

DHEP Assignment One

Q1. Critically evaluate the concept of 'the professionalisation of the police service' considering how 'Maintaining Professional Standards' 'ethical and inclusive' and 'Coaching and Mentoring' approaches contribute to this. (1000 words)

In this essay I will analyse the concept of 'the professionalisation of the police service'. I will also discuss how 'maintaining professional standards', ethical and inclusive' and 'coaching and mentoring' approaches contribute towards it. The term 'professional' refers to a person who has a job that requires skill, education, or training (Cambridge University Press, 2022). A standard of competency usually needs to be demonstrated as well as adhering to codes of conduct and ethical standards.

The concept of professional policing was initially introduced by Sir Robert Peel in 1829. He established the first full time and professional police force in England and Wales known as the Metropolitan police. With this development he proposed nine policing principles which officers must have obeyed; this was to define an ethical police force. The approach expressed in these principles is commonly known as 'policing by consent' and this is still upheld by police officers to this day. 'Policing by consent' indicates that the legitimacy of policing is having the confidence and support of the public which arises from officers being transparent about their legal powers, having integrity when exercising those powers and being held accountable for doing so.

In 2012 the College of Policing was established; it is the professional body for the police service in England and Wales. Its purpose is to provide those working within policing with the skills and knowledge necessary to prevent crime, protect the public and secure public trust (College of Policing, 2022a). In 2016, the Code of Ethics was first introduced by the College of Policing. The Code defines the exemplary standards of behaviour and principles that are expected of every police professional and highlights their responsibility to conduct themselves in a manner which will gain the trust and support of the public. Ethical behaviour comes from values, beliefs, attitudes, and knowledge that guide the judgement of each individual, so the Code of Ethics is constantly reinforced to officers. Although the Code of Ethics has been implemented, it is not enough to reduce the unprofessional behaviour of some police officers which has a knock-on effect on the public confidence in the police. If the public does not believe officers are fair, acting ethically or have their best interests in mind they will not assist officers in upholding the law.

Also in 2016, the National Police Chiefs' Council, Association of Police and Crime Commissioners and National Crime Agency developed the Policing Vision 2025. This statement set out the long-term professional development strategies for policing up until 2025 (NPCC, 2016). They identified that the current way officers policed communities needed to change and that the service delivered to the public should be by a professional workforce that is equipped with the skills and capabilities necessary for policing the 21st century. Policing also had to change due to the continual growth of diverse and complex communities. The police should be representative of the communities that they serve, by doing so it helps to break down barriers and gain their trust, so a modern and inclusive workforce was sought. In order to facilitate the desired professional workforce, it was made a requirement that policing in England and Wales became a graduate profession so all new recruits would have to be educated to at least a degree level. If new recruits did not currently hold a university degree, they would be required to undertake a 3-year professional policing degree

alongside working. However, if new recruits have already obtained a degree qualification, they would only be required to undertake 2 years of studying to obtain a professional policing diploma.

The overall goal is to have a policing service made up of officers who are well educated, skilful and knowledgeable. As the nature of crimes change so must the skills required of officers and having officers who can adapt quickly to their surrounding environment means that forces will be better at tackling crime, therefore increasing public confidence in the service. Hence, to become a police officer; individuals are required to undergo a rigorous recruitment process. It initially requires the successful completion of two situational judgement tests and application, followed by an invite to an assessment centre. This is where applicants take part in various activities and are assessed as to whether they possess the necessary competencies to be a police officer as outlined by the College of Policing. Once this stage is passed, there are further fitness, medical, pre-employment and vetting checks. It is a lengthy and competitive process, but it ensures that only the people with the desired qualities become officers.

