

Assignments Year 2 – 2131866 – Corby Hiscutt

Essay one:

“Inclusion is increasingly recognised as essential to support and achieve diversity improvement” (Durham University, 2020). Examine the role of organisational culture in creating an inclusive and diverse workforce within policing. Your answer must be based on academic research, but you may refer to relevant case studies.

Word limit: 1000 words.

South Wales, in modern society, is extremely diverse, with most communities being home to many people of different races and religions, beliefs and sexual orientation. As such, it is important that police forces across South Wales have staff and officers of all backgrounds to cater to different victims and ensure that the community is properly represented by the force who are there to protect them and investigate crime appropriately.

In England and Wales in 2022 to 2023, there were just over 140,000 hate crimes reported which cover race or ethnicity, religion, sexual orientation, disability, and transgender identity, which has risen by over 100,000 in ten years from 2012 to 2013, Home Office, (2023). This is down by roughly 5,000 from 2021 to 2022, showing a positive decrease in hate crimes being reported. There are nineteen ethnic groups recorded across England and Wales, with roughly 25% of the population being of a different background than White British, Home Office, (2022). This shows that it is extremely important that Police Forces are diverse enough to cope with the many different ethnic backgrounds across England and Wales, and appropriately deal with the crimes that are reported of this nature due to how prevalent they are becoming.

As such the Police Forces across England and Wales employ staff and officers from all backgrounds to cope with the diverse cultures within the force area that are covered daily by officers and staff to safeguard them, investigate, and respond to reported crimes. 8.1% of Officers employed across England and Wales were of a Black, Asian, or Minority Ethnic Background, Home Office (2023), an increase of 0.6% from 2021 to 2022. This is not a remarkably high figure, but the increase in Black, Asian and Ethnic Minority staff and Officers over the year is positive, and if carried on will continue to provide a positive Ethnic background to policing to reinforce a culturally diverse Force to work in the communities.

The rise in hate crimes could be due to many factors, with one academic research focusing on how austerity and welfare cuts could be one reason for this, Bray, Braakmann and Wildman (2022). During austerity in 2013 to 2015, there was a 6% rise in hate crimes for every £100 lost per working age in England and Wales, showing a positive correlation with more people of ethnic backgrounds receiving

benefits becoming victims due to their racial/religious/disabled/transgender/sexual diversity. This could be due to the population of England and Wales becoming frustrated with the support given to those who are classed as minorities, particularly those who are classed as immigrants, and therefore it is important that the police force consists of multiple cultures to reinforce positivity to communities that house those of different ethnic backgrounds that they are part of the community and should be treated fairly and equally. As seen within Police.UK, 2.6% of South Wales Police officers are of a Black and Minority Ethnic background compared to 6.6% of the force area being of a Black and Minority Ethnic Background. This is so the communities within the force area are represented by the officers who work in their communities and to increase open-mindedness within society.

Within the research paper created by Holdaway, (2010), Black and Asian people are concerned with the police's use of legal powers against them, and so by ensuring that the police force is of a diverse nature, they can see that they are not being targeted for any other reason than suspicion of an offence taking place/having taken place and they are suspected to have been involved. For example, if dealing with a Somali household, it could be useful to have a Somali officer there to explain what has taken place, and to show that they are represented within the police force and are actively working in their community.

The police force across England and Wales specifically have been stereotyped over many years as white, middle-aged males that lack a diverse ethnic cultural background. Tossoukpe, (2017) explores this, and the barriers that formed from the police not being diverse enough for too long, which could potentially be a rise in hate crimes being reported as seen in the Home Office Statistics above due to those committing the crimes potentially seeing those of a Black, Asian and Minority Ethnic background as not a part of their community due to being under-represented in Public Services, such as the Police Forces across England and Wales. By increasing the ethnic background of the Police force, it can increase public confidence, but also assist those working within police forces of a Ethnic background to see that the force takes representing the many ethnic communities supported by the force seriously, and can lead to them creating groups within the police force for those from minority ethnic backgrounds, Linton, Moore and Exworthy, (2014). This can lead to higher morale for staff and officers and feel as if they are supported by their organisation and that discrimination will not be tolerated. It can also assist the force in representing the communities within the force area better and provide a better, heightened response to hate crimes.

