

1000 words - Understanding the role of Constable/Maintaining Professional Standards

Critically evaluate the concept of 'the professionalisation of the police service' considering how 'Maintaining Professional Standards' 'ethical and inclusive' and 'Coaching and Mentoring' approaches contribute to this.

During this essay, I will be looking to critically evaluate the concept of 'the professionalisation of the police service'. I will look at the role of a police constable and how maintaining professional standards play a key role in public perception. Historically, the police have not been viewed as a professional service, however due to the change in crime complexity, the necessity for police officers and police forces to adapt, has significantly increased, raising the debate on whether police forces should become professionalised. The recruitment process has also changed over time and I will be looking at how 'ethical and inclusive' and 'coaching and mentoring' approaches have contributed towards the professionalisation of the police service.

College of Policing (2017) state that "constables play a critical front-line role in the prevention and detection of crime and the criminal justice system." Police officers work in partnership with different agencies and local communities daily where their aim is to reduce the fear of crime, provide reassurance and build trusting relationships with the communities they serve. Being a police officer carries huge amounts of responsibility as the role carries legal powers to enable the maintenance of law and order. Police officers are expected to make difficult decisions daily in line with the National Decision Model and Code of Ethics.

The Police are often scrutinised by the media in how they deal with criminal investigations. Beautridge (2015) states, "there is widespread recognition in the police service that there is an urgent need to improve the overall professionalism of the investigative response". During the 'Stephen Lawrence' case, the police service was scrutinised and criticised heavily in the way they dealt with the case. Quinn (2019) highlights this by stating, "the Macpherson report concluded that the police investigation had been marred by a combination of professional incompetence, institutional racism and a failure of leadership" (www.theguardian.com). Police forces are promoting inclusivity and diversity within their workforce, encouraging people from ethnic minority backgrounds to join the police so that they can better represent the communities they serve.

Beautridge (2015) believes that "historically, the police service has failed to champion the development of an individual officer's investigative skills and to equip them to deal with the demands from an increasingly complex society" and that "the Police Reform Act emphasises the need to provide a modernised and more professional level of service within policing". In response to the need for change, the Policing Education Qualifications Framework (PEQF) was introduced by the College of Policing which is a model aiming to better educate and prepare officers to deal with challenging situations. They looked at the requirements of the police constable role and then in partnership with the education sector, agreed on a level of education that initial education for new recruits should be set at, which was Level 6. They believe that by professionalising the recruitment process and implementing the PEQF, it allows recruits to be recognised as 'well educated' and that "officers educated at this level would be more equipped and able to apply transferable skills, problem-solving strategies and personal judgement in various contexts" (College of Policing, 2020, p. 8). I believe this implies that you need degree level education to be a good police officer and to be able to carry out your role effectively. I disagree with this as from personal experience, a large amount of the role is down to common sense and how well you communicate and engage with

people. These are skills that you can acquire through experience and through learning from more experienced officers during 'tutorship' and 'mentorship' phases. In Tong (2017), Chief Constable Bettison states that "the only degree a police officer needs is a degree of common sense and that the public don't care whether or not police officers have degrees" (Tong, 2017, p. 172).

In July 2014, the College of Policing introduced the Code of Ethics which is central to the professionalisation of the police service and police practices (Bryant and Bryant, 2020, p. 75). The Code of Ethics is at the heart of the National Decision-Making Model and it consists of the standards of professional behaviour and policing principles which officers should always adhere to. College of Policing (2014) states, "the aim of the Code of Ethics is to support each member of the policing profession to deliver the highest professional standards in their service to the public ". The code of ethics and national decision-making model are there to encourage professional judgement and to enable officers to make good, ethical decisions. The standards of professional behaviour and policing principles are there to professionalise behaviour and provide confidence to the public that should an officer not comply with the standards or the code of ethics, then there is a system in place for such matters to be dealt with accordingly.

The 'Coaching and Mentoring' approach also contributes towards professionalising the police service in the sense that new recruits are tutored by competent and experienced officers. The purpose of tutorship is to gather confidence and experience under the guidance and supervision of a more experienced officer with the aim of producing more competent and professional officers in the future.

