forces/diversity-and-inclusion> (Accessed: 3 April 2024).
- Equality Act 2010, c.15. Available at <https://www.legislation.gov.uk/ukpga/2010/15/contents> (Accessed: 3 April 2024).
- Government UK (2023) *Police Workforce* <https://www.ethnicity-facts-figures.service.gov.uk/workforce-and-business/workforce-diversity/police-workforce/latest/> (Accessed: 3 April 2024).
- Home Office (2012) *Definition of policing by consent*. Available at: <https://www.gov.uk/government/publications/policing-by-consent/definition-of-policing-by-consent> (Accessed: 11 June 2024).
- House of Commons (2023) *Policing Priorities* <https://publications.parliament.uk/pa/cm5803/cmselect/cmhaff/635/report.html> (Accessed: 3 April 2024).
- National Police Chief's Council (2018) *2018-2025 NPCC Diversity, Equality and Inclusion Strategy*. Available at <https://www.npcc.police.uk/SysSiteAssets/media/downloads/>

publications/publications-log/2018/npcc-diversity-equality--inclusion-strategy-2018-2025.pdf (Accessed: 3 April 2024).

- Parekh, B. (2000) *Rethinking Multiculturalism - Cultural Diversity and Political Theory* (Basingstoke: Palgrave).
- Police.uk (2024) *Workforce Diversity in South Wales Police*. Available at <https://www.police.uk/pu/your-area/south-wales-police/performance/workforce-diversity/> (Accessed: 3 April 2024).
- Stout, B. (2010) *Equality and Diversity in Policing* (Cornwall: Learning Matters).

## **Essay two: Response policing - Why is it important to manage mental wellbeing in policing?**

### **What can be the consequences if mental wellbeing is not managed appropriately?**

Anxiety, depression, burnout, compassion fatigue, primary and secondary trauma, and stress are some of the psychological risks faced by response officers (CoP, 2018). In this assignment, I will discuss the importance of taking care of police officer's mental health specifically that of response officers. I will explore the psychological risks that they face with specific reference to trauma. I will then discuss the impact on police officers and on the force if officers' mental wellbeing is overlooked. The consequences are negative and range from officers experiencing physical and psychological issues to officers being signed off sick to leaving the job.

Policing has been ranked as one of the most stressful occupations and is in the top three occupations in the Occupational Disease Intelligence Network (ODIN) system for surveillance of Occupation Stress and Mental Illness (SOSMI) (Purba, 2019). The reason for this is because officers experience stressful situations on a daily basis. Purba and Demou recognise that "constant exposure to people suffering distress and pain, threats to officer safety and wellbeing, having to be in control of emotions when provoked, the inconclusive nature of police work" as significant sources of stressors which is combined with the constant scrutiny of police officers' actions (Purba, 2019). In addition to this, response officers are more at risk because they "have little control over their day-to-day activities", "experience periods of high demand", often work on their own, and work shifts and "as a result, may find that they experience anxiety, depression and burnout caused by a depletion of personal physical and emotional resources and ability to cope" (CoP, 2018). This highlights the importance of placing officers' mental wellbeing at the forefront of operational policing. If officers' wellbeing is not looked after, not only will this impact the individual but also the quality of the service that they provide to members of the public. Officers' mental health can also be damaged by bad working conditions (University of Cambridge, 2022). As well as by the impact of repeat assaults on officers in the course of their work (Davidson, 2023).

There have been a number of studies on the psychological risks faced by police officers and the risks faced are recorded as anxiety, depression, burnout, compassion fatigue, primary and secondary trauma, and stress (CoP, 2018). Burnout can be defined as "emotional exhaustion", "depersonalization", and "loss of self-esteem" (CoP, 2018). One of the most serious

psychological risks to officers is trauma, in particular primary trauma “due to direct exposure to traumatic scenes or events” (CoP, 2018). Mind defines trauma as, “when we experience very stressful, frightening or distressing events that are difficult to cope with or out of our control” and identifies two types of trauma, Emotional and Psychological (Mind, 2024). It is therefore important that officers’ receive training on trauma so that they are able to recognise the signs in themselves and also the signs in colleagues. Following officers’ attendance at a traumatic event, they are offered a Trauma Risk Management (TRiM) assessment (Kent Police, 2023). This is important as burnout and trauma can lead to post-traumatic stress disorder (PTSD) and suicidal thoughts.