In order for the highest standard of professional behaviour to be maintained force wide it is essential that coaching and mentoring is available for new officers. For South Wales Police, new officers are required to undertake a 12-week tutorship period, whereby they go out with a tutor officer who demonstrates what is required of them in policing role. Mentoring and coaching is an essential part of policing as more experienced and knowledgeable officers can offer support, advice, and guidance to less experienced officers which helps them develop and progress. The College of Policing also developed a new professional model of policing, the Competency and Values Framework which sets out nationally recognised behaviours and values to support all policing professionals. This model is now used as the basis of continual professional development, so these competencies are continually reinforced (College of Policing, 2022b).

In conclusion, it is of my opinion that the professionalisation of the police service has been significantly enhanced by the development of the College of Policing. In order for the police service to maintain a professional police force, the Code of Ethics and standards of professional behaviour and principles must be upheld, as well as coaching and mentoring schemes.

WORD COUNT - 957

Q2. Critically evaluate the role of the Police in one of the following areas: Response Policing (public perception & critical and major incidents).

In this essay I will be analysing the role of a response police officer when dealing with critical and major incidents and the public's perception. The police service has a duty to respond to every incident in the appropriate way first time, every time and at every level.

All incidents have the capability of becoming a critical incident which is why it is essential that officers provide a proactive response to prevent losing public confidence in the service. The way critical incidents are managed is so that the police response "satisfies the needs of the victim, their family and the community but also provides an effective and proportionate outcome to the incident" (College of Policing, 2013b). The management of critical incidents should start with early identification and notification. It is important for response officers to be able to recognise and identify if an incident is or has the likelihood of becoming a critical incident so that the response to it can be escalated. It is paramount that officers respond in a professional, objective, and compassionate manner. In order to avoid situations developing into critical incidents officers should treat everyone professionally and with respect in accordance with their diverse needs. It is important that they maintain the confidence and the trust of the community and understand the significant impact that some incidents may have on people. It is important that small scale incidents are identified early and taken seriously as even these can have a long-term impact on community confidence if left unchecked. The public's confidence in police rests on their response to such incidents.

Some major incidents will require all the emergency services to assist. A major incident is "any emergency that requires more than one emergency service and will usually involve large numbers of people directly or indirectly" (College of Policing, 2013a). To coordinate multi agency responses to major incidents, the Joint Emergency Services Interoperability Programme (JESIP) was set up. It is typical that a response police officer will usually be the first responder on scene at an incident. JESIP established a standard procedure for dealing with multi agency incidents which can be remembered by the mnemonic 'M/ETHANE'. It is essential that major incidents are identified and declared by the first responding officer as soon as possible so that the appropriate response can be implemented quickly. This represents the 'M' - major incident declared? The officer will then have to give the following information over the air to the control room, it being vitally important that all the information is accurate. 'E' - exact location of the incident, 'T' - type of incident, 'H' - hazards present or suspected, 'A' - access routes that are safe to use, 'N' - number, type, and severity of casualties and lastly 'E' - emergency services already present and those required (JESIP, 2017). This is one of the most vital parts of a response officer's role during a major incident as this coordinates the whole emergency response.

When dealing with critical and major incidents, officers are required to follow the proper procedures and to act in a calm and rational manner to assess the situation and prioritise actions. They need to be alert to the possibility that a crime could have been committed and that the area where the incident has occurred could be a crime scene. The primary responsibility of each of the emergency services dealing with a major incident is to preserve life of all persons involved. The other responsibilities of police response officers at the scene include conducting the 'golden hour' principles by protecting and preserving the scene and cordoning off the area, securing evidence and identifying victims, suspects, and witnesses. This is another important role of a response officer when a crime is suspected of being committed as key evidence could be lost if the officers do not act quick enough. Depending on the nature of the incident, officer's roles may also include starting a

crime scene logbook, identifying a common approach path, and contacting family or friends of those involved.

Building public confidence and perception relies greatly on officers' ability to respond to emergencies effectively and efficiently and prevent, detect, and put a stop to crime and anti-social behaviour. It is vital for police forces to have the confidence of the public as they will support officers in their efforts of keeping them safe. It also builds trust, legitimacy and consent between the police and the communities that they serve. Police officers face a lot of scrutiny from the public and are held to a higher moral standard than your average person so one bad decision or a bad response from an officer can instantly undo all the progress made of the public's perception of police.

