

Essay one:

How effectively has the police service adapted to accommodate diversity within the UK? Consider the police force itself and/or the way police engage with diverse communities.

Your answer must be based on academic research.

Word limit: 1000 words.

In this essay I will be exploring the effectiveness of how effective the police service is in adapting to diversity within their own police force, and also how effective they are in engaging with diverse communities around the UK.

All UK employers must follow the legislation that is set out in the Equality Act 2010, this ensures that “protected characteristics” of an individual such as disabilities, age or gender does not prevent them from having different opportunities based on these characteristics (Equality Act, 2010). One of these characteristics I will be looking at in this episode will be looking at how the police forces look at gender in the work force. It is no secret that the police force is a largely male dominated area however there have been some changes with women being encouraged to join the force and to explore higher roles within the police. This is supported by Amanda Keedie who states that women are being sought out to join the force as they have a “higher ethical code” and “demonstrate empathy” better than their male colleagues (Keedie. A, 2022). This is key when dealing with victims of incidences like sexual assault and child victims. South Wales Police has held a Gender Summit in March of 2023 they have said that it is to encourage women to speak out on ways that they may feel oppressed in the workplace and to identify barriers that female officer feel are being put in their way (South Wales Police, 2023). However, there is still a large gap in terms of women to serve in higher roles in the police force. Women in the police force will spend the most of if not all their career in junior roles within the police. Statistics from Collage of Policing show that only 36.8% of women in the police force are at that time serving in higher roles in the police such as Sergeant or Inspector (Collage of Policing, 2021). It is clear that UK police forces are making the effort to encourage women to enter the police force and to destroy the notion that it is a male dominated career. However, this narrative is one that is hard to get rid of and change may happen in the force, but it will still have a long way to go before it is an equally dominated field.

Another characteristic that police forces need to protect is the diverse number of religions that their serving officers follow. West Yorkshire Police force has put out a statement that shows their clear and strict guidelines for police officers that practice different religions. They state that supervisors must make themselves aware of what cultures and practices go into following that religion and they must make sure that the officer has the opportunities in work to be able to express these (West Yorkshire Police, 2022). Contrasting that a study conducted by Durham University found some religious groups within the police

force such as Christianity found that issues arising because of their religious beliefs were few and far between however officers that practiced religions such as Islam found that it created multiple issues for them. One question posed in the study asked if the officers if they thought religious beliefs would stop them getting promotional opportunities 2.5% of officers to practiced Christianity said they strongly agreed whereas 21.4% of Muslim said they would strongly agree (Durham University, 2019). There are, however, support networks in place for officers who do feel as though they are at a disadvantage in their roles in the police because of their religious beliefs. An example of this would be the support that come from institutions like National Association of Muslim Police. They offer support in many ways to serving Muslim police officers and Muslim people who are considering joining the police. One way that they offer support is to post answers to questions that people may be afraid to ask whilst serving in the police (MAMP, N.D). They essentially act as a hub for people to gain specific information to feel more comfortable when servicing in police roles. It is extremely important to have representatives of different religions in police force especially when policing in major cities where they are a wide variety of cultures and communities.

The police force is very unique occupational role, they will often be exposed to more cultural diversity in their career's lifetime then the average person. In order for these communities to not only feel safe but to also regain their trust police forces across the UK have been implementing strategies to help achieve this. The Independent Office for Police Conduct has implemented their 2022 – 2025 Equality, Diversity and Inclusion Strategy. The aim of this strategy is to understand and incorporate the views and realities of people who are classed under the protected characteristics banner (Independent Office for Police Conduct, 2022). By doing this they believe that we can become more empathetic to the struggles that these people may face, and it will make though communities feel safer to reach out to the police for help. Although, there is a huge push from not only the police forces within the UK with their new training and strategies being introduced there has also been a push from the government to boost public perception of the police. The UK government reported that in 2024 people reported that 54% of Britain's adults thought that the police were successfully fulfilling their duties to the public, this is a major decrease from figures in 2019 that show 72% (UK Parliament, 2024). This is an increasing concern with the amount of violent and knife crime on the rise the public should feel as though the police force in their area is something to rely on and not shy away from.

In summary, it is clear that the UK police forces are looking to combat inequality within its police forces and in the communities that it serves. It is a vital time for this to be implemented with the number of diversities and cultures that are appearing in the UK it is important that police forces are given the skills but more importantly practicing these skills when conducting their lawful duties.

Essay two:

Counter-terrorism policing – How might terrorist groups' involvement in other forms of criminality inform counter-terrorism policing?

Your answer must be based on academic research rather than personal experience.

Word limit: 1000 words.