There are a number of negative consequences should officers mental wellbeing be overlooked which can impact on an officers’ health, home and work life. In a 2024 article, Santre states that, “Poor mental health has been associated with job loss, marital problems, and difficulty sleeping” (Santre, 2024). This demonstrates that a failure to support the wellbeing of officers can have far reaching consequences. These consequences include. physical symptoms such as high blood pressure as well as psychological symptoms including a “significant change in personality or traits” (Santre, 2024). This highlights the importance of providing officers with the adequate tools and access to appropriate services to support their mental wellbeing such as Oskar Kilo (OK) which is the national police wellbeing service (Oscar Kilo, 2024). Santre states that a failure to look after officers’ mental and physical wellbeing can “harm the police organization in the long term by reducing performance, raising absenteeism, and rising officers’ aggressiveness” (Santre, 2024). This leads onto perhaps the most detrimental consequence on the police force of officers being signed off sick.

One of the consequences of failing to manage response officers’ mental wellbeing appropriately is a high number of officers being signed off sick. In policing, response officers have the highest sickness absence record (Home Office, 2017). According to a 2017 Home Office report, there were 2,358 officers on long term sick, 4,426 on recuperative duties, and 4,111 on adjusted or restricted duties (Home Office, 2017). In the past, officers would mainly be off sick due to physical injuries whereas today officers are mainly off sick due to mental health conditions (CoP, 2018). This high level of absence due to sickness has an impact on the operational effectiveness of the organisation and as the team becomes low of resources, individuals take on more work which in turn impacts morale and their mental wellbeing.

In conclusion, it is evident that the physical and mental wellbeing of response officers is of paramount importance. This is because policing has been found to be one of the most stressful occupations for a number of reasons. The unpredictable and demanding nature of the work coupled with dealing with challenging and distressing situations on a daily basis increases the risk to officers' wellbeing. Studies have identified anxiety, depression, primary and secondary trauma, and stress to be some of the psychological risks faced by response officers. The consequences of failing to support officers' mental health are far reaching and can impact their health, work and home life. It also impacts the force as if an officers' performance is reduced it will effect the quality of service provided and a large number of officers off sick will impact the operational capability of the force to respond to emergency calls. It is therefore important to provide officers with adequate training and awareness of the importance of looking after their own wellbeing as well as the force providing immediate support when required and access to appropriate services.

Word count - 1,006

## Resources

- College of Policing (2024) *Wellbeing*. Available at: <https://www.college.police.uk/support-forces/health-safety-welfare/wellbeing> (Accessed 13 August 2024).
- Davidson, L., Dennis, A., Theodoropoulou, A., Carter, H., Richard, A., Hesketh, I. (2023) "'I don't want to be a victim again": the impact of repeat assault on police officers', *Frontiers in Psychology*, 14. Available at: <https://doi.org/10.3389/fpsyg.2023.1145944>
- Home Office (2017) *Police Workforce, England and Wales*. Available at: [https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment\\_data/file/630471/hosb1017-police-workforce.pdf](https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/630471/hosb1017-police-workforce.pdf) (Accessed: 13 August 2024).
- College of Policing (2018) *Response to trauma in policing: A practical guide* <https://assets.production.copweb.aws.college.police.uk/s3fs-public/2021-02/responding-to-trauma-in-policing.pdf> (Accessed: 10 April 2024).
- Kent Police (2023) *Human Resources - Trauma Risk Incident Management (TRIM) protocol* Available at: <https://www.kent.police.uk/foi-ai/kent-police/Policy/human-resources/trauma-risk-incident-management-trim-protocol-l11260/#:~:text=1.1> (Accessed: 15 August 2024).

