

Essay one:

How have the different values and cultural norms within diverse communities impacted upon policing? You should evaluate how multi-culturalism has affected professional policies and standards (e.g. PACE, Code of Ethics) as well as policing practice (e.g. neighbourhood policing).

Rather than relying on personal experience, support your answer with relevant evidence drawn from academic sources.

Word limit: 1000 words.

During this essay I will be looking into the different values and cultural norms that occur within diverse communities and how this has impacted policing. I will also be looking at what multi-culturalism is and how this has affected policing professional policies and standards.

Between 2011 and 2021 we have witnessed an increase in the population of persons from diverse backgrounds. From 2011 to 2021 the Asian population within England and Wales has increased from 7.5% to 9.3% (4.2million to 5.5million). The Black, Caribbean or African population has increased from 3.3% to 4.0% (1.9million to 2.4million). Mixed or multiple ethnic groups has increased from 2.2% to 2.9% (1.2million to 1.7million) and other ethnic groups from 1.0% to 2.1% (564,000 to 1.3million). These statistics were taken from the Office for National Statistics. As we can see all minority groups have increased in percentage and number between the two census results between 2011 and 2021. The white population, which still makes up the majority of England and Wales has, as expected increased in number, however decreased in the overall percentage towards the total of peoples within England and Wales. The White population in 2011 was estimated to be 48.2 million, making 86% of the population in England and Wales. This has since changed to 48.7million people with a decrease towards the percentage of 81.7% of the 2021 population of people within England and Wales. All these figures have been taken from Office for National Statistics – Census 2021. Although England and Wales still have a majority white population, we have seen England and Wales becoming increasingly diverse, meaning its communities are constantly changing.

In order to police multicultural backgrounds effectively, firstly police will have to understand what this means and how police need to adapt to these changes. This was summed up by Damon J Brown when he stated, understanding various cultures, their multiethnicity and communities, police can be more effective. Police can do this by enhancing their cultural competence which can assist in identifying how police can best address problems whilst policing their communities, giving police and effective viewpoint from the community which they are policing. Essentially police need to be open minded about the people they deal with and understand that everyone is different and that they need to be open minded when they go to somewhere that may differ from their own ethnicity. Brown further stated that the biggest mistake a police department can make is to establish and maintain an organizational culture that operates as if all communities are the same, in which cultural differences do not exist. By acting as if different cultures do not exist, police can diminish any effort that has been put to policing diverse communities. Police forces have a preconceived notion that as an institution it is racist and by not effectively policing diverse communities, this could undo all the hard work

the police have made to rid themselves of this name. As well as diverse communities, Wales and England's towns and cities are also becoming increasingly multicultural. Robert Longley 2020 identified that multiculturalism in sociology, describes the way a society deals with cultural diversity.

The change in Wales and England's diverse population has been taken to the routes of police, starting on their intake policies, encouraging people off all backgrounds, regardless of age, gender, race or sexual orientation. By encouraging people off all backgrounds to join, police are also becoming a multicultural organisation. Having a multicultural force will make it easier for police and ethnically diverse communities to communicate as these communities can see themselves being represented within the police force. Police have also set out the Policing Vision 2025 which is a plan set out for the force to achieve within the next 10 years. Within this they have identified the need of diverse communities and the necessity for a more sophisticated response to the challenges currently faced within these communities. The Policing Vision 2025 has identified that the police need to acknowledge that if they are not to meet the communities needs, the forces must continue to adapt to the modern environments surrounding the police. Police will do this by tailoring local policing to that societies complex and diverse needs, being informed by community priorities and evidence-based demand analysis.

Police have set out small Neighbourhood Policing Teams (NPT) whose role is to go into the diverse neighbourhoods and identify the needs of these communities. One of their roles is to engage with communities and neighbourhoods and provide a two way dialogue between the police and the public. This would include officers going to diverse neighbourhoods and identifying what their specific needs would be from the police force which represents it.

PACE is The Police and Criminal Evidence Act 1984 which is a set of policies and powers that give police the power to arrest, stop search suspects and seize objects, as well as many other powers. The act was made to maintain that subjects of police investigations are treated fairly by applying principles of justice, honesty and workability within the investigation process. This act was introduced in 1984 by parliament following a response to a growing perception that the public had lost confidence in the police, given their treatment of suspects who are believed to have committed crime. The act enables a fairer treatment of those who are suspected of committing these crimes. Following PACE. In 2014 The Code of Ethics were also introduced and is the centre of professional policing. The code of ethics introduces ten standards of policing behaviour that all staff and officers are to abide by. Similar to PACE the Code of Ethics centralise around honesty and integrity as well as respect, courtesy, equality and diversity. These standards highlight that all officers are to conduct investigations fairly and impartially, where unlawful discrimination is not permitted.