In this essay I will be discussing the further areas of criminal behaviour that terrorist groups will involve themselves in. I will also be discussing the reasons that they would get involved in these areas.

A terrorist group is defined as an organisation means the use or threat of action, examples of this would be violence against a person, serious damage to a property that may endanger life or anything that would put any risk to the health and safety of the public. The nature of these threats must be designed to influence the government or members of the public, and that these threats and must have the purpose of pushing political, religious, racial or ideological causes (Home Office, 2024).

One area of criminal activity from which terrorist organisations appear to derive significant profit from is human trafficking. Shannon Welch states in her findings that terror organisations such as ISIS utilise human trafficking to push their own ideologies surrounding subjugation, fear and profit (Welch. S, 2016). This viewpoint is agreed by Elsie Gonzalez who states that human trafficking is one of the first financial steps that organisations such as these will take and that it is the “bedrock” for many criminal syndicates (Gonzalez. E, 2013). There are many theories as to why terrorist organisations would get involved with human trafficking. The Organisation for Security and Co-operation in Europe states that terrorist groups can benefit financially from the sale of people, but they can also use humans that they have bought for further financial gain, this can come in the form of sexual exploitation, slavery and the removal of organs to sell (Organisation for Security and Co-operation in Europe, 2021). This notion is supported by ACAM Today, where they have also detailed the numerous ways that terror organisations financially gain from human trafficking. However, they have also posed the notion that terrorist groups such as ISIS and Al' Qaeda use human trafficking “to drive recruitment efforts” (ACAMS Today, 2023). They go on to say that these human trafficking victims can be used in combat and service roles against their will, and that they can also be used in propaganda videos to attract new recruits. This illegal movement of people illegally could flag for counter terror units in police forces; however, the nature of human trafficking is centred around fear and the potential for victims to come forward and make the police aware is unlikely due to fear of repercussions.

In addition, another form of criminality that terrorist organisations can get involved with is money laundering. The Crown Prosecution Service in the UK defines this as proceeds of crimes that are turned into assets that give the impression that they have come from a legitimate origin (Crown Prosecution Service, 2021). They go on to say that this is split into those who create the proceeds from criminal acts and those whose job it is to launder the proceeds into assets. Angela Irwin and Kim-Kwang Choo have given a name to members of terrorist organisation that will launder money, he has referred to them as

“terrorism financiers” (Irwin. A, et al, 2012). They also state that money laundering is done by these “terrorism financiers” are hired specifically for this as they have a wide variety of techniques that help organisations like these to avoid detection from the police. It is obvious that this would lead to the true figures of money laundering and its links to terrorism being something that is not well documented for police action to take place. This is why methods such as making small insignificant deposits into bank accounts and converting the money into financial interments such as money orders and checks, also, the purchasing of luxury items such as cars and jewellery (Schott. P.A, 2006). As this is such a big issue that can fly so easily under the radar of day-to-day policing. As a result of this growing issue during a G-7 summit they have put together the Financial Action Task Force on Money Laundering the main aims of this are to improve communications between countries on plans to prevent and detect money laundering so, terror organisations cannot gain from them (Segovia-Vargas. M.J, 2021).

A notable connection between terrorist organisations and other types of criminal activities would be their utilisation of illegal weapons. Research shows the way in which these types of groups are adapting the way that they get illegal weapons into the countries. The technology around these weapons is advancing, in 2019 a right-wing group has attacked a Synagogue in Germany and the terrorist organisation that was responsible used firearms that has been made up by components that were created on a 3D printer (Antonius. S and Nils. D, 2022). Other weapons that are utilised by these terrorist groups is the use of improvised or hand made explosives. There is not a lot of secrecy on the internet if you know where to look on how to make or collect the ingredients for an explosive device. Many of these homemade devises can cause mass casualties and injuries to innocent people who are targeted by these “criminal explosions” (Horvath. T, Ember. I, 2021). The number of steps that it takes to create explosives or to take possession of a gun will draw masses amount of attention to the individual making the purchases.

In conclusion it is clear that terrorist organisation will have involvement in multiple other areas of criminality. This essay shows that this is largely due to the financial gain that this illegal activity can provide for these organisations. This does make mass amount of sense for this to be their main motive as it would draw more attention to their intentions if they were to transferring large amounts of legitimate cash into these terrorist organisations.

Words: 961

Essay four:

Outline potential links between serious and organised crime and public protection issues. What characteristics make some people more vulnerable to exploitation by serious and organised crime gangs?

Your answer must be based on academic research.

Word limit: 1000 words.