- Mind (2019) *Mental Health in the Emergency Services. Our 2019 Survey Results – Police Service*. Available at: <https://www.mind.org.uk/media-a/4849/2019-survey-police-service-summary.pdf> (Accessed: 13 August 2024).
- Mind (2024) *Trauma*. Available at <https://www.mind.org.uk/information-support/types-of-mental-health-problems/trauma/about-trauma/> (Accessed 13 August 2024).
- Oscar Kilo (2024) Available at: <https://oscarkilo.org.uk/> (Accessed: 13 August 2024).
- Purba, A., Demou, E. (2019) 'The relationship between organisational stressors and mental wellbeing within police officers: a systematic review', *BMC Public Health*, 19, 1286. Available at: <https://doi.org/10.1186/s12889-019-7609-0>
- Santre, S. (2024) 'Mental Disorders and Mental Health Promotion in Police Officers', *Health Psychology Research*, 12. DOI: [10.52965/001c.93904](https://doi.org/10.52965/001c.93904)
- University of Cambridge (2022) *UK policing: psychological damage among officers heightened by bad working conditions*. Available at: <https://www.cam.ac.uk/research/news/uk-policing-psychological-damage-among-officers-heightened-by-bad-working-conditions> (Accessed: 15 August 2024).

### **Essay three: How might personal attitudes, values and bias impact upon the effective investigation of volume crime?**

In this assignment, I will discuss how personal attitudes, values and bias impact on the investigation of volume crime. I will first define the term “volume crime” in order to understand how it can be effected. In addition to attitudes and values, I will discuss other factors that influence the investigation of volume crime, such as the training, knowledge and experience of officers and the effectiveness of forensic evidence in these investigations. As a Rape Investigation Team (RIT) detective, my experience of investigating volume crime derives from my attachment to the Investigative Hub. As a PIP 2 accredited investigator, I am aware of the wealth of resources available to officers investigating serious and complex crime. I would therefore argue that in addition to an officer’s attitudes and values, their knowledge of specialist resources available to them is of great importance when investigating volume crime.

The term “volume crime” is widely used in policing and is defined by *The Volume Crime Management Model* as “any crime which, through its sheer volume, has a significant impact on the community and the ability of the local police to tackle it” (NPIA, 2009). The *Volume Crime Management Model* states that this type of crime “often includes priority crimes such as street robbery, burglary and vehicle-related criminality, but can also apply to criminal damage or assaults” (NPIA, 2009). However, the classification of a crime as a volume crime can change based on how common it is (Wüllenweber, 2021, p.543). From my experience investigating volume crime, being allocated a new case to investigate daily impacts on the Officer In Charge’s (OIC) ability to effectively manage ongoing investigations and ensure that they are conducted expeditiously due to the amount of work involved and limited time available.

At the centre of the National Decision-Making Model is the Code of Ethics (CoP, 2024). The Code of Ethics has recently been updated and focuses on the principles of Courage, Respect and Empathy, and Public Service. It is important that investigators are impartial and ethical and that all decisions are recorded on the Occurrence Entry Log (OEL) “in a clear and objective way with supporting rationale” (CoP, 2023). This is so that they can identify and mitigate the adverse effects of cognitive bias (CoP, 2023). According to the College of Policing (CoP), there is evidence that

unconscious or conscious biases can influence investigations (CoP, 2023). For example, if an officer believes that the suspect is guilty, this can affect their interpretation of further evidence. Similarly, if an officer disbelieves a victim, this can affect how they treat the victim and investigate the crime. It can also impact how resources are allocated to the case, the likelihood of arrest and the pursuing all lines of enquiry (CoP, 2023). It is therefore important that an officer acts with professionalism and impartiality following all lines of enquiry as per the Criminal Procedures and Investigations Act (CPIA) (1996) to conduct investigations expeditiously.

There are many factors which influence the effectiveness of the investigation of volume crimes. A research paper based on the investigation of volume crime cases identifies a number of constraints on police performance such as, “public reporting practices, police resources and deployment, training and experience of officers, evidence gathering, relationships and information-sharing with other agencies, the police occupational culture, public/police/political priorities for policing, the nature of the communities served, and police community relations” (Robinson, 2009, p.210). An officer’s attitudes and values are undoubtedly influenced by police culture and of equal importance to this is the quality of the training they received and their level of experience. Newer officers require more guidance with investigations and support so that they are not overwhelmed by the cases they are allocated. The research paper identifies two wide approaches to investigations, “Procedural” and “Discretionary” (Robinson, 2009, p.218). The success of a “discretionary approach” relies on “the availability of competent, experienced, and well-motivated officers who are well supervised by more senior officers”, whereas the success of a “procedural approach” relies on tried and tested procedures and similar supervision (Robinson, 2009, p.219). It is therefore clear that there are several issues that impact on police effectiveness in investigating volume crimes.