To conclude we have identified what multiculturalism is and how to adapt to diverse communities. We have then identified what police aim to do within the next ten years to combat the issues between police and diverse backgrounds as well as how they welcome persons of diverse backgrounds to join the force. As well as identifying what the police hope to do we have also identified teams and policies that the police have already introduced to combat discrimination and to communicate with those in diverse neighbourhoods.

Essay two:

What makes vulnerable young people and adults more at risk of exploitation by criminal gangs? Examine both the psychological and socio-economic characteristics of victims of exploitation.

Your answer should be based on academic research, but you may make reference to relevant case studies.

Word limit: 1000 words.

During this essay I will be looking at what a vulnerable person is and what makes people categorised as a vulnerable person more at risk of exploitation by criminals. I will be identifying how a vulnerable persons psychological and socio-economic characteristic could make them a victim of exploitation.

A vulnerable adult is defined as a person aged eighteen or over who may need community care services because of a disability, mental or other, age, or illness. Having a physical disability may leave someone vulnerable through a decrease in their ability to physically defend themselves or escape from an abuser. A mental disability could leave vulnerable persons seeking approval or becoming dependant on their exploiters. Similarly with age or illness, depending on the vulnerable persons condition, could leave them vulnerable in any of the ways mentioned above. Criminals also exploit vulnerable young persons too. Vulnerable young persons can be defined as a young person who are exposed to more risk than their peers. This could be children with disabilities, previously exploited and abused children, children with no support network or simply vulnerable due to their age. There are many ways to ensure a vulnerable person is protected, to ensure that there is a suitable support network around them, such as social workers, healthcare professionals and healthcare appointments, social events and scheduled visits.

To bypass these security measures, criminal organisations usually exploit a vulnerable person through county lines. County lines is a form of criminal exploitation. Whereby criminals befriend vulnerable adults or children and then manipulate them into committing criminal offences, typically drug dealing or sexual exploitation. Criminals are able to exploit these persons through a clear power imbalance, whereby they either physically harm the vulnerable person, or make that vulnerable person dependant on them. The criminal is able to make a vulnerable person dependant on them by offering a clear exchange for their services. A vulnerable person may receive from their exploiters, drugs, money, status, or protection from harm, making the vulnerable person warm to their exploiter and continue to commit offences on their behalf. More often than not, the exploited person would not consider themselves as being exploited.

Another form of exploitation criminals use is cuckooing. This is where a drug dealer or gang will take over a vulnerable persons address for criminal purposes, usually either to sell or manufacture drugs. The gangs will exploit that individuals vulnerabilities in order to avoid detection. Criminals may do this by offering the vulnerable person drugs or money or services such as sexual performances or simply by befriending that person. How the gang exploits the vulnerable person simply depends on what that individual person's vulnerabilities are.

A third type of exploitation, specifically aimed at vulnerable young persons is CSE, child sexual exploitation, a form of sexual abuse. This is where a young person is exploited for sexual performances and in return given something in exchange, such as gifts, drugs, money or even status. Exploiters often groom the young persons into what they believe is a consensual relationship, whereby trust is built between the abuser and the victim. The victim is often not aware they are being abused. When trust is built with a victim of CSE, the victim is then usually trafficked to other areas, away from their home, for sexual exploitation. Exploiters will usually use a young persons vulnerabilities to build trust with the victim.

As described above, there are systems in place to prevent vulnerable persons from being exploited, so in order to operate effectively, criminal gangs will look for certain types of vulnerable persons in order to exploit them, knowing that they will more likely get away with their crimes. Some of these characteristics could include: having prior experience of neglect, lack of a safe home or environment, social isolation, social status, having physical or learning disability, having mental health or substance misuse issues or being liked with other persons who use drugs. Criminals have adapted to specifically target and exploit these characteristics of vulnerable persons. As often the vulnerable person does not see themselves as being exploited. This is due to them receiving things that they may not perceive they get from other people such as care and friendship. A vulnerable person or child who feels isolated from society may appreciate the fact that the exploiter is showing them companionship, something that an isolated person may be seeking. Criminals may target vulnerable persons from poorer neighbourhoods and in exchange for services offer the vulnerable person gifts or money for their troubles. In doing this the criminal builds a bond with the vulnerable person as they are providing that person with something that have not been able to receive, through their vulnerability or age. A gang is able to exploit persons who have been the target of previous exploitation as that vulnerable person may not wish for that neglect to start again and simply find it easier to comply with whatever their exploiter asks. A criminal gang can easily exploit a vulnerable person who is the user of drugs, simply by keeping them supplied with whatever they need, as the gang is providing that person with the drugs they want they would easily agree to whatever the gang asks of them.