Therefore, by increasing diversity in the workplace across the police forces of England and Wales, there can be many positive factors not only within the workplace but also for the communities that the police work in by diversifying their staff and officers. It can lead to a healthier, more positive workplace, and also society as a whole can feel more represented by seeing officers of a minority ethnic background, too. By increasing the diversity of officers, it could also be a factor in less hate crimes taking place across England and Wales, and a greater influence on being a more culturally diverse nation.

Essay two: Digital policing – what role do police have in investigating complex internet-related crime Word limit: 1000 words.

Internet-related crime can cover a vast amount of offences, from harassment to malicious communications. Internet related crimes can be difficult to investigate depending on how tech-savvy the offender is. When arrested for an internet related crime, the offender's digital devices which have access to the internet would be seized under Section nineteen of the Police and Criminal Evidence Act 1984, which states the following -

(4)The constable may require any information which is stored in any electronic form and is accessible from the premises to be produced in a form in which it can be taken away and in which it is visible and legible or from which it can readily be produced in a visible and legible form if he has reasonable grounds for believing—

(a)that—

(i)it is evidence in relation to an offence which he is investigating or any other offence; or

(ii)it has been obtained in consequence of the commission of an offence; and

(b)that it is necessary to do so in order to prevent it being concealed, lost, tampered with or destroyed.

This legislation gives officers the power to use lawfully against criminals that commit internet related crimes to seize their devices in order to further investigate, download the offender's digital devices, and use them evidentially to potentially prove an offence has been committed and put this to the courts.

The investigation of internet-related crimes are made more difficult when the offender knowledgeable on the internet and digital devices and knows how to delete their activity or make it more difficult for officers to track and trace their internet activity. This will mean digital forensic departments will have to do more work to investigate and scrutinise the digital devices for any potential evidence.

The police role will span across different departments. To start with, response officers will complete the initial investigation and take statements from victims, identify what digital devices may need to be seized, and what crimes have taken place over which platforms, ie if social media has been used. The officers investigating the matter will then arrest, if necessary, and when doing this will seize any relevant digital devices located at the time of arrest and will then pass these onto the digital forensics team for examination and download. Once complete, this will be passed over to investigating officers with either a report of any digital evidence, or that there is no digital evidence on the seized device. The College of Policing provided Authorised Professional Practice guidance on the extraction of digital material from devices which is to be followed when completing this, College of Policing (2021). This is to be followed by officers when dealing with crimes of this nature to ensure it is done within officer powers.

An issue with this, as seen in Tun et al, (2016), is that officers are challenged with the ability to prove their device has not been tampered with when presenting evidence, and so the continuity of the digital device, from when it is seized to downloaded, is strictly important in order to show the courts that the evidence was there before officers came into contact with the device.

The importance of a digital media investigator was also found via the research from Wilson (2021), suggesting that a DMI would provide better insight into digital media extraction and would be an independent party who could be a specialist in the area, and provide evidence to the case if any is found from an unbiased role. This is relevant material as it is recent and relates to England and Wales.

However, despite Digital Policing being roughly thirty years old now, this is still relatively young for such a broad and complex topic. Schreuders and Cliffe et al (2018) found that there were many needs across the police forces relating to digital policing, such as knowledge and training to better improve the skills and intelligence of the digital investigators and officers on the subject so the best evidence can be achieved. This is difficult, as there are many forces across the UK and many officers who would benefit from this, however the time and funding is not there to be able to quickly deal with all of the needs identified in this paper. Therefore it is important that digital policing is focused on within modern-day policing and that extra training is provided when there is time, and that funding is kept up-to-date across all of the forces so every force can keep up with the growing and changing technology of the 21st century.

Essay three:

“Covert Human Intelligence Sources (CHIS) are crucial in preventing and safeguarding victims from many serious crimes” (Home Office, 2021). Critically evaluate the use of CHIS in the investigation of serious and organised crime. Your answer must be based on academic research, but you may refer to relevant, recent examples.

Word limit: 1000 words.