In conclusion, the College of Policing introduced the Policing Education Qualifications Framework with various new entry routes to better equip officers so they can keep up with the ever-growing complexity of crimes, however some believe that being a good officer doesn't require degree level qualifications. Public perception is important to the police and so it is critical that officers always adhere to the code of ethics, make good, ethical decisions, and uphold the values and beliefs of the police by maintaining professional standards and upholding the policing principles. Police are encouraging people from ethnic minority backgrounds to join the service so that we can better represent the communities we serve. This approach along with the coaching and mentoring approach both play a positive role in professionalising the police as a service which leads to communities having increased confidence in the service they receive.

Word Count: 1,000 (Excluding the assignment title)

1000 words - Response Policing

Critically evaluate the role of the police in:

- **Response policing (public perception and critical/major incidents)**

During this essay, I will look to evaluate the role of the police in response policing and its role in dealing with both critical and major incidents. I aim to look further into how response policing can impact on public perception both positively and negatively and explore how public perception can be improved.

"Response officers are at the heart of uniformed policing and will often be the first police officer many members of the public come in to contact with" (College of Policing, 2021). The primary role for a response officer is to respond to incidents, however other roles include proactively patrolling their communities, protecting the public, detecting and preventing crime, preserving life, managing critical and major incidents and safeguarding vulnerable people. The role can often be unpredictable, and incidents can often escalate quickly which may then require conflict management techniques to de-escalate the situation. Response officers attend both critical and major incidents and how they deliver their service can often shape how the public perceive the police as a service, dictating whether or not trusting relationships between the police and the public are formed.

Resource levels are severely depleted across most forces which creates added pressure for those officers working on the front line. Furthermore, the types of crimes being committed has also changed over time to more online based crimes which are much harder to police. The public expectations of wanting more of a police presence on the streets is difficult to achieve given the online crimes and hidden vulnerability issues that are taking place which unfortunately results in traditional policing methods becoming de-prioritised. As a result, providing both a public safety and publicly responsive service to communities has become difficult to sustain, meaning that for some, the confidence the public has in police has decreased. HMICFRS (2018) highlighted this by stating that "concerns have begun to emerge about the health of the police agreement with the public and the mismatch between the public's 'traditional' expectations and what the police feel compelled to prioritise". Interestingly, Ipsos (2019) in Higgins (2020) states that "in rankings of 'trustworthiness' British police officers are placed above judges, journalists, civil servants and politicians but below scientists, doctors and teachers".

In September 2019, 'The Police Foundation' conducted a representative survey of public opinion in relation to policing in England Wales which highlighted the fact that "despite recent frustrations at perceived 'withdrawal' across multiple aspects of service, the public perception was that the police do a valuable and challenging job despite the challenges and budget cuts and they do it well" (Higgins, 2020, p. 5, pp.4). I believe that lack of confidence for some in the police is due to them not being aware of what other crimes police are often tied up dealing with for example mental health calls, welfare checks along with crimes committed online. This was also highlighted by 'The Police Foundation' where "it was clear that public respect, support and sympathy for the police increased the more people learned and thought about the challenges and difficult decisions presented by the current operating environment" (Higgins, 2020).

"A critical incident is defined as any incident where the effectiveness of the police response is likely to have a significant impact on the confidence of the victim, their family and/or the community"