To conclude, a vulnerable person is someone who may have suffered a physical or mental impairment or illness or could be vulnerable due to their age. A vulnerable person or young person are often targeted by criminal groups as they are easier to target. This is due to the criminal groups often using something to bargain with the vulnerable person in order for them performing criminal activities on their behalf. This could be money, drugs, status or friendship, depending on the specific persons needs and wants. The criminals target these vulnerable persons by identifying the specific characteristic of the vulnerable person and then exploiting it. Criminals also target young persons for the same reasons, seeing them as easy to prey on and manipulate, often to use them to sell drug or to exploit sexually. More often than not the vulnerable person or young person does not consider themselves as being exploited as they are getting something out of the arrangement and as such are less likely to report the activity or exploitation to the police, ensuring that the criminal activity is not detected.

Words: 1054

Essay three:

How effective is MAPPA as a means of managing offenders?

Rather than relying on personal experience, support your answer with relevant evidence drawn from academic sources.

Word limit: 1000 words.

During this essay I will be looking at MAPPA, defining what exactly it is, and what benefits it has to policing when managing offenders. I will be highlighting how effective it can be when used correctly. I will be looking at the categories of offenders that can fall under the MAPPA umbrella and also the categories that MAPPA themselves use in order to identify the risks that offenders possibly pose and how MAPPA set out to prevent them from reoffending.

MAPPA stands for Multi-agency public protection arrangements, as the name suggests, it is used by and made of multiple agencies. MAPPA is built up of the police, probation and prison service members but work together with other agencies, such as social services, youth offending teams and local housing authorities. The purpose of MAPPA is to manage offenders of violent and sexual offences, especially when these individuals are let out of prison back into society. The UK.GOV website defines MAPPA as a Multi-agency public protection arrangements that are put in place to ensure the successful management of violent and sexual offenders. The guidance that MAPPA sets out are the responsibilities of the police, probation trusts and prison service. It also touches on how other agencies may become involved, for example the Youth Justice Board will be responsible for the care of young offenders." In order to be effective at managing offenders under this agency, MAPPA has to clearly define what kind of offender sits under them. MAPPA do this by using three categories to identify offenders, who poses a risk of serious harm and then lay out a plan to manage that risk: then sharing that information with the appropriate agencies. For an example, MAPPA would not run effectively if they had identified a 60-year-old offender, and then refer them to the Youth Offenders Service. However, they would notify the local housing associations if this offender was to look for accommodation in the local area following leaving prison.

Blackstones define three broad categories of offenders that can fall under MAPPA:

"Category 1 – registered sexual offenders as defined in part 2 of the sexual offences act 2003. Category 2 – violent offenders sentenced to 12months or more imprisonment, sexual offences not included in category 1, and offenders disqualified from working with children.

Category 3 – other dangerous offenders who are not included in the first two categories but are nonetheless still regarded by the responsible authority as presenting a serious risk to the public."

When a MAPPA offender has been placed into one of these three categories, their level of risk is then identified; these are also put into three individual categories of risk management. Level 1 is an offender who can be managed by one primary agency without involving any others. Level 2 is the management of an offender by more than one agency, where the offenders risk management is not complex. Level 3 is for offenders who pose the most risk and requires cooperation between all agencies involved to minimise any risk of reoffending by the subject. Using these three levels is how MAPPA as a collective is able to manage their offenders. For level 2 and 3 MAPPA will hold meetings with a variety of different agencies where the offender will be discussed on how to keep them safe and minimise the risks of that offender reoffending. In order to identify the risk of each offender MAPPA will use risk

assessment tools to assess the level of threat posed by each offender. These can include drink and alcohol use of the offender. How they perceive their problems are the fault of others. The offenders sexual interest in children and how easily accessible potential victims are to the offender. Alternatively there are categories that can also lower an offenders level of risk, such as having friends or family that are a support network; complying with programmes and treatments; engaging with MAPPA; demonstrating ability to reform. In order to manage their offenders, MAPPA informs offenders that they are being monitored by their MAPPA representative. A further way to help manage offenders by letting them know they are being monitored, minimising risk of further offending. To help manage offenders, MAPPA will develop a unique management action plan for each offender. These actions plans could cover exclusion zones where an offender is not permitted to visit; pre approved accommodation where the offender is required to stay following release from prison; duty to report weekly to their MAPPA representative and issuing Sex Offender Prevention Orders to prevent the offender engaging in certain activities.

To conclude, MAPPA is a multi agency arrangement that targets sexual and violent offenders, usually when they are released from prison. In order to do this MAPPA hold meetings where they discuss subjects. Firstly MAPPA categories their subject in one of three categories, depending on their level of offending.