Covert Human Intelligence Sources are, as stated in the essay title, crucial in preventing and safeguarding victims from many serious crimes. Human Intelligence is the practice of gathering intelligence from preferably reliable sources which can assist in disrupting, preventing, pursuing, protecting the public and preparing against serious organised crimes. There are, however, rather controversial opinions on Covert Human Intelligence Sources as there are issues surrounding the legality of Human Intelligence Sources and whether there are any issues regarding entrapment or an abuse of process and implicating human rights as seen in Billingsley (2009). As such, the involvement of Covert Human Intelligence Sources can be a problematic method of gaining intelligence, due to the poor public perception of how they conduct their work, if identified it could lead to negative consequences with the public backlash that could ensue via news outlets or word of mouth, or the family of the person being prosecuted trying to retaliate against those who covertly investigated their loved one.

A covert human intelligence source, as defined by Regulation of Investigatory Powers Act 2000, is someone who –

- a. establishes or maintains a personal or other relationship with a person for the covert purpose of facilitating the doing of anything falling within paragraph b or c;
- b. covertly uses such a relationship to obtain information or to provide access to any information to another person; or
- c. covertly discloses information obtained by the use of such a relationship, or as a consequence of the existence of such a relationship.

As such, a covert human intelligence source will be, for lack of a better term, ‘behind enemy lines’, and will involve themselves within an investigation to seek, establish, and elicit information from reliable sources within the serious organised crime gangs to take back to the investigating officers to assist in furthering investigations, identifying suspects, locations and vehicles of interest for stop searches and arrest enquiries, especially when a house/location is involved as this can lead to identifying further offences such as modern slavery, cuckooing, and large scale drugs operations and prostitution.

This is not the only form of intelligence police can gather, however. There are also signals and imagery intelligence which can be gathered, however this is not necessarily named under those terms. When officers use bodyworn video to capture images of a subject or CCTV gathering, this is a form of imagery intelligence which can be used to identify people and/or places of interest, such as drug dealers, vehicles being used in relation to serious or organised crime, or locations being used as

cannabis factories or drug dens prior to being searched to identify any access/exit points that could pose a risk to suspects escaping as soon as method of entry trained officers arrive for a robust entrance. This is not to be confused with the regular, daily use of bodyworn videos for achieving best evidence of disclosures/admissions of guilt at scenes of crime, but instead during a proactive patrol to gather images using the photography function of bodyworn videos, and the thirty second playback function which can be used after walking past a person of interest to gather images of their identity for officers to keep observations for.

Facial recognition technology, usually deployed on vans in city centres during events, can also be classed as imagery intelligence, as they will be using automated facial recognition on passers-by, Li, (2020), to identify any wanted persons or those who are banned from events or involved in serious organised crime, such as terrorism. This can lead to officers taking positive action early, and arresting or searching anyone of interest given the grounds are there for this to occur. This does, however, cause members of the public to feel as if their personal lives are being intruded on and that facial recognition technology should not be allowed, Crawford, (2019). This can cause the public to perform by the facial recognition vans, and cause issues that would not have necessarily occurred if they were not deployed due to the public perception of unwanted intrusion on their daily lives, despite it only being used to identify criminals. This is mostly due to ignorance, as it is new technology that has not been used publicly too often, and therefore will need time to settle in for the public to understand its use, Gates, (2011).

Also, signals intelligence in the form of obtaining phone numbers from seized phone downloads from suspects can lead to identifying further suspects of serious organised crimes, such as county lines. By pinging the phone being used by the suspects from communications applications, it can lead to identifying where they may reside and pursuing further arrest enquiries to further disrupt and pursue criminals, Neumayer and Stald (2014).

Therefore, Covert human intelligence sources are important, however they are part of a bigger network of intelligence gathering which cannot be ignored and are just as important in creating a wider profile of serious organised crime gangs and disrupting/pursuing the offenders and preventing further crimes from occurring. For example, a CHIS may give intelligence of suspects at a certain address, but without imagery and seeing the layout of a building, there could be exit points which may end up not being covered during enquiries and could lead to suspects escaping lawful custody or escaping as police attend. Facial Recognition used in city centres could also give officers a picture of who they are to be arresting in case the offender gives false details, which is a regular occurrence. Also, telephone signals could identify meeting points of offenders to hand on drugs to runners, identifying a place for covert officers to intercept a drug deal or hand-on and take proactive, positive action in arresting offenders of serious organised crimes. Therefore, it is important that all aspects work together, however due to the high level and quantity of reliable intelligence a CHIS can gather in the initial stages of an investigation, and how they can assist in developing investigations, it is important to not forget how beneficial they can be.

