

Essay one – Maintaining Professional Standards

Critically examine policing policies and procedures (e.g. PACE, Code of Ethics, NDM, use of BWV) aimed at reducing misconduct and malpractice by police officers. How might these increase public confidence in police?

Misconduct and malpractice, although broad terms, can be used to encompass several issues, such as the abuse of power by police officers (Sailsbury et al,2021). This essay aims to explore several policies and procedures aimed at reducing instances of misconduct by officers. Within literature, confidence has many definitions. For example, according to Albrecht (2019), trust in public service organisations signifies that people believe they are operating efficiently and in line with expectations. This essay will make use of Albrecht's (2019) definition of confidence, when critically analysing procedures put in place to reduce misconduct and increase public confidence in the police.

The use of Body Worn Video (BWV) by police officers has been widely adopted as a tool to enhance transparency and accountability within policing, aiming to reduce malpractice and misconduct (College of Policing,2021). These devices visually record interactions between the police and the public, providing an objective account of events (Chapman,2019). A study conducted by Ariel & Drover (2015) has brought forward that the use of BWV can reduce incidents of use of force and complaints against police officers, likely due to the awareness that actions are being recorded. This transparency can deter misconduct and provide clear evidence in cases of disputed events, thus supporting fair investigations, leading to increased public confidence in the police.

This claim is supported by research conducted by Chapman (2019) who identifies the importance of body-worn video, detailing that documentation of video footage has the potential to assist in the confirmation of events, as well as supporting accounts recounted by officers and members of the public, ultimately contributing to fewer cases of police misconduct, allowing for a more positive public perception.

A study conducted by L'Hoiry et al (2023) suggests that despite some academic support for the use of BWV's success in reducing police malpractice and increasing public confidence, this study conducted appears to undermine the positive claims made by other researchers. The study aimed to examine the implications of body-worn video on the behaviour of police officers. For example, Harrison et.al (2023) suggests that the use of body worn video may appear to undermine police-community interactions due to the presence of the recording, as participants of this study claimed that the use of BWV often leads conversations to become "constrained and restricted". This claim is supported by Pelfrey and Keener (2016), who suggest that issues may arise when recording incidents with members of the public, whereby consent is not given by the public to record personal incidents due to privacy concerns. However, this source's credibility has the potential to be undermined by differing literature, whereby the use of BWV is portrayed positively, with a focus placed on the favourable impacts of BWV on police-community interactions (Williams et al,2021).

As well as the use of Body Worn Video, police forces nationwide uphold strict policies and legislations aimed at reducing police misconduct. Many of these policies procedures underpin policing practice in England and Wales, with some, such as the Police and Crime Evidence Act 1984 (PACE), providing a nationwide framework for officers to follow to balance the powers of the police with the rights and liberties of individuals, attempting to prevent the abuse of authority (College of Policing, 2023). As detailed by the College of Policing (2023), PACE maintains that balance is a fundamental aspect of professional policing practice. Additional research shows that PACE sets out eight codes of practice, with

each governing how police must conduct policing duties, such as stop and search powers, making lawful arrests, conducting professional investigations and interviews and formal identification processes (Bottomley et al,1991).Despite this source being dated, it remains relevant to this research as the core principles of PACE remain unchanged, since its authorisation into practice in 1984.

A further study from Odin and Norton (2019), explains that aspects of PACE must evolve with time and in accordance with instances of police failings and misconduct. These claims are supported by other research, as Minhas and Walsh (2021) call for changes in aspects of stop and search powers, as they point out the use of stop and search powers are often exercised disproportionately, indicating that if the use of stop and search powers cannot be regulated, as the use is unjustified, and should be limited. Considering this research, it may be reasonable to suggest that PACE (1984) alone is not sufficient in reducing police misconduct, therefore prohibiting an increase in public confidence, as Bowling and Weber (2014) contradict this study and indicate that the use of stop and search powers continue to be utilised in an unjust manner, thus decreasing public confidence in police.

