

LEVEL 6 ASSESSMENT SPECIFICATION

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Essay one:

Critically evaluate the concept of 'the professionalisation of the police service' and consider the extent to which 'maintaining professional standards', 'ethical and inclusive' and 'coaching and mentoring' approaches contribute to professionalisation.

The College of Policing have been one of the main driving forces for the professionalisation of the police service. In 2014 the Code of Ethics was created by the College of Policing in which the standards of behaviour were defined for all who work within the police service (College of Policing, 2022). "We are committed to ensuring that the Code of Ethics is not simply another piece of paper, poster or laminate, but is at the heart of every policy, procedure, decision and action in policing".

The Code of Ethics is outlined in two separate sections, Policing Principles and Standards of Professional Behaviour (College of Policing, 2014).

Policing principles: • Accountability • Fairness • Honesty • Integrity • Leadership • Objectivity • Openness • Respect • Selflessness

Standards of professional behaviour: • Honesty and integrity • Authority, respect, and courtesy • Equality and diversity • Use of force • Orders and instructions • Duties and responsibilities • Confidentiality • Fitness for work • Conduct • Challenging and reporting improper conduct

The College of Policing, alongside the National Police Chiefs' Council (NPCC) are the face of the most recent attempt at police reform, through the changes being made to police recruitment and educational requirements (National Police Chiefs' Council, 2020¹). The NPCC describes their role in policing as bringing all UK police forces together in order to coordinate joint operations, improve value for money, and produce policing reform (National Police Chiefs' Council, 2020²). The professionalization agenda is planned to be completed by the year 2025 with the visions statement being "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." (College of Policing, 2018). Historically there has been no standardisation of education levels and qualifications nationally across the police force, the PEQF developed four core area in which to surround this approach of professionalisation: specialist knowledge base, distinct ethical dimension, continued professional development requirements and standards of education. This approach has allowed the creation of three individual police constable entry routes which cater for an inclusive recruitment strategy.

A study conducted by Hallenberg and Cockcroft in 2017 found that an area of concern with the introduction of the PEQF was the potential effect it could have on colleague relationships. The research conducted for this study consisted of semi-structured interviews of 31 current and former police officers of varying ranks who have completed higher education. The findings of the interviews revealed one of two consensus from participants; indifference or hostility. The reported hostility relating to the PEQF were almost exclusively from higher ranking and longer serving officers. The findings of the research suggests that senior officers may feel threatened by the changes that the modernisation and professionalisation of the police service are bringing forward. This study showed a separation between the different eras of officer recruitment and training which highlights the difficulty of cultural integration and acceptance of those who enter the police service through the PEQF by those who have over many years of service and generational learning have had their views on what the police service is ingrained.

Williams et al. completed a similar study in 2019 in which they completed semi structured interviews of ten current serving police officers. The difference in this research is that the involved officers all had completed policing specific degrees which allowed a more targeted insight on the impact of the PEQF. Overall, the results provided a positive outlook to the PEQF with participants of the study stating that they believed their higher education was beneficial to their role within the police service. Participants revealed that they were able to successfully apply their wider range of knowledge and use their education to understand the changing nature of police demands and how this information informs them of professional practices. They stated the main benefit of their higher education was the learned ability of critical thinking and critical self-reflection which participants agreed aided them in their decision making and continuous personal development.

Participants, despite their overwhelmingly positive findings relating to the PEQF, revealed findings which were in-keeping with the discoveries of the Hallenberg and Cockcroft study in which hostility from senior officers was apparent. This is demonstrated with one participant from the Williams study finding senior officers to feel threatened by the modernisation and professionalization of policing.

Fleming and Wingrove (2017) found that one reason for the hostility and indifference from senior officers as being police occupational cultures unwillingness to change.

In theory, the PEQF is a positive mission in which the benefits appear to already be clear to see. The College of Policing firstly through their implementation of the Code of Ethics followed by the introduction of the PEQF, the professionalisation of police process is progressing. The study conducted by Williams demonstrates that the potential of having a generation of officers who have the ability to gain a deeper understanding of policing as

well as an improved ability of critical thinking and self-reflection should undoubtedly shape the future of policing for the better.