Essay four: Outline potential links between serious and organised crime and public protection issues. How might bias impact on the investigation of such incidents? Your answer must be based on academic research rather than personal experience. Word limit: 1000 words.

Public Protection, from a policing perspective, is an umbrella term for dealing with the vulnerable within the community. Most of the time, the vulnerable are considered to be those who are elderly or who have learning difficulties, however this is actually a broad term. The vulnerable within the community could be a victim of domestic violence, a person under eighteen years old. The College of Policing definition of vulnerable is, 'a person is vulnerable if, as a result of their situation or circumstances, they are unable to take care of or protect themselves or others from harm or exploitation.' This means anybody could become vulnerable when they are a victim of crime, and there is no specific type of person, sex or gender which can be specifically stereotyped as vulnerable because of this definition.

Serious Organised Crime is defined as 'Serious and organised crime (SOC) is criminal activity that is planned, coordinated and committed by people working individually, in groups, or as part of transnational networks. It usually centres on acquiring money, profit, influence and power. Sexual gratification is also a motivator in some cases. Such offences are often committed by organised crime groups (OCGs), who use violence, corruption and intimidation to protect their criminal activities.' This definition comes from Policing in the UK: Serious and Organised Crime.

As Serious Organised Crime focuses on the money, profit, influence and power that crime can bring an individual or group, it will look to target the easiest ways in which to gain this. Serious Organised Crime groups, like any gangs, will need somewhere to work from as a sort of, 'base of operations' to complete and organise their serious crimes. Therefore, serious organised crime groups may target those with learning difficulties for cuckooing, for example, as this may be considered one of the easiest ways to take control of a home and take advantage of a person who may feel intimidated and obtain a large space which has no legal ties to them and can quickly escape the area and move on if they feel as if they will be caught. Cuckooing is often linked to the serious organised crime of County Lines Drug Trafficking, where organised crime gangs will travel across the country, taking advantage of those who are unable to protect themselves and/or could be coerced into not reporting the crimes to police, and using their houses to exploit the vulnerable and commit large-scale crimes within the area. The Crown Prosecution Service definition of Cuckooing is, "County lines' networks may use violence and coercion to occupy the property of someone who is often vulnerable through mental health, domestic circumstances, substance misuse or manipulation.'

There could also be biases within investigations of serious organised crime incidents, such as county lines, where young children are often the target of county lines gang to recruit and have them move their drugs and sell them onto others at times in order to make their profits without paying an adult who would be more difficult to take advantage of and could decide to fight back or want their own profits from the crimes they are committing. The bias could be that during missing persons investigations relating to children, officers could be inclined to suspect that county lines offences are involved during the time they are missing and could lead them to check areas that are not being frequented by the missing person, leading the officers away from the genuine lines of enquiry. This could impede the investigation and could delay the person being found because of a bias that was from officer experience but was not relevant at that time.

Another bias could be that if a person with special needs is living with a friend, there could be concerns that they are being taken advantage of for their property for criminal means and could lead to an investigation that is based off a bias created by an officer's experience rather than what is actually occurring at the time.

This is all relevant to public protection, as within policing public protection is linked to the vulnerable within the community and how they are treated and ensuring that work is done to try and stop them from becoming repeat victims of crime. The definition of repeat victimisation is, 'Repeat victimization refers to the repeated criminal victimization of a person, household, place, business, vehicle, or other target however defined. Near repeat victimization or *near repeats* refer to targets with similar characteristics or situations' as seen in Nicholas and Farrell (2011). Within further research, it has been identified that five percent of victims experience sixty percent of crime, as seen in SooHyun and Others (2017). This evidences that repeat victimisation is a major point for modern-day policing to focus on as most crime is experienced by the same people, and so it is important for officers to complete public protection referrals for those who are vulnerable and to make the correct departments aware to follow up with the victims of crime in order to try and reduce the amount of repeat victimisation that is occurring in daily life.

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