Contradicting this study, E. Cheadle (2021) suggests that following the introduction of PACE there has been an approximate 900,000 person decrease in the number of stop searches from 2009 – 2018. E. Cheadle (2021) then further states that this is seen in a positive light as it builds closer relationships with communities, increasing confidence in police by police utilising justified stop searches, and creating a balance between civil liberties and crime control.

Relating to unjust stop searches, police complaints are handled by the Independent Office of Police Conduct (IOPC). The IOPC oversees and processes the police complaints process in England and Wales. It investigates the most severe instances of police malpractice, such as deaths resulting from interactions with the police. According to the IOPC's official government website(2020), the IOPC is related to PACE since it is responsible for monitoring and looking into complaints alleging that the officers have violated PACE or abused their authority. For instance, unauthorised seizures of evidence or unjustified stop searches (Odin and Norton,2019).

In conclusion, considering all the research within this essay, it could be suggested that although useful, BWV is not the most effective method reducing instances of police misconduct and, in turn, increasing public confidence in the police. Specifically, a survey conducted by the Independent Office for Police Conduct (IOPC) (2022) revealed that a fifth of people surveyed believe that as well as a call for “increased accountability and transparency” a heightened police presence in public areas will help to improve community confidence in the police. Others suggested improvements include tackling racism, sexism and bias, implementing better recruitment, screening and training processes within the police to reduce police misconduct and malpractice.

Word Count- 1038

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Essay two – Public Protection

What characteristics (socio-economic, psychological etc.) can make a person vulnerable to exploitation to criminal gangs?

A gang, according to the Crown Prosecution Service (2021), is a group of two or more people who share similar interests, beliefs or views. The official Government website describes a criminal gang as a “group of individuals for whom involvement in crime is for personal gain. For most, crime is their occupation” (Home Office, 2010). Often, criminal gangs target vulnerable people for their own personal gain (Devon County Council, 2018). This essay aims to address characteristics that may lead an individual to become vulnerable to criminal gangs, heavily focusing on the manipulation of children and vulnerable adults by criminal gangs through county lines, while also addressing possible appealing factors, to both victim, and gang members.

Firstly, a socio-economic factor that contributes to exploitation is poverty. The term "poverty" describes the situation or state in which individuals or groups do not have the means of subsistence (Britannica, 2018). According to Philip and Rayhan (2004), economic hardship can lead individuals, particularly youths, to seek financial stability through illegitimate means. Although this research could be seen to be outdated, the initial ideas put forward can be corroborated by the research of Anders, et al (2023), who further suggest that there is a financial gap for younger people. In respect of this research, Sticker (2021) suggests that criminal gangs may exploit people in poverty, by promises of financial reward, making them vulnerable to manipulation and exploitation by criminal gangs.

To illustrate this point, the example of county lines evidence that promises of financial gain attract vulnerable individuals. County lines refer to a group, or in this case a criminal gang, that exploits young or vulnerable individuals to aid in the transport and supply of illegal substances into rural areas, as previously mentioned, by using psychological manipulation techniques such as belittling and threatening behaviour, (Crown Prosecution Service, 2021) as well as promises of financial reward, thus, appealing to younger, often unemployed individuals. A study carried out by Hallworth (2018) revealed that on average, county line offenders are five years younger than non-county line offenders. Considering this research, the exploitation of people in poverty, particularly young people, using county lines, certainly highlights the effect a person's economic status, as well as their age, can have on their vulnerability to exploitation to criminal gangs.

In addition, it is not only younger individuals that can become vulnerable to exploitation by criminal gangs. Cuckooing refers to the occupation of a dwelling, by a criminal organisation, often to store and facilitate the supply of illegal substances, as part of the county lines method of supply. Primarily, criminal gangs target elderly, or known vulnerable adults, such as disabled individuals, evidencing that age can certainly be a characteristic that can make a person vulnerable to exploitation by criminal gangs (HM Government, 2015).

A study conducted by Higginson et al. (2018) makes it clear individuals with lower educational attainment are more likely to be recruited by gangs, as their options for legitimate employment are restricted, supporting the claim that low school attachment can make a person more susceptible to criminal gang exploitation. Also, supporting these claims, the work of the United Against Violence organisation (2024) backs up the belief that people within disadvantaged communities, with limited education and employment opportunities are nearly five times more likely to become a victim of criminal gang exploitation than individuals from wealthier communities. This article makes it clear that high unemployment rates can lead to feelings of worthlessness and hopelessness, increasing the allure of gang culture (United Against Violence, 2024). This evidence seems to suggest that an individual's access to opportunities impacts their susceptibility to becoming exploited by criminal gangs.