The studies completed by Hallenberg and Cockcroft, and Fleming and Wingrove demonstrate the requirement of change in organisational culture to improve the police services ability to maintain higher professional standards and better uphold the Code of Ethics. The potential issue of coaching and mentoring is also apparent due to the hostility present with the divide between new officers seeking mentoring not being accepted by the senior officers who are able to offer it.

For the modernisation and professionalisation of policing, it is important for the structure and values of the Code of Ethics and PEQF to persist for at least 10 years. This conclusion is based on the premise that after 10 years, the majority of the police organisation will be standardised by officers who have completed the PEQF which means everyone should understand where each other have come from and the negative views of higher education will mostly be gone.

Word Count: 974

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Essay two:

- **Community policing** – critically evaluate the role of police in strategies and initiatives used to deliver effective community policing.

Word limit: 1000 words.

DCC Gavin Stephens is the lead of the NPCC for neighbourhood policing. As part of this role the Policing Vision 2025 was established in which it describes the relationship between the police service and the general public as the bedrock of British Policing (College of Policing, 2022). The defining features of neighbourhood policing build from the Peelian Principles of Policing which are as follows (Rupert Matthews, N.D.):

1. To prevent crime and disorder, as an alternative to their repression by military force and severity of legal punishment.
2. To recognise always that the power of the police to fulfill their functions and duties is dependent on public approval of their existence, actions and behaviour, and on their ability to secure and maintain public respect.
3. To recognise always that to secure and maintain the respect and approval of the public means also the securing of the willing co-operation of the public in the task of securing observance of laws.
4. To recognise always that the extent to which the co-operation of the public can be secured diminishes proportionately the necessity of the use of physical force and compulsion for achieving police objectives.
5. To seek and preserve public favour, not by pandering to public opinion, but by constantly demonstrating absolutely impartial service to law, in complete independence of policy, and without regard to the justice or injustice of the substance of individual laws, by ready offering of individual service and friendship to all members of the public without regard to their wealth or social standing, by ready exercise of courtesy and friendly good humour, and by ready offering of individual sacrifice in protecting and preserving life.
6. To use physical force only when the exercise of persuasion, advice and warning is found to be insufficient to obtain public co-operation to an extent necessary to secure observance of law or to restore order, and to use only the minimum degree of physical force which is necessary on any particular occasion for achieving a police objective.
7. To maintain at all times a relationship with the public that gives reality to the historic tradition that the police are the public and that the public are the police, the police being only members of the public who are paid to give full-time attention to duties which are incumbent on every citizen in the interests of community welfare and existence.
8. To recognise always the need for strict adherence to police-executive functions, and to refrain from even seeming to usurp the powers of the judiciary of avenging individuals or the State, and of authoritatively judging guilt and punishing the guilty.

9. To recognise always that the test of police efficiency is the absence of crime and disorder, and not the visible evidence of police action in dealing with them.

DCC Gavin Stephens believes when neighbourhood policing is implemented effectively, the following can be achieved:

- A flow of vital community intelligence on a range of issues, from neighbourhood to national security.
- Promoting community safety and feelings of safety.
- Prevention of crime, disorder, and antisocial behaviour.
- Protecting the vulnerable and reducing repeat demands.
- The opportunity to create resilient communities less reliant on police support.
- The legitimacy necessary to enable policing by consent.

One theory in which community issues are highlighted is that of the Broken Windows Theory developed by Wilson and Kelling in 1982. The theory speculates that “just a broken window in a building left unattended is a sign that nobody cares and invites more broken windows, disorder left unattended is a sign that nobody cares and leads to fear of crime” (Wortley et al., 2017, P. 334). The theory further speculates that due to the sense of abandonment and lack of care, the elements of disorder could drive away respectable members of the public which could further lead to a location becoming a breeding ground for crime (Davies et al., 2015, P. 170).

As part of the Police Reform Act 2002, the Police Community Support Officer role was created. The role was created in the hope to bridge relations between members of the public and the police service (College of Policing, 2019). There are five primary areas for which the Police Community Support Officers are operationally deployed to deal with, they are as follows:

- undertake public-facing duties in uniform
- be visible in their communities on targeted foot or cycle patrol (vehicle if rural community)
- deal with anti-social behaviour (ASB), low-level crime and incidents, local problems / priorities and quality of life issues
- identify, support, and improve service to victims and vulnerable people
- conduct community engagement and problem-solving activity

The Police Community Support Officer assists in both a proactive and responsive method of policing. Due to their increased interactions with the public and improved relations with communities in comparison to that of a police officer,

intelligence to assist with an Intelligence Led Policing approach may become easier to obtain. Whilst in terms of responsive policing, when there are areas of concerns, Police Community Support Officers can be deployed to act as the high visibility presence required to implement the Problem Orientated Policing approach required. This is the most regular use of the Police Community Support Officer which as a result directly positively attacks the potential side effects of the Broken Windows Theory.