(Bryant and Bryant, 2019), whereas a 'major incident' is "an emergency that requires the implementation of special arrangements by one or more emergency service where it is likely to involve serious harm, damage, security risk or a risk to human life or welfare" (Bryant and Bryant, 2019). It is critical that the response to both these incidents is prompt, effective and proportionate because failing to do so can potentially result in damaging the trust and confidence between the police and public. It can also cause the more vulnerable members of community to fear further crime and disorder and it can result in potential repeat victimisation (College of Policing, 2010). An example of this would be the 'Fiona Pilkington' case, where Fiona and her daughter were subjected to ASB and Harassment over a period of several years. The police had failed significantly by not identifying the family as vulnerable and that they treated each incident in isolation with an unstructured approach. Consequently, Fiona later took her and her daughters' life and quite rightly, this had a huge negative impact on the trust and confidence in the police service. Other examples are the 'David Askew' case and the 'Sarah Everard' case where a serving police officer killed a young woman. In relation to the 'Everard' case, Metropolitan Police Commissioner Dame Cressida Dicks publicly stated, "Couzens' actions were a gross betrayal of everything policing stands for" and that he had "eroded the confidence that the public are entitled to have in the police" (Therrien, 2021). In relation to potential critical incidents, College of Policing (2010) state that "early intervention has been shown to help prevent a significant loss of confidence". I believe, had police adopted a structured and prompt approach to the Pilkington case, both Fiona and her daughter's issues could have been resolved and their lives would have been saved.

In conclusion, I believe responding effectively to incidents in an efficient and professional manner can help in bridging that gap of trust and confidence between the police and the public. Crime complexity has changed over the years and I believe therefore public perception of police withdrawing from traditional policing methods has occurred. I believe if the public are more aware of what response policing involves, they would become less frustrated, and their perception and expectations would change to more positive and realistic ones. I believe police should continue to strive in building trusting relationships with the public which is echoed by Sir Robert Peel where he himself "recognised at the beginning of modern policing in the late 1820s, the rule of law, the tackling of crime and the effectiveness of policing all depend on the quality of the relationship between police and citizens" (Higgins, 2020).

Word Count: 1,000 (Excluding the assignment title)

1000 words - Information and Intelligence/Communication Skills

Critically evaluate the methods used by police in gathering information and intelligence, how information contributes to the 'tasking and coordinating' process and how information and intelligence is communicated.

During this essay, I will look at how police gather information and intelligence and how this information then contributes to the tasking and coordinating process. I will look at how this process enables the decision-makers within the police to make strategic and tactical decisions at various levels and finally look at ways in which the information from is then disseminated accordingly.

According to the College of Policing, "Police information refers to all information obtained, recorded, or processed for a policing purpose. It includes information which is processed (known as data, including personal data) and information which has been subject to a process of evaluation (known as intelligence)" (College of Policing, 2020). Basically, the difference between information and intelligence is that information is obtained straight from the source such as word of mouth, observations and via surveillance work whereas intelligence is where that information is then subjected to an evaluation to determine its reliability, importance, and accuracy. The evaluation process will then determine if action needs to be taken on the information, whether that be an immediate police response or the requirement to further develop the information. It is critical that police should only gather information for legitimate policing purposes only. These purposes include preserving order, protecting life and property, preventing the commission of offences, and bringing offenders to justice. Intelligence is vital to policing as it can help with detecting and preventing crime, protecting the vulnerable and it can assist in identifying policing priorities and highlighting where the need for resources is.

"Collection, accurate assessment and timely analysis of information are essential to effective and efficient policing" (College of Policing, 2019a). Information can be collected in three different ways which are 'routine collection', 'tasked information' and 'volunteered information'. How this information is collected often dictates how it is processed. Routine information is where information is collected through day-to-day operational duties such as responding to incidents, conducting CCTV enquiries, conducting stop searches, targeted patrols, and general criminal investigations. According to the National Policing Improvement Agency (2010), "The focus on neighbourhood policing has seen an increase in the volume of volunteered information relating to crime and disorder". Tasked information is information which has been prioritised for collection and then obtained for a specific policing purpose which is usually concerned with problems and victims. This type of information can be accessed from things like CCTV, searching of internal and external databases and proactive policing activities such as covert human surveillance. "Volunteered information refers to any information that is received which may not have been collected because of being tasked or routinely collected" (National Policing Improvement Agency, 2010). This type of information is usually obtained from the public where their reason for providing it is down to them wanting some kind of police response. Other forms of volunteered information can include things like information provided following a public police appeal and community intelligence.