The public hold onto old perceptions of how police should deal with crime and disorder whereas policing nowadays is very much intelligence led as it is deemed as a better use of finances and manpower. Due to this however the public do not see many officers walking the streets in their community and no longer have immediate access to officers. This has a negative effect on public perception. To combat this response officers should dedicate the time to understand the issues their communities face and tackle these issues accordingly and treating all individuals within the diverse communities fairly, respectfully, and accordingly to the Code of Ethics and values they uphold.

In conclusion how the police respond to a critical or major incident has a significant impact upon the public's perception of police. It is imperative that officers act professionally and realise the significant impact that these incidents can have on the victim, their families, and the wider community. Response officers need to be able to identify these incidents at the earliest opportunity so that an effective and appropriate response can be coordinated to maintain public confidence in the police service.

WORD COUNT - 978

Q3. Critically evaluate the methods used by police in gathering information and intelligence, how information contributes to the 'tasking and coordinating' process and how information and intelligence is communicated. (1000 words)

In this essay I will outline the methods used by police forces to gather information and intelligence. I will also discuss how this information contributes to tasking and coordination processes and how information is communicated. The police receive and obtain information and intelligence in a variety of different ways. They collect information required for policing purposes for several reasons such as, protecting life and property or to prevent offences being committed. Information is collected, recorded, evaluated, shared, and retained and it is only once it has been analysed to assess its relevance and reliability does it form intelligence (National Crime Agency, undated).

Information is collected by one of three ways in the police force, either by routine collection, tasked information, or volunteered information (College of Policing, 2022c). Routine collection of information is when information is obtained as part of daily operational policing. Whether this be responding to incidents, on arrest enquiries, stop searches or patrols of sector areas. Information collected in this way is generally only relevant for the specific policing purpose for which it was collected. Tasked information however focuses and prioritises the collection of information where it has been identified that there is a gap in knowledge. There are many available sources where tasked information can be acquired for example, CCTV cameras, automatic number plate recognition (ANPR) systems and covert human intelligence sources (CHIS).

The benefit of CCTV cameras is that they can provide a 24-hour coverage of locations and premises' however their downfall is that they are fixed at the location. Also, most CCTV cameras are easily identifiable, so offenders know where to avoid them or will disguise themselves when passing them. ANPR cameras are very useful to police as it records the registration of vehicles that pass the cameras along with the date, time and location and collates this data. Police officers can then use it to help identify and locate vehicles that are stolen, unregistered, unlicensed, uninsured, or suspected to be involved in crime.

A CHIS is someone who establishes and maintains a relationship with another person for the covert purpose of obtaining information from them (Home Office, 2018a). They are crucial in preventing and safeguarding victims from many serious crimes such as terrorism for example. Acquiring information and intelligence through a CHIS is extremely risky and dangerous as they are infiltrating serious organised crime groups and there can be severe consequences if they are found to be leaking information to the police. The risk is always weighted against the outcome as there is no other investigative measure that would be able to produce the same quality of information gained from a CHIS.

Lastly information and intelligence is also gathered by the general public, community intelligence and partner agencies. This is volunteered information and refers to the information received when it has not been obtained through routine or tasked collection. Open sources of information are readily available but can be unreliable, inaccurate, and invalid. The internet is increasingly becoming a valuable source of open intelligence but has its own set of difficulties. Due to the sheer magnitude of the World Wide Web and the lack of monitoring of what is posted on their, information accessed from there is not reliable and may even be false. The authors of the posts or websites are not always traceable so the information will never be able to be used as evidence in court. Information that has been obtained through open sources always needs to be corroborated by supporting information.