Neighbourhood policing, the theories that surround it and the implemented methods of targeting the issues that become apparent have in summary been positive. It allows for specific areas of policing to be targeted in which neighbourhood policing teams become the sole owners of facing the issues whilst simultaneously being able to assist with wider sectors of policing through their engagement with the communities.

Word Count: 940

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Essay three:

Critically evaluate police methods of gathering information and intelligence. You may choose a specific method of intelligence-gathering for this answer.

Word limit: 1000 words.

The police service has two primary pathways of tackling crime, reactive and proactive policing. Both of these avenues have specific approaches in which allows the police to effectively tackle crime. Information gathering and intelligence gathering. Both information and intelligence are often confused to be the same thing however, each has their own defining factors which separates them from each other allowing the police to use each individually.

Information is knowledge, it is an accumulation of facts in which it is common knowledge. Intelligence on the other hand is not common knowledge, generally speaking intelligence is information which is yet to be checked, researched, and validated (Ben, 2018). The police use both information and intelligence to develop approaches for both reactive and proactive policing.

Problem Orientated Policing (POP) is an example of an information gathering policing model which was initially introduced in 1979 by Herman Goldstein. The model was created to do exactly as it's name suggests, it prioritises tackling the key issues which persist in specific areas; examples being burglaries, thefts and offences relating to anti-social behaviour. With the use of eight different questions, when facing a persistent issue the following questions must be answered to effectively implement the POP model: what problems are the police expected to handle, what is known about the problem, what else can be found out, is it a concern for the police, what resources are available to deal with the problem, what is currently being done, what is the best way to deal with the problem and how effective the new response will be (Goldstein, cited in University of Portsmouth, 2013).

In order to further the effectiveness of Problem Orientated Policing a secondary model known as SARA is implemented. The SARA model was developed by John Eck and William Spelman (1987) (College of Policing, N.D.). The model builds on Goldstein's POP model and follows four steps (ibid):

- Scanning: this is the first step which is used to identify and prioritise the persistent specific issues in its effected area. This is done by identifying an issue and discovering any patterns before completing a risk assessment and ranking them based on danger and frequency.
- Analysis: this stage has the role of identifying the reasons for the problems. They do this by first collating all of the information known relating to the ongoing issues before then analysing the cases using a tool

called the problem analysis triangle which allows analysis of the offender, the victim, and the location. The triangle analysis allows the identification of specific ways to respond to each topic in order to solve the problem.

- Response: methods of intervention are designed at this stage, often multiple methods aimed at each issue. This allows for a review to take place in which the most effective intervention is eventually taken with probability of long- and short-term success taken into consideration along with the practicality of the intervention.
- Assessment: this final stage is used to evaluate how well the model has worked and whether it needs any changes. This is done by assessing the data from before and after the model was implemented.

A review of Problem Orientated Policing by the College of Policing (N.D.) found positive results in relation to tackling crime and anti-social behaviour, especially with the use of the SARA model. However, with this being a reactive form of policing, it doesn't tackle crimes in which a proactive approach is required.

Intelligence Led Policing (ILP) is one method in which the police implement their proactive policing approach. Despite being originally developed in the 1990's, the method did not reach popular use until after the terrorist events of 9/11; it was then that this approach began to be used in order to attempt to prevent crime in the place of responding to it (Freilich, J. 2014). Intelligence Led Policing and its proactive approach to tackling crime led to the increase in specialist units in which the use of analysis of gathered intelligence allows for the devise counter crime measures. (Ratcliffe, J. 2016). The investment into this method later led to the creation of the National Intelligence Model (NIM).

Covert investigations and intelligence gathering, this is one of the most commonly deployed types of Intelligence Led Policing. There are two primary methods in which this is done, surveillance, and covert human intelligence source. Surveillance is a method which must first come under scrutiny before being allowed to be conducted. The surveillance must be lawful, necessary to achieve a specific aim, have a legitimate cause such as public safety, and have the benefits outweigh the negatives. This method of covert intelligence gathering, despite being incredibly effective, has negative potential elements specifically in relation to public perception. There is potential that members of the public, if covert surveillance was revealed, may lose trust in the police and also feel betrayed with the belief that it is an abuse of power.