"The National Intelligence Model (NIM) was launched in 2000 and is concerned with using intelligence to determine key priorities for policing" (Bryant and Bryant, 2019). Basically, this is recognised as a policing model that uses intelligence to assist with fighting crime and one that all forces in England and Wales are required to implement. A key part of the NIM process is the 'tasking

and coordinating' process. "The Tasking and Coordinating process provides managers with a mechanism for operational decision making at strategic and tactical levels" (College of Policing, 2015). This process enables decision-makers to consider and agree on both strategic direction and tactical options where resources are then aligned to the relevant policing priorities. "At the centre of the tasking and coordinating process are the 'Strategic tasking and Coordination Group' meetings" (Bryant and Bryant, 2019, p. 537). This is where a group of senior police managers congregate and devise a control strategy that sets out the operational priorities for the force and identifies long-term priorities such as enforcement and crime prevention.

The tasking and coordination process is conducted at BCU level (Level 1), Force and Regional level (Level 2) and at National Level (Level 3) where each one signifies different severity levels of crime. The required resource levels will often depend on the classification of the crime so for example, a single BCU wouldn't be able to resource an identified issue involving an organised crime group carrying out regular thefts from cash machines across the force area. This would be more suited to being resourced in line with Level 2 which is conducted at Force and Regional level.

According to College of Policing (2015), "the daily management meeting is also a pivotal part of the tasking and coordination process as it links the priorities and objectives to the day-to-day business of policing, considering incidents over the last and next 24 hours". The priorities that are identified in these meetings are then disseminated out to the relevant teams so for example a response sergeant would attend the meeting and then feedback the relevant information back to their perspective response team. In some BCU's, the local intelligence officer will collate all the data and information from the daily management meeting and disseminate it out to their perspective sector teams in the form of a PowerPoint document. This 'DMM' document will contain information such as current national security levels, a list of current missing persons, operations in progress, patrol strategies currently in place and a list of the high priority suspects. This is particularly helpful for response officers as they can refer to it when time allows.

In conclusion, I have highlighted the different forms of information and intelligence that police use and explained how each one is obtained. All forms of information play an important role in the tasking and coordinating process which ultimately enables the decision-makers to identify what the policing priorities are and then deploy the relevant resources accordingly. The daily management meetings then become key in how this information is then disseminated back to the relevant teams who will then act on it accordingly with the appropriate response.

Word Count: 1,000 (Excluding the assignment title)

1000 words - Public Protection

Critically evaluate police strategies for dealing with public protection incidents considering the impact of abuse on victims, the impact personal attitudes and values on the investigative process and the association between Serious and Organised Crime groups and public protection issues.

During this essay, I will initially look at how police support victims of crime and in particular the importance of identifying whether someone is vulnerable or not. Police are faced with public protection issues every day and therefore it is critical that the relevant information is obtained from the initial call handler so that the appropriate police response can be provided. According to Bryant and Bryant (2019), the term "public protection is associated with the management of violent and sexual offenders, but the term is also applied to protecting victims through investigating incidents involving sexual offences, violence, child abuse, vulnerable adult abuse, domestic abuse and missing persons". There are many strategies and approaches in place within policing that are utilised when dealing with public protection issues for example, 'THRIVE' and 'MAPPA'. I will consider the impact of abuse on victims, the impact personal attitudes and values on the investigative process and will finally look at the association between Serious and Organised Crime Groups and public protection issues.

'THRIVE' is a new strategy adopted by many forces across the United Kingdom that is used as an assessment tool by the call handling staff in the public service centre. The initial call handler will obtain all the relevant information they can from the caller and then use the THRIVE tool to identify the appropriate police response that best suits the caller's needs. College of Policing (2021a) defines a vulnerable person 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". The 'Threat', 'Harm', 'Risk', 'Investigation', 'Vulnerability' and 'Engagement' assessment tool is an efficient way of calculating and assessing risk and vulnerability and ultimately places the individual needs of the caller at the heart of that assessment. Failing to assess each call appropriately could have a significant impact on victims of crime as it is critical that the appropriate response is deployed to manage the identified level of threat, risk, and harm.