One of the main psychological factors increasing vulnerability to exploitation to criminal gangs are Adverse Childhood Experiences (ACES). Within Matei's (2023) work, he suggests that an ACE is one of the strongest links between displaying criminal behaviour later in life and starting criminal involvement at a young age.

However, Talt (2019) argues that despite ACES showing signs of influence on young people's behaviour, many people with ACES go on to live an emotionally healthy life and have gained resilience to emotionally stressful events. This principle provides a clear-cut contradiction against ACES being the main cause of exploitation, as it indicates that people are more resilient to exploitation as a whole.

Moreover, another characteristic that has the potential to make a person vulnerable to exploitation of criminal gangs is their surroundings. To illustrate this idea, Vahedi's (2020) take on the social learning theory suggests that people who experience neighbourhood violence are more likely to be exploited by criminal gangs due to their potential violent upbringings, with emphasis on adapting and becoming susceptible to surrounding behaviour. Put simply, the social learning theory maintains that a community or individual may adapt or learn from the violent behaviour of others and use it as a coping mechanism (Bandura and Hall, 2018). This idea that behaviour is influenced by a person's surroundings and upbringing may increase their susceptibility to being exploited by criminal gangs.

Drawing on the example of county lines, individuals can be influenced by their peers, as many young people fall victim of peer pressure. A report written by the Centre for Social Justice (2024), revealed that the majority of young people being exploited by county lines, do not know they're being exploited and instead, "younger brothers aspire to be like their older brothers who are a part of a gang, and they don't have hope for a different future" (Centre for Social Justice, 2024 p.13). This research reiterates that behaviour is learned, thus, an individual's vulnerability to gang exploitation can depend on their surroundings, as well as their upbringing.

Overall, considering the characteristics discussed that have the potential to increase an individual's vulnerability to gang exploitation, it seems to be plausible to suggest that while psychological factors such as ACES, and peer pressure are key, other socio-economic

characteristics such as poverty and lack of opportunities in communities seem to have more supporting evidence that shows they can heavily impact a person's vulnerability, as research completed by Higginson et al., (2018), evokes that communities with fewer educational opportunities, are more likely to be targeted by criminal gangs.

Word Count - 1023

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Essay three – Vulnerability & Risk

Is early intervention an effective means of preventing young people from offending? What increases or detracts from its effectiveness?

Your answer must be based on academic research.

Word limit: 1000 words.

Youth offending within England and Wales remains a prevalent issue for police forces. According to Ashton et. al (2023), youth offending is a term used to describe the actions of young people, between the ages of 10 and 17, who have engaged in criminal activity or who pose a risk of doing so. According to the Youth Justice Board (2019) the most recent figure as of March 2023 of young people inside police custody at any given time was averaging at approximately 440 young people. Clearly, this calls for change, as researchers have put forward techniques aimed at preventing young people from offending. This essay debates the effectiveness of early intervention in preventing youth offending, focusing on methods utilised by South Wales Police, as well as in wider society. By analysing various factors that

influence the success or failure of early intervention programs, this essay aims to provide a comprehensive view of their potential benefits and limitations.

Early intervention in the UK refers to the process of identifying and addressing risk factors in a child's life before they manifest into criminal behaviour. It is often proposed as a solution to combat young offending. (Early Intervention Foundation, 2023). Often, techniques and initiatives are put into place to address risk factors and promote protective strategies prior to the emergence of delinquent behaviours. According to the Early intervention foundation (2023), these interventions can be in the form of therapeutic services, educational efforts, family assistance, or community-based projects. By addressing the underlying causes of criminal behaviour at an early age, the intention is to stop it before it starts (NSPCC,2023).