Closed sources of information are those with restricted access whether this may be other police forces, prison intelligence, action fraud, financial intelligence, or partner agencies such as the National Crime Agency and UK Border Force. Information received from police closed sources are usually assessed to be reliable and do not undergo the same evaluation process as information received from open sources.

The National Intelligence Model (NIM), launched in 2000 is a model that uses intelligence to determine operational priorities for policing (Home Office, 2001). The key feature of the NIM model is the Tasking and Coordination Process, it allows operational policing decisions to be made on strategic and tactical levels. On a strategic level, the information and intelligence gathered will highlight areas of crime and disorder which need to be focused upon and addressed. A control strategy will be put in place and intelligence requirement established. This will set out an overview of the priorities for the Basic Command Unit's (BCU) or force wide, for crime prevention, intelligence, and enforcement. The police response to the control strategy and operational priorities is decided and implemented on a tactical level. Dependent on the priorities, sufficient resources are allocated, and activity coordinated and reviewed. Both the strategic planning force wide and the local operational planning at BCU level is guided by the information and intelligence submitted to the police force.

Information and intelligence may sometimes need to be shared and communicated between different police forces or partner agencies. The dissemination of police information must be linked to a policing purpose and will often be sanitised to protect the sources. Police forces often enter into information sharing agreements with these partner agencies to ensure a professional and efficient response to situations. In certain circumstances information could also be shared under statute or common law. Whenever information is due to be shared by officers, consideration should always be given to issues surrounding proportionality, the risk, data protection as well as the human rights of those affected by any sharing of information by (Prof. Bryant & Bryant, 2020a).

In conclusion, the police's biggest source of information and intelligence comes from open sources as they are readily available however these sources are often untested and unreliable. Regardless of source, the intelligence submitted and collected by the police determines the strategic and tactical planning for its force. Information is also sometimes required to be shared between partner agencies or other police forces in order to protect victims or effectively respond to incidents, however care should always be taken when doing so.

WORD COUNT - 1004

Q4. Critically evaluate police strategies for dealing with public protection incidents considering the impact of abuse on victims, the impact of personal attitudes and values on the investigative process and the association between Serious and Organised Crime groups and public protection issues. (1000 words)

The police have a statutory duty to safeguard and to protect the vulnerable people in our society. This report aims to identify the policing strategies for dealing with public protection incidents whilst focusing on the impact these might have on abuse victims and the impact personal attitudes and values has on the investigative process. This report also aims to outline the public protection issues surrounding the association with Serious and Organised Crime (SOC) groups.

The term 'public protection' has a broad meaning within the police force. It is often associated with the management of violent and sexual offenders through multi agency public protection arrangements (MAPPA). However, the term is also applied to protecting victims through investigating incidents involving sexual offences, violence, modern slavery and human trafficking, domestic abuse, honour-based violence, child abuse, abuse of vulnerable adults, hate crime and missing persons. The police as a service cannot solely provide the safeguarding and support that victims and vulnerable people need which is why multi agency approaches are very important when trying to combat this.

As mentioned above MAPPA is facilitated by the police, the prison service and the probation service all working together to protect the public from sexual and violent offenders when they are released from prison and reintegrated into society (Wood *et al*, 2007). MAPPA cannot completely eradicate the risk of these offenders to the public, but they do its best to ensure reasonable steps are taken to reduce the likelihood of harm. It also helps to provide public protection as MAPPA aims to rehabilitate offenders. One of the struggles of MAPPA is that it relies on the coordination of many other partner agencies such as social services, youth offending teams, child services, health services, local housing authorities and the jobcentre to name a few, and there sometimes can be a lack of communication between the services. In 2006 the Police, Prisons and Probation Inspectorate published a report into the work of MAPPA which found that housing departments were evicting or accepting tenants with no reference to MAPPA highlighting the clear gap between criminal justice and other services (HMIP, 2006).