Although personal attitudes and the awareness of biases are important, so is officers’ knowledge of resources available to them. Forensics is routinely considered in serious and complex crime but its usefulness can sometimes be overlooked in the investigations of more common crimes. A journal article which assesses the effectiveness of forensic evidence in volume crime scene investigations observes that although forensic science is widely used in the investigation of crimes, its use in the investigation of volume crimes is “a fairly recent adoption, as opposed to harder-to-solve crimes” (Wüllenweber, 2021, p.542). Studies reveal that forensic

evidence accounts for “securing a detection in around a quarter of volume crime cases” (Wüllenweber, 2021, p.543). It can be both a corroborative and interceptive tool as well as used as intelligence but Wüllenweber observes that CCTV and witness statements are as important (Wüllenweber, 2021, p.543). An officer’s knowledge of forensics, potential forensic opportunities at a crime scene, and the importance of such evidence therefore has a significant impact on an investigation of volume crime.

In conclusion, it is evident that whilst personal attitudes, values and biases impact on the effective investigation of volume crime, there are additional factors which impact on investigative actions taken. It is important that the OIC conducts the investigation impartially so as not to allow unconscious or conscious biases to direct the case. Other factors include an officer’s level of service, experience and training which has an impact on the quality of an investigation, as well as the availability of resources, and the workload of the OIC which determines the time that can be invested into each occurrence. It is important that an officer has adequate training but more than that support in order to feel confident in their ability to investigate volume crime successfully. Another factor is the officer’s knowledge of the tools and resources available to them. As discussed, forensic evidence is as important in investigations of volume crime as in cases of serious and complex crimes. However, overall, an officer’s adherence to the attitudes and values of the Code of Ethics underpins any police investigation.

**Word count - 1,047**

## **References**

- Brown, C., Julian, R., & Howes, L. M. (2023). ‘Strands in a cable’: effective investigator decision-making using forensic identification evidence in volume crime investigations. *Policing and Society*, 34(5), 417–433. Available at: <https://www.tandfonline.com/doi/epdf/10.1080/10439463.2023.2279063?needAccess=true> (Accessed: 5 July 2024).
- College of Policing (2023) *Investigative Introduction*. Available at: <https://www.college.police.uk/app/investigation/investigation-introduction> (Accessed: 5 July 2024).

- College of Policing (2024) *National decision model*. Available at: <https://www.college.police.uk/app/national-decision-model/national-decision-model> (Accessed: 5 July 2024).
- College of Policing (2023) *Making good decisions*. Available at: <https://www.college.police.uk/guidance/conducting-effective-investigations/making-good-decisions> (Accessed: 5 July 2024).
- National Policing Improvement Agency (NPIA) (2009), *Practice advice on The Management of Priority and Volume Crime (The Volume Crime Management Model) Second Edition*. Available at: <https://library.college.police.uk/docs/acpo/VCMM-191109.pdf> (Accessed: 5 July 2024).
- Ministry of Justice (1996) *Criminal Procedure and Investigations Act 1996 (section 23(1)) Code of Practice*. Available at: <https://assets.publishing.service.gov.uk/media/5a80d491e5274a2e8ab5267c/code-of-practice-approved.pdf> (Accessed: 5 July 2024).
- Robinson, A. and Tilley, N. (2009) 'Factors influencing police performance in the investigation of volume crimes in England and Wales', *Police Practice and Research*, 10(3), pp. 209–223. Available at: <https://www-tandfonline-com.ezproxy.uwtsd.ac.uk/doi/full/10.1080/15614260802381091?scroll=top&needAccess=true> (Accessed: 5 July 2024).
- Wüllenweber, S. and Giles, S. (2021) 'The effectiveness of forensic evidence in the investigation of volume crime scenes', *Science & Justice*, 61(5), pp.542-554. Available at <https://doi.org/10.1016/j.scijus.2021.06.008> (Accessed: 5 July 2024).

**Essay five: How effective is early intervention as an effective means of preventing young people from offending or reoffending?**

Not yet finished so not submitted a draft of this essay question