MAPPA then use a further three categories to identify their level of risk to themselves and the public around them. Whilst this is done it is also discussed what agencies are going to be included in looking after the offender now they are released from prison and back in the public domain. Following this a bespoke safety plan is set out by the partner agencies that will be filled with rules to keep the offender and public safe during the offenders reintegration with society. These step by step guidelines are how effective MAPPA is at managing offenders, by identifying the offenders risk, what agencies that could help to prevent them from reoffending and also setting out individually produced safety advice and plans for that offender. MAPPA is a benefit to policing as the management of these offenders does not solely rely on the police, as there are other agencies who are also looking at these offenders, taking the pressure from police.

Words: 976

Essay four:

Why is it necessary for independent bodies (i.e. IOPC) to hold police officers accountable?

You must use academic research to support your answer.

Word limit: 1000 words.

During this essay I will be identifying some of the independent bodies that hold police accountable for their actions. One of these bodies is the Independent Office for Police Conduct (IOPC). I will also aim during the essay to be identifying what they do and then addressing how they as an institution are able to hold police accountable for their actions. I will also be looking at other bodies and how they can potentially effect police performance by holding them accountable for their actions.

According to their website, The Independent Office for Police Conduct oversee complaints made against the police in England and Wales and independently investigate the most serious offences made following police contact. IOPC sets the standard by which the police should follow when they receive a complaint made against them. As their name suggests IOPC is completely independent from the police and government and as such its decision making is independent of police and government interference. When dealing with complaints made against the police, the IOPC aims to hold police accountable for their actions and aim to show transparency to the public through the investigation process.

In recent times, the most famous and closely followed IOPC investigation would be that of former Met police officer, Wayne Couzens, and the murder of Sarah Everard. As well as being convicted of the rape, abduction, and murder of Everard. Couzens was also subject to an IOPC investigation along with other officers, over engaging in conversations containing racist, misogynistic, ableist and offensive natured language. These conversations took place on a Whatsapp group chat full of serving and former police officers. Another former officer, Joel Borders, involved in the message group had been charge with sharing racist and misogynistic messages. His messages were comments including jokes of raping and beating female colleagues as well as using a stun gun on people with down syndrome. Whilst he was a serving officer, he had been described as exemplary during his tenure. Without the IOPC investigation these allegations and convictions may not have come to light. The IOPC investigation supports that these type of behaviours are not tolerated within policing culture and that even as former officers, their conduct will be punished. During the investigation the IOPC has shown transparency with the public by sharing its findings.

Another independent body that has been set up to investigate the police is His Majesty's Inspectorate of Constabulary and Fire & Rescue Services HMICFRS, they an independent body that inspects the efficiency and effectiveness of the police and provides an independent report of their findings to the government and public. The HMICFRS also carries out this procedure with the fire service. Unlike IOPC, HMICFRS do not directly investigate complaints made against the police, but has a similar purpose in its conduct, to make the police a better service. HMICFRS aim to do this by investigating the structure of the service and as such hold it accountable to the public to make sure that it is being run properly. The HMICFRS aims to do this by conducting independent and evidence base inspections of the police (and fire service). Their aim is to make improvements to policing and fire services to make everyone safer, being in the public or an employee of each of these services.

The HMICFRS has also had a part to play following the Couzens IOPC investigation. Following the IOPC investigation, the Home Secretary, Priti Patel, had wrote to the HMICFRS to commission an independent inspection on the vetting and counter corruption procedures implemented in policing across England and Wales. The investigation was set to include the forces ability to detect and deal with misogynistic and predatory behaviours.

During an independent review the HMICFRS had found that the vetting processes used by police allowed hundreds of undeserving officers to join, some of these officers had criminal records and links to organised crime. During the investigation it was also found that police officers with complaints made against them for concerning behaviour or misconduct allegations, instead of being suspended and investigated, the officers have been allowed to instead transfer into other forces. Following the review the HMICFRS has made a number of recommendations that would improve the vetting processes of the police, some include: updating standard of pre employment checks, improving quality and consistency of vetting decision making and extending the scope of the law on police complaints and misconduct procedures.

To conclude, it is important for bodies such as the IOPC and HMICFRS to conduct investigations independently to increase the publics perceptions of the bodies and police in general. If these bodies were to incorporate police assistance in their investigations, it can be perceived as an attempt by the police to make a coverup of what they are being investigated for. There is a common conception with the public that the police “protect their own” when it comes to professional misconduct. This is why the independent bodies have been implemented to show the public that police are held accountable for their actions. Without these independent bodies the police would be less likely to look at itself and make the drastic changes that are needed to improve public perception. However, with the use of the independent bodies, the police are able to take on the recommended changes put to them by these bodies, so they are able to make changes and hold themselves accountable to the public and reviewing bodies.

Words: 901

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