The police have an obligation to safeguard the well-being of children even if no crime has been committed (Home Office, 2018b). The enquiry into the death of Victoria Climbié in 2000 led to the UK government development of 'Every Child Matters' and eventually the Children Act 2004. These were established to promote child welfare and inter-agency collaboration and due to this the police hold quite a significant number of powers to protect and safeguard children. The police hold the power to take children under the age of 18 into police protection if the child's safety seems to be at immediate risk where no action taken (s46 of the Children Act 1989) however, this should only be done in extreme circumstances. Even with the powers the police hold to protect children, the death of 'Baby P' in 2007 highlighted ongoing failures in child protection procedures and that the police, doctors, social services, and schools need to take more appropriate action to prevent child abuse and neglect (Fitzpatrick, 2009).

There are several other police strategies used in the protection of vulnerable persons. The Multi-agency Risk Assessment Conference (MARAC) is a multi-agency meeting which discusses high risk domestic abuse cases to establish how best to safeguard and protect the victim. The Safeguarding Adult

Boards decide how to intervene when there is suspicion that an adult needs care and support and is experiencing or at risk of abuse or neglect. Police officers also work with IDVA's to provide independent support, risk assessments and safety planning for victims and they are important in helping the police fast-track the investigation of domestic abuse incidents. These agencies working alongside police help to increase the safety, health and well-being of vulnerable victims, adults, and children. The only downside to these agencies is that they rely quite heavily on victims engaging with them and the procedures put in place to keep them safe.

The impact of crime varies amongst victims and may not only leave them with financial losses but physical, mental, behavioural, and emotional harm also. Some victims may develop long term psychological problems such as depression or post-traumatic stress disorder. Therefore, it is essential that police treat victims with the best possible service and refer them to agencies which will be able give them the best help and support. It is also important that officers build up a rapport with the victim, so they have the confidence and belief that the police will help them and to keep them safe.

It is important to not let personal attitudes and values hinder the investigation process. Sometimes people's attitudes and beliefs can lead them to assume things about people that are not right or fair, so officers need to be aware of this when progressing investigations. Offenders who have committed the most horrendous of crimes are still entitled to their legal and human rights, to be treated in accordance with PACE and subject to a fair trial.

The most harmful and dangerous organised crime groups (OCGs) include but is not limited to, modern slavery and human trafficking, county lines drug trafficking and child sexual exploitation. OCGs take advantage of young and vulnerable people and their communities for their own personal gain. They exploit victims by use of coercive control, manipulation, and violence to control them and use them to store drugs, money, or weapons. Especially with technology evolving and more young people having mobile phones, it's a lot easier for OCGs to groom victims. Victims can be physically, injured, subjected to psychological trauma, or killed as a direct or intended consequence of criminal action.

In conclusion, one of the most important and main roles of a police officer is to the protect the public and to keep them safe. In order to effectively do so, officers are required to work collaboratively with partner agencies. The impact of crime can have a detrimental effect on victims which is why it is vital officers deal with the incidents professionally and appropriately and submit the correct referrals so that victims can get the help and support that they require. OCGs play a large part in the police's concern of public safety which is why there are designated departments dedicated to tackling this problem.

WORD COUNT - 1051

Q5. Critically analyse the concept of evidence-based policing and 'what works' in policing evaluating crime prevention theories and strategies and considering the options open to reduce re offending. (1000 words)

In this essay I will outline the concept of evidence-based policing (EBP) and crime prevention theories. I will also discuss the strategies implemented to reduce re offending. Professor Lawrence Sherman developed the concept of evidence-based policing in 1988. It is a method of making decisions about 'what works' in policing by applying the research conducted into policing into actual police practice (Sherman et al, 1989). It works by analysing current police practises and if needed they are changed or developed so these new ideas are then implemented into the standards of how police operate. The difference that these changes make are measured and compared to see whether the new models are effective or not. EBP focuses specifically on three tasks which make up the "triple T" strategy of policing: targeting, testing, and tracking (Prof Bryant & Bryant, 2020b).