An informant however is a useful tool for officers in which such scrutiny isn't required, the issue with this method being the source having to be reliable. Unlike information where facts lead to the deployment of effective resources, intelligence, if proven to be false can lead to the improper and wasteful use of resources.

Policing, as an overall service to be at it's most effective must properly implement reactive and proactive approaches. Research shows that the combined proper use of policing models such as Problem Orientated Policing and Intelligence Led Policing allows for both forms of policing to be tackled efficiently and effectively as opposed to the use of a singular approach.

Word Count: 928

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Essay four:

Critically evaluate police strategies for dealing with public protection incidents. Your answer should consider the impact of abuse on victims, the potential impact of bias on the investigative process, and the links between Serious and Organised Crime Groups and public protection issues.

Word limit: 1000 words.

The police service provide a pivotal role within responding to incidents in which a vulnerable person is involved (IOPC, 2020). According to the IOPC, there are five categories into which a vulnerable person falls into, these are as follows:

- Young people
- Missing persons
- Persons with mental health issues
- Persons dealing with substance addiction
- Victims of domestic violence

In this essay the approach to child criminal exploitation is targeted by the police, specifically county lines. As defined by the UK Government (Gov.uk, 2020) “County lines is a term used to describe gangs and organised criminal networks involved in exporting illegal drugs into one or more importing areas within the UK, using dedicated mobile phone lines or other form of “deal line”. They are likely to exploit children and vulnerable adults to move and store the drugs and money and they will often use coercion, intimidation, violence (including sexual violence) and weapons.”. The exploitation of which can be broken down into the following categories:

- drugs
- violence
- gangs
- safeguarding
- criminal and sexual exploitation
- modern slavery
- missing persons

The Serious and Organised Crime Strategy was established in 2018 in direct response to targeting those involved in serious crimes and incidents. The strategy is detailed into four separate sections which are known as the “4 P’s”, they are as follows (Serious and Organised Crime Strategy, 2018):

- preventing persons getting involved in organised crime
- to pursue and disrupt serious and organised crime
- to protect individuals, organisations and communities against serious and organised criminality
- preparation for the occurrence of serious and organised crime in order to mitigate its impact

In terms of protecting and safeguarding a child at risk of criminal exploitation there is a system in place known as the Multi Agency Risk Assessment Conference. “A Multi Agency Risk Assessment Conference is a meeting where information is shared on the highest risk domestic abuse cases between representatives of local police, health, child protection, housing practitioners, Independent Domestic Violence Advisors, probation and other specialists from the statutory and voluntary sectors.” (Safe Lives, 2014). This is completed due to the inability of no single agency being able to fully complete the picture or provide all the necessary support and services. All relevant information collected throughout the agencies involved is shared and discussed in or to create an action plan to best assist the victim. Since it’s creation it has been proven to be an effective model for dealing with vulnerable persons and the multitude of issues they face.

According to Victims Strategy, posted by the Government in 2018 “For many, the experience of being a victim doesn’t stop after a crime has been committed. Crimes can have a significant impact on a victim’s physical and emotional well-being, leading to long-lasting trauma, job loss or financial difficulties. Many offenders have also been victims of crime. Receiving the right support, at the right time, can help break the cycles of both victimisation and offending” (Victims Strategy, 2018).

Child criminal exploitation and county lines is a prevalent issue within the United Kingdom. That being said the government, police service and a multitude of other organisations and charities are developing robust plans of action to tackle the issue head on as well as creating the necessary support methods to prevent potential further cases alongside assisting those of whom are victims.

Word Count: 549

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Essay five:

Critically analyse the concept of evidence-based policing and 'what works' in policing by evaluating crime prevention theories and strategies and considering the options available to reduce re-offending. 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.

Word limit: 1000 words.