This essay will be outlining and exploring the links between serious organised crime and how they exploit vulnerabilities of members of the public for their own personal gain. The aspect that I have chosen to focus of is the vulnerability of young people and how they can be exploited into joining county lines groups and become involved in the world of illegal drugs.

In the UK an organised crime group is defined as a group of individuals whose purpose is “the carrying on of criminal activities” (UK Legislation, 2015). Statistics from the Home Office states that there were over 87,000 people that were in custody in 2023, they estimate that 10.6% of them have been involved in serious and organised crime (Home Office, 2023). One of the main elements of an organised crime group is drugs, from small drug deals on the street to trafficking drugs in and around the UK it can play a massive role in these groups. An article by Paolo Campana and Federico Varese states that gangs in places like Manchester are using places like night clubs to distribute drugs to the population. Campana and Varese has gone as far to say that some members of organised crime groups in the UK are “in charge of bouncers” and use this to easily distribute their drugs (Campana, P and Meneghini, C., 2024).

One of the main ways that drugs are migrated around the UK is through county lines. The National Crime Agency states that county lines are when “illegal drugs are transported from one area to another” these drugs are usually transported across police boundaries although this is not always the case (National Crime Agency, NA). A way that is made is easy if these organised crime groups will prey on young and vulnerable to move and store drugs through fear and violence. The government has estimated that around 14,000 children in the UK between 2022 and 2023 are being exploited through county lines (Home Office, 2024). However, as the nature of organised crime groups are so undetected, that this number is likely to be significantly higher, this is not inclusive of the number of vulnerable adults that are subjected to this as well. Young people are often groomed and exploited into becoming involved in county lines and the people involved in these organised crime groups often take advantage of the power imbalance. A study conducted by Robinson, G et al, gives an example of a boy was promised £1000 a week by someone that was superior in the ‘drugs line’, he has travelled from Merseyside to Cardiff to sell cocaine and heroin (Robinson, G, McLean, R, Densley, J, 2019). In this case the male was arrested by an undercover officer; this is why they use young people because when one gets arrested, they find it simple to seek other vulnerable people to replace them. During the Covid-19 pandemic the support systems that children often rely on such as their school being closed and youth support agencies being severely disrupted and this has left them vulnerable to

organised crime activities such as county lines. Ben Brewster et al have put forward the notion that although many children and young people were at home during the pandemic, their usage of the internet would have grown dramatically leaving them susceptible to online grooming by members of these organised crime groups (Brewster, B. et al, 2023). These groups will often portray a life of luxury on the internet, showcasing high end cars and clothes and this is what can attract young people to get involved with organised crime. Once involved with these groups children are often retained with the “concepts of fear” as county lines groups are also linked to high levels of weapons such as knives and firearms (Harding, S, 2020).

The goal for young people who are at risk is to try and intercept and intervene before they are coerced into these organised crime groups. However, this can be difficult as every child's experience and home life is different and when responding to the possibility of a child at risk, we need to look at the context of their situation (Wroe, L.E, 2021). The UK offers a wide array of multi-agency that are there to aid with children and to tackle such a complex issue they all try to work together in unison. A UK based agency named Catch22, they work with multiple agencies and their manifesto is a 22-point plan that aims to achieve their 3P's approach. They believe that individuals can thrive if they have good People around them, a Purpose in life and a safe Place to live (Catch22, 2023). Alongside these charities UK police forces and the government have launched its County Lines Program in 2019 that have seen an increase in police action to crack down on the issue of county lines. Since the implementation of this program UK police forces have shut down 3,588 drug lines, they have seized over £2 million in cash and 404 weapons including bladed weapons and firearms (Home Office, 2023). The Crime and Policing Minister Chris Philip has stated that the basis for this crack down is that these types of gangs are “manipulating the most vulnerable” and are tearing “families and communities” apart from each other for their own selfish goals. This action from the government and the police is clearly having a positive impact for these young vulnerable people. However, statistics show that 90% of police forces around the have tackled and will have to continue to tackle county lines in their force areas (Justice in Motion, 2024). The strain is that these types of networks are connected all thought the UK and the problem can rebuild itself back up again if these actions are not upheld by the police forces and their government.

In summary, the police and government along with youth orientated agencies are working overtime to disrupt the county lines organisation and support the young people that have become involved in organised crime. Nevertheless, the nature of these groups is that of violence and threats and the true amount of vulnerable people who fall victim to these groups will never be known. It is essential to enhance these efforts in identifying signs of exploitation in young people, allowing them to be safeguarded from these types of groups.

Word count: 1,055

Essay five:

How effective is early intervention an effective means of preventing young people from offending or re-offending?

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

Word limit: 1000 words.