There are a number of theories and models which are utilised by police to try and prevent and reduce crime. Many of these models focus on situational crime prevention rather than focusing on the characteristics of offenders. The police can help reduce the risk of re offending by reducing the opportunities available to offenders. The routine activity theory (RAT) states that for a crime to occur, three things must happen at the same time and in the same place: a suitable target, a likely offender, and the absence of a capable guardian (Clarke, 2018). A suitable target can be a person, object or place and there are four things that make a target suitable: it's value, inertia, visibility, and access. Once a potential crime situation has been broken down into its key elements, the 10 principles of crime prevention can then be applied to them to try and reduce the risk. The 10 principles of crime prevention are: "1) target hardening 2) target removal 3) remove the means to commit crime 4) reduce the payoff 5) access control 6) visibility/surveillance 7) environmental design 8) rule setting 9) increase chance of being caught 10) deflecting offenders" (West Yorkshire Police, 2022).

Another policing model is the problem analysis triangle (PAT) which is derived from RAT to explain how and why crime occurs. It considers three main points of analysis: victim, offender, and location (Rogers, 2010). When a problem arises and solutions are being sought, these three elements are focused upon, and practical measures put in place to address one or more of these elements. The OSARA model builds upon the PAT theory and tailors' solutions to specific problems and evaluates the effectiveness of the response. The OSARA model employs 5 stages: objective, scanning, analysis, response, and assessment (College of Policing, 2020). Initially a problem or re occurring crime is identified and an assessment is conducted into the characteristics and impact of the problem in greater detail. A strategy is then devised to tackle the problem and executed. There is then a review and evaluation of the effectiveness of any of the attempts tried to deal with the problem.

Herman Goldstein also developed the concept of problem orientated policing (POP) as an approach to tackling crime and repeat offending by identifying patterns and looking for commonalities that can be addressed. A thorough analysis is conducted to find the root cause of the problem. A potential solution is then found and implemented (Tilly, 2008). This approach aims to solve the underlying issues of a problem.

Overall, situational crime prevention aims to reduce crime and re offending by making less opportunities for offenders to commit crime and make criminal action less attractive. It does this by 5 ways: "1) increase the effort of committing crime 2) increase the risk of getting caught 3) reduce the rewards of offending 4) reduce temptations and provocations 5) remove excuses for offending"

(Clarke, 2008). There is substantial evidence for the effectiveness of situational crime prevention with the research clearly demonstrating that situational interventions do not result in the displacement of crime (Eck & Clarke, 2019). Dyfed Powys Police have successfully implemented the OSARA methodology to several cases which have provided positive results, the most recent being in summer 2020 (Dyfed Powys Police, 2020).

All the approaches mentioned above are unlikely to be used in response to an isolated incident but instead to address long term reoccurring issues. There are some limitations to the models as every situation is different so bespoke solutions are often required to address the specific problems. These models also work by the trial-and-error method so it could take a while before effective results start to show.

Today, there is a team made up of police educators, leaders and scientists called the Cambridge Centre for Evidence Based Policing (CCEBP) who conduct evidence based policing research and translate this research into everyday use by law enforcement agencies (CCEBP, 2022a). From their research, the Evidence-Based Policing Matrix was created by Professors Cynthia Lum and Christopher Koper. The matrix provides a visual display of research-to-practise studies which have been analysed and clusters of studies can be viewed with “realms of effectiveness” (CCEBP, 2022b). The realms that are formed can provide an insight into the similarities of effective policing strategies and shows what strategies are ineffective. This is helpful to police agencies as they can then use this information to develop their own working strategies or assess their current ones against the evidence.

In conclusion, the theories mentioned above although not always successful have shown a decrease in the rate of repeat offending over the years since they were first implemented. EBP is a continuous trial and error process, but methods can be improved upon with each failure and success. Each theory has its own strengths and weaknesses but are utilised dependent on the circumstances of the problem wanting to be resolved.

WORD COUNT - 950

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