South Wales Police have a 'Positive Action' policy in respect of all incidents of Domestic Abuse, where officers will then link in with partner agencies to further safeguard the victim, ensuring they have all the necessary support they need. Similarly, robust action must always be taken when dealing victims of stalking and harassment ensuring the victim and their family are safeguarded. Failing to provide the necessary response may have a catastrophic impact on the victim, potentially exposing them to further risk and harm and leaving them with a long-lasting negative experience of the police as a service. An example of this would be being the initial attending officer at a domestic related emergency call. If the victim discloses any form of assault, then positive action would immediately be taken in the form of arresting the perpetrator. This immediately safeguards the victim protecting them from any further risk or harm. Officers will also submit a Public Protection Notification Report when they attend domestic related incidents which is basically an information sharing document that can be shared with partner agencies who can then provide victims with further sources of support. Officers can document their initial observations on this document along with any concerns they have, further safeguarding the victim.

"Multi-agency public protection arrangements (MAPPA) are considered by many organisations as key to the successful management of violent and sexual offenders, especially their reintegration into

society after a prison sentence.” (Bryant and Bryant, 2019 p. 298). This approach allows violent offenders to be assessed and managed by the relevant agencies, such as the police, probation and the prison service who will then work collaboratively towards ensuring that appropriate plans are put in place to safely manage that offender, further safeguarding the public from any future potential harm and risk.

Managing various people effectively throughout an investigation is integral for any officer in charge of investigating a case. Officers should always remain professional and adhere to and follow the ‘Victim Codes of Practice, which entitles victims of domestic abuse to an enhanced level of service. This means that an allocated officer would update the victim regularly throughout the entire investigation so that they feel prioritised, their needs are being met and that they are at the heart of the investigation.

According to HM Government (2018), “serious and organised crime is the deadliest national security threat faced by the UK”. They go further by stating that organised groups target and exploit vulnerable people and communities through violence and intimidation and also drive out legitimate businesses. They also sexually exploit young children which has a devastating impact on the victim’s lives and their communities. In 2018 the UK Government developed the ‘2018 Serious and Organised Crime Group Strategy’ which aims to prevent and defend the public against organised crime and to bring those criminals to justice. The government estimate that organised crime groups cost the UK Government approximately £37 billion each year. (HM Government, 2018). Technological advances have provided organised crime groups with further opportunities for criminal exploitation, however the governments ‘4Ps’ framework aims to counteract this by helping to safeguard victims and to prevent crime by convicting the perpetrators.

In conclusion, I have discussed some of the strategies the police use when dealing with public protection issues and believe that these play a vital role in helping to safeguard victims of crime and provide them with the best support through effective partnership work. The impact on how investigations are conducted can also have an impact on victims. It is important that officers adhere to the victim code of practice throughout an investigation, ensuring that the victim is updated throughout and made to feel prioritised and at the centre of the investigation. Finally, I discussed the impact serious and organised crime groups have on both victims and their communities and the public protection issues that organised crime groups create through their criminality.

Word Count: 980 (Excluding the assignment title)

1000 words - Evidence based policing/criminology and crime prevention/criminal Justice

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

"The concept of evidence-based policing (EBP) was developed by Professor Lawrence Sherman in 1998" (College of Policing, 2019c). According to (Bryant and Bryant, 2019), "Evidence-Based Policing is concerned with research on what works best followed by further research into ongoing outcomes over time". This is where police learn from past experiences, identify what worked well and then get rid of what didn't work. It can also mean when police make changes to current practices or try out new approaches and then measure the difference those changes make to establish whether those changes were effective or not and then use that evidence to inform and challenge policing policies, practices, and decisions. Bryant and Bryant (2019) further states, that "Evidence based policing is meant to aid decision-making and policy making by the police and partnership organisations". The 'EMMIE' framework was developed by the College of Policing in partnership with University College London and it is an effective way in which evidence-based policing practitioners can evaluate and rate the evidence which is then presented within the 'Crime Reduction Toolkit'.

The Crime Reduction Toolkit consist of crime prevention interventions which have been subjected to at least one systematic review. Alfredo (2011) suggests that "the biggest advantage of evidence-based policing is that police can base their decisions on proven methods of investigation however, contrastingly highlights that policies and procedures will only be as good as the research itself". He is suggesting that researchers may not be thorough enough in their data collection and testing procedures which will therefore deem the research as unreliable. Through extensive trial and research, analysts will highlight 'what works' in terms of tactics and strategies that have proven to be effective at preventing, reducing detecting, and controlling crime.