In this essay, I will examine offences committed by young people and the rates at which they reoffend. Additionally, I will explore the strategies aimed at reducing the likelihood of reoffending among this demographic.

There are many types of early intervention for young people, the Early Intervention Foundation states that early intervention consists of “identifying and providing early support” to young people in order to help them steer away from potential criminal outcomes (Early Intervention Foundation, N.D). The way that agencies such as this aim to help young people is by looking at potential problem areas such as, cognitive development and implementing coping skills that will help them become more resilient to challenges in life. When looking at the term youth offender we are talking about a small fraction that makes up the criminal justice system. The age for criminal responsibility in the England and Wales is 10 and in the eyes of the Crown Prosecution Service anyone under the age of 18 will be classed as a juvenile when put before the courts (Crown Prosecution Service, 2023). Therefore, during this essay when I refer you a youth offender this will be the age bracket that I will be referring to. For a person to be considered to be reoffending they must have received some form of “criminal justice sanction” and they proceed to commit another offence within a set time frame (Ministry of Justice, 2012).

The Youth Justice Board have shared statistics surrounding youth offending in the UK and how it shows an increase from previous years, these are the some of their findings from the year ending March 2023. There results show that there had been around 59,000 arrests of children that year with this showing a 9% increase from the previous year, with serious offences such as robbery increasing 31% (Youth Justice Board, 2024). One of the reasons that children can become involved with the criminal justice system is because they have gone through a Adverse Childhood Experience (ACEs). When a child has positive childhood experiences it can lead to good health and wellbeing throughout their adulthood, however, if they have negative childhood experiences such as abuse or neglect it can have “detrimental health outcomes” and an increase in “risky behaviour” (Struck. S, et al, 2021). This is furthered by Basto-Pereria. M, et al, who conducted a study of children around the world who had experiences an ACEs. Their results found that on average if a child experiences as little as four ACEs, they will have strong links to criminal behaviour in their adult lives (Basto-Pereria. M, et al, 2022). These ACEs have the potential to lead into a full criminal career during adult hood and multiple incidents of them reoffending during their time as a young person. The Youth Justice Board has shown that the rates that young people are reoffending in the UK has gone up 0.9% in the year ending March 2023, this means that 32% of young people that have committed their first time offence will go on to offend again (Youth Justice Board, 2024). The Crown Prosecution Service in the UK will try to avoid children and young people going to prison as much as possible and will be more inclined to give you youth cautions or warning as sometimes these youth prisons can breed more criminal

activity in the long run. However, the Ministry of Justice has published data that shows when given these types of cautions the reoffending rates are 25.1% which shows an increase on 3.1% from the previous year (Ministry of Justice, 2024).

There are many studies that look at early intervention programs and the tactic that can be implemented to tackle delinquent behaviour before it develops into criminal behaviour. An article written by Matina Manica states that skill building programs with children who are showing signs of delinquent behaviour can teach them coping methods to regulate their emotions to help them deal with stress and deal with conflicts. They go on to say that by also implementing social skills and programs that involve job-related skills it can aid the young people into finding work and reducing their need to evolve into a life of criminal behaviour (Manica. M, N.D). This theory is supported by Rowan Hodgkinson et al, who did a study on youth offenders where one set of young offenders were given a "Reasoning and Rehabilitation" where the children were taught to address their emotions, showed no changes in their reoffending rates. However, young offenders that were learnt cognitive skills and interpersonal problem solving showed a reoffending rate of 34.4% compared to their controlled group showing 35.5% (Hodgkinson. R, et al, 2020). These finding are disputed however, by Sam Boyle, et al who believe that by tackling the health issues that young people have, we can reduce their chances of reoffending. They have stated that young people who have committed offences show a direct correlation in the levels of health problems they display. Their study shows that it is not only them getting the health care that they need that can reduce their reoffending rates, but the support of healthcare worker for them and their families can lead to better wellbeing in their home life and allows them to potentially avoid becoming exposed to ACEs (Boyle. S, et al, 2023). The views stated by Boyle et al are not agreed by Dr. Lukas Carey, they believe that educational support you communities were youth offending can be prolific is the most beneficial way to reduce reoffending. They state that by giving young people and their communities a place where all types of education and technologies can be accessed; it will give them the skills that are vital to surviving in their adult lives. They go on to stress the importance of community centres for this type of education is so important as many children will not thrive in mainstream schools and it gives them the skill of independence straight away by them being in control of their own education (Carey. L, 2024).

To conclude, it is clear that the pattern of young people committing offences and staying in this cycle of offending is becoming a growing issue. All the approaches that are written in this essay can have a positive impact of young people. However, this can only happen if they work in unison with each other as every child and every child's experiences differ.

Words: 1,068

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