Prisons are viewed principally as a method of protecting the public from criminals. This is effective for both actual and prospect criminals, the first is physical protection in which the criminal is placed in prison, the second is through the fear of punishment preventing potential criminals from offending due to the fear of going to prison (Oxplere, N.D.). Prisons also have a transformative role which current evidence suggests that the prison service is not effective. Statistics show that 66% of young adults leaving prison in England and Wales will commit another crime within a year (Aaron, 2019). When completing a review of other penal systems, this percentage is considered high. Scandinavian countries for example have a reoffending rate of around 20%. One of the stand-out differences between the two systems is the untraditional approach the Scandinavian countries use. Benson (2003) states that for the prison system to be effective, prison must be seen equally as a rehabilitative facility as it is a place of punishment. As part of this change that Benson believes must happen, psychologists are doing research on the causes of crime as well as the psychological effect being imprisoned has on the incarcerated.

There are two criminological theories that can be considered when analysing the reasons behind the offender's choice to commit the crime. The first is Rational Choice Theory by Cornish and Clarke (1986 cited by Lilly, et al. 2015). This theory believes that in some cases, a simple cost risk analysis is complete and takes the view that some offenders commit crime out of necessity; for example stealing essentials for their child they couldn't otherwise afford. The crime in these scenarios are circumstantial in which the perpetrator may believe the risk of being prosecuted is lesser than the negative outcome of not completing the crime. An issue raised surrounding these types of offenders is that if they evade capture it may give the culprit a taste for unlawful life leading to committing crime more frequently and even reaching higher levels of crime (Wright & Decker, 1997). The second theory is used to demonstrate the potential thought process behind an offender who becomes involved in more serious offences such as drug crime and gang crime. Strain theory, originally developed by Merton (1938 cited by Lilly et al. 2015) was used to show how the social demands in life can cause a person to feel inadequate and potentially commit a crime in order to live up to the social standards of life. This theory was later expanded by Agnew (1992 cited by Lilly et al. 2015) who believed that Merton didn't fully explore the range of sources in society where strain may possibly come from. Agnew on this foundation developed general strain theory (GST) and at the centre of the theory is the idea that people are more likely to commit crime when dealing with an emotional burden which has put unwarranted strain and stress on them leading to the person searching for coping

mechanisms. Accompanying this idea is that people will also commit crime in order to reach a goal such as a social status much like Merton's theory. The three main sources of strain in the GST theory are: loss of relations (e.g. death of someone close), dealing with negative situations (e.g. domestic abuse) and not being to reach a desired goal (e.g. social status).

Despite the potential use of a multitude of other criminological theories, the correct use of just these two could drastically alter the United Kingdom's approach to punishment and rehabilitation. But what alternate methods have been used by the countries penal system already and how effective has it been?

The use of non-custodial sentences are commonplace in the United Kingdom's penal system, these include fines, probation orders, community service orders, a combination of the two, and conditional discharge (nidirect, N.D.). Of the mentioned forms of punishment, the probation orders are most representative of how most literature suggests the prison service should improve. Probation orders involve the offender being supervised for a set amount of time with regular meetings with their probation officers and often have additional requirements such as substance abuse rehabilitation and counselling. The success of this method is not well documented which only allows the use of Britain's prisons for reference of the countries penal system.

Reoffending rates are shown to be lowest in countries where prisons concentrate less on punishment and more on the emulating of society. This is done through prisoners having access to paid work, more regular access to loved ones including conjugal visits, and the ability to be self-sufficient in their own space (Aaron, 2019). These facilities prioritise preparing prisoners for returning to normal society through means such as therapy, employment, and education. These approaches, whilst not currently common in the United Kingdom, have slowly begun to be utilised in an attempt to change the utilised structure for punishment and rehabilitation within the United Kingdom. Once branded the murder capital of Europe due to it's high rates of knife crime, Glasgow implemented this new approach which facilitated the decline of knife crime. It was noted that punishment was not reducing or preventing the issue so authorities prioritised a public health approach. This change allowed for mass positive change through the collaboration of health, education, and social services.

While it is clear that prisons have an important place in the penal system to keep both offenders and the public is safe, the United Kingdom has the potential to massively improve their current structure. Rehabilitation programmes that engage with offenders, offer support and educational opportunities seem to be the most effective form of prevention. Looking at the two criminological theories discussed, this approach would fittingly aid those led to crime through these means. A person involved in crime due to circumstance can receive an education allowing increased employability and

a person under strain can receive the counselling they need to improve their situation. As famous poet Victor Hugo once stated “He who opens a school door, closes a prison” (2017).

Word Count: 1003

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