Early intervention initiatives are most commonly delivered within schools in the UK (College of Policing,2022). For example, as highlighted by the College of Policing (2022) article, one way that early intervention is put into practice is by having police officers visit classrooms, and deliver educational sessions surrounding a variety of issues, such as drugs and alcohol. However, Welsh and Harding (2015) argue that not all school-based interventions have been effective in preventing youth offending. Namely, utilising 'scare tactics' within the classroom have been found to be an ineffective method of deterrence, as well as using ex-users as educators, as their input cannot be seen to be a part of a wider prevention technique.

Nevertheless, an article by Mielke and Farrington (2021) highlights that although some means of school-based preventions such as mentor-based schemes can be effective in deterring some individuals, as they can support a child's developmental needs, preventing the onset of more delinquent behaviours through learning by example, set by the mentor. However, more research needs to be conducted into how these interventions can be effectively implemented to reduce arrests and charges. Also, to further support this, a study named The Abecedarian Youth Crime Study (1998) investigated whether school intervention programs had any effect on individuals aged 16 to 21. The study found no evidence that the interventions led to fewer arrests being made (Clarke and Campbell,1998), displaying that this early intervention strategy is not effective in reducing youth offending.

Despite some early intervention strategies being ineffective in reducing youth offending, others, such as providing young people with a strong family and community support network. Research carried out Feinstein et.al (2017) suggests that individuals who have a strong support network made up of many agencies, such as family, friends and local police forces, are less likely to engage in juvenile crime, and are more likely to actively engage with early intervention programmes set up by organisations to deter youth crime.

However, despite the notion of early intervention being an effective means of reducing offences committed by children and young people, the effectiveness of early intervention is not without its limitations. One challenge to early intervention techniques is highlighted in the work of Greenwood (2018), whereby the constraint of resource limitations is highlighted as a significant barrier to the effectiveness of early intervention programmes. This research puts forward that insufficient funding can lead to understaffed programmes, inadequate training for professionals. Although this research is dated, the ideas are supported by more recent research conducted by Kelly and Devitt (2022), which points out that many early intervention programmes for reduction of offending are dependent on volunteers, therefore often suffer from both staffing and funding issues. Developing this, Kelly and Devitt (2022) also put forward that due to these voluntary programmes often focusing on open minded individuals, who are more likely to engage with the services, therefore are less likely to offer services to delinquent young people.

In conclusion, as previously mentioned, a study conducted by Farrington and Loeber (2011) recognised that childhood delinquency that begins before teenage years is more likely to lead to violent, repeat offending, highlighting the necessity for early intervention strategies. This idea is supported by research conducted by Craig et al. (2017), who puts forward that individuals who experience difficult childhood experiences are likely to commit crime at a young age. Furthermore, specific early intervention strategies such as a mentor-based programmes were more effective than other strategies, such as using scare tactics (Miekle and Farrington, 2021). Overall, while some of the research analysed in this essay evokes the success early intervention techniques, such as the work of Miekle and Farrington highlights that mentor based techniques can be effective as a means of early intervention. That being said, it is not without its challenges, as the research of Kelly and Devitt (2022) maintains.

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Essay four – Valuing Difference & Inclusion

How effectively has policing adapted to accommodate diversity within the UK?

Consider the police force itself and/or the way police engage with diverse communities.

Support your answer with relevant evidence drawn from academic sources.

Word limit: 1000 words

Diversity, in terms of policing, refers to employing officers from a range of backgrounds, including, but not limited to, age, religion and education (College of Policing 2022). Mendoza (2024) suggests that diversity is about valuing differences in people, despite personal values, further allowing for an inclusive and culturally diverse police force. Recently, policing in the UK has experienced notable changes in the last several decades to adapt to the

growing diversity of the population (Home Office, 2010). This essay aims to examine ways in which police forces across the UK have adapted to accommodate diversity in the UK, whilst outlining aspect of South Wales Police's Joint Equality plan, which outlines proposed actions taken by police officers and staff, in order to accommodate diversity under the Equality Act 2010 (Police and Crime Commissioner, 2024). It will also focus on efforts made by South Wales Police, including their 'Positive Action' scheme. Also, it will focus on the ways in which police forces engage with diverse communities.