Crime prevention is an integral aspect of policing where police use crime prevention in a targeted and directed manner to reduce crime. Karn (2013) highlights that, "much police work is reactive and incident-focused rather than proactive and strategic" and similarly, Herman Goldstein also pointed out that "the standard reactive model of policing was ineffective and that police could be more effective if they were more proactive and researched causes of crime and developed tailor-made responses" (Hinkle et al., 2020). There are many different crime prevention theories and strategies, one being 'Hotspot policing', however there are mixed opinions on this method. Hot spots are locations which regularly fall victim to crime such as town centres, shopping outlets and post offices and criminals often view these locations as easy targets. Weisburd and Braga (2006) describe hotspot policing as "an initiative that takes account of the uneven distribution of crime between and within neighbourhoods and then target resources on those micro-locations". (Karn, 2013). Evidence shows that targeting hotspots with the appropriate resources reduces crime, however Taylor et al., (2011) disagrees and argues that "using patrol and law enforcement in these hotspots tend to be less effective" (Karn, 2013). Koper, (1995) in Karn, (2013) agrees with Taylor et al suggesting that "the impact of hotspot policing tends to be small and short-lived". Rosenbaum (2006) in Karn (2013) also echoes this by stating that "targeted patrols in specific locations are rarely sufficient".

The 'Broken Window Theory' suggests that the visible signs of crime and anti-social behaviour in run down, lower-income areas suggest a lack of police enforcement which encourages people to commit more crime. Kelling (1982) in Longley (2019) suggests that "by selectively targeting minor crimes like vandalism, public intoxication and loitering, police can establish an atmosphere of civil order and

lawfulness, thus helping to prevent more serious crimes". Kelling is suggesting that if police target the minor crimes in these rundown locations, it will show that police are acting in the area which will prevent the commission of more serious crimes. "Studies of New York's crime statistics conducted between 2001 and 2017 suggested that enforcement policies based on the broken window theory were effective in reducing both minor and serious crimes" (Longley, 2019). However, others have contrasting opinions, questioning its effectiveness and fairness of application. "In 2005 Professor Bernard Harcourt published a study finding no evidence that broken windows policing actually works" (Longley, 2019). Harcourt went on to suggest that focussing on minor crimes is a waste of police time and resources, and that conducting targeted patrols against gang activity and violence in hotspots would be far more productive.

There are many strategies aimed at reducing re-offending, one of which is 'Cognitive Behavioural Therapy (CBT)'. "CBT for offenders' targets 'criminal thinking' as a factor which contributes towards criminal behaviour". This focusses on teaching offenders to understand their thinking process that comes before their criminal behaviour. This can be achieved through cognitive skills training, anger management sessions and increasing victim empathy. According to College of policing (2020a), out of the 58 studies carried out from the United Kingdom, Canada, New Zealand and the United States, a significant reduction in reoffending of 25% was achieved amongst the participants who received CBT compared to those who did not. Her Majesty Prison and Probation Service (HMPPS) outline other examples of reducing re-offending strategies within their '2021-2024 Regional Reoffending Plan for Wales'. They pledge to increase the number of 'Approved premises', providing offenders who are released from prison with a temporary base which enables probation staff to closely monitor and support them, boosting public safety (GOV.UK, 2021). Offenders are also given access to educational courses and training whilst in prison providing them with skills and qualifications to aid them in securing employment once released.

In conclusion, I have analysed the concept of evidence-based policing and touched upon its advantages and disadvantages. I have then discussed strategies that can be used to increase crime prevention, where it was clear that opinions on the effectiveness of the strategies were very much mixed. Finally, I have considered methods that can be used to reduce re-offending where studies around Cognitive Behavioural Therapy showed that a re-offending reduction rate of 25% was shown in those who participated in the therapy as apposed to those who did not.

Word Count: 1,000 (Excluding the assignment title)

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