To begin, a measure taken by police forces nationwide with the aim of increasing diversity within the force staff members is the recruitment and retention of officers from a variety of ethnic backgrounds, age groups, and religions. Historically, the police have struggled with a lack of representation from minority groups, leading to criticisms and mistrust. Efforts to diversify the force have seen some progress. For instance, the National Police Chiefs' Council (NPCC) reported an increase in Black, Asian, and Minority Ethnic (BAME) officers from 6.6% in 2010 to 7.8% in 2020 (NPCC, 2020). Specifically, South Wales Police's 'Positive Action' support scheme recognises that to value difference in individuals, the force must become inclusive, providing equal opportunities for all.

Positive Action aims to support individuals from ethnic minority backgrounds, as the force is currently underrepresented with individuals from minority backgrounds (South Wales Police, 2019). To corroborate these claims, research from Davies et al., (2020) suggests that having a representative police force allows for increased human sensitivity, allowing for staff members to relate to and interact with different members of the public, from various cultural backgrounds.

However, despite the given research by Davies et.al (2020) displaying the beneficial side of positive action, Hesketh and Stubbs (2024) suggest that positive action may imbalance the recruitment process by providing unfair opportunities. Hesketh and Stubbs (2024) suggest that the positive action scheme may be a damaging or disadvantageous process for under-represented and represented recruits.

Additionally, measure taken by police forces across the UK in order to effectively communicate with a variety of people from various backgrounds is through language schemes. As suggested by The Bell Foundation (2023), some individuals face a language barrier when communicating with the police force and the internal criminal justice system, with the overall aim of adapting to accommodate growing diversity within communities. To combat this, as of 2011, South Wales Police have implemented some mandatory and some optional language courses, offering all officers and police staff the option to learn an additional language, which improves the polices quality of interaction with various communities in which It is able to serve (South Wales Police, 2023). Furthermore, although not an example from South Wales Police, there are courses available for police forces across the UK, , tailored to equip police officers and staff with skills to successfully and efficiently communicate with people within the deaf community. A case study based on a group of officers from the Avon and Somerset Constabulary found that students who completed the courses felt that it gave them an increased understanding of discrimination faced by the deaf community, allowing for a more coherent understanding, thus, improved communication (Sharpe,2022). The development of these courses clearly shows how policing has adapted to accommodate diverse communities in the UK.

As well as this, building trust with diverse communities is a critical component of effective policing in diverse communities. The concept of community policing, which emphasises collaboration between police and community members, has been promoted to achieve this goal. Programmes such as neighbourhood policing teams have been established to create

regular, positive interactions between officers and community members (Mackenzie & Henry, 2009). Evidence suggests that community policing can improve trust and cooperation with a range of individuals. This claim that community-based policing can increase trust and engagement is supported by a study conducted by Aston et al, (2021), who suggests that active community engagement by event participation, in addition to micro-level interactions increases public confidence in the police, police trust, and further opens pathways for information-sharing.

However, a more informative than statistic-based researcher, Innes (2010) suggests that the success of these programmes often depend on the consistency and quality of the engagement, where inconsistencies in implementation and resource allocation can undermine their effectiveness, leading to perceptions of tokenism rather than genuine partnership, hence the necessity for a diverse set of officers in police forces across the UK, to effectively accommodate diversity in the UK, by increasing the quality of community engagement.

Despite many adaptations being made to policing in the UK to accommodate diversity in the UK, and strengthen police-community relationships, significant challenges remain. One major issue is the prevalence of stop and search practices, which disproportionately target minority groups. Statistics from the Home Office (2020) reveal that Black individuals are nine times more likely to be stopped and searched than White individuals. This disparity has been a source of tension and distrust, undermining efforts to build positive relationships with minority communities.

In conclusion, while some research, specifically from the NPCC (2020) suggests that there is still many adaptations needed to be made to policing strategies in the UK, there seems to be extensive research evidencing that there many adaptations currently in place in the UK to accommodate diversity, such as the previously discussed language schemes, as well as, according to statistics, the increased recruitment and retention of officers and staff from diverse backgrounds, are successful in effectively accommodating to diverse communities within the UK (NSPCC,2020).

Word Count- 989

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