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**Policing in the age of Austerity: An analysis into the
perceived impact of austerity measures on police
officer wellbeing.**

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Declaration

This work has not previously been accepted in substance for any degree and is not being concurrently submitted in candidature for any degree.

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This dissertation is being submitted in partial fulfilment of the requirements for the degree of BA.

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This dissertation is the result of my own independent work/investigation, except where otherwise stated.

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Abstract

This dissertation examines the perceived impact of austerity on police officer wellbeing in England and Wales. Since the introduction of austerity measures in 2010, policing has faced significant reductions in budget, resulting in fewer officers, inflated workloads and increasing demand, all of which has had a detrimental impact and increased pressure on police officer wellbeing. Although police forces have implemented organisational strategies to address wellbeing issues, questions remain as how effective the measures have been and officers' perception of the impact of austerity measures on their wellbeing and job satisfaction.

Using a qualitative approach, three semi structured interviews were concluded with police officers of escalating ranks of constable, sergeant and inspector. Thematic analysis (Braun & Clarke, 2006) identified themes of fewer resources leading to unmanageable workloads, a lack of sufficient wellbeing support, decreased job satisfaction linked to the rising volume of mental health related incidents and challenges associated with a changing workforce. These themes collectively highlight how austerity has contributed to reshaping both the nature of police work and the organisational capacity to adapt to support officers effectively.

This study concludes that austerity has eroded police officer wellbeing, raising concerns for morale, retention and the long-term effectiveness of police forces in England and Wales.

Chapter One – Introduction

1.1 Introduction

The purpose of this dissertation is to examine the perceived impact that austerity measures have had on the wellbeing of police officers in England and Wales since 2010. This chapter of the dissertation provides the background and context of the research and establishes the aims and objectives of the study.

Since 2010, public services in the United Kingdom have faced significant implications due to austerity measures, which were implemented as a response to the 2010 financial crisis. Austerity is defined as a voluntary deflation in which the economy is adjusted through a reduction in wages, prices, and public spending, which is designed to restore competitiveness in the market, thus in theory improving economic viability and conditions (Blyth, 2013). Austerity is a topic that provokes social and political conflict and academic discussion (Clarke, Newman, 2012). Despite there being little evidence to suggest that austerity measures have yielded the benefits of debt reduction and renewed economic growth, it is still widely supported by economists, politicians, and a substantial proportion of the public (Schui, 2014).

During the 2010 global financial crisis, the British Coalition Government implemented a programme of austerity, which included major cuts to public expenditure and a substantial reduction to police budgets (Millie, 2013). This had a profound impact on emergency and public services, with organisations having to find new ways to become more efficient with fewer resources. Policing is one of the largest areas of

public expenditure and has been particularly impacted. Between 2010 and 2018, police budgets experienced a real-terms cut of approximately 19% resulting in the loss of over 20,000 police officers across England and Wales, as well as resulting in Scotland merging 8 forces into one singular force (Millie, 2014; Millie & Bullock, 2012).

These reductions have coincided with increased demands on the police, particularly in the area of safeguarding, domestic abuse, and mental health where police are frequently having to fill the gaps left by other public service agencies (HMICFRS, 2017). Such developments have led to serious concerns regarding the wellbeing of police officers who must meet rising expectations with fewer resources (Hesketh et al., 2015; Mann et al., 2018).

There is current research to suggest that austerity measures have affected all public services such as health services, criminal justice services, and youth justice as well as an overall increase in deprivation and crime rates (Griffiths, 2020; Hernandez, 2021). However, this research will examine the perceived impact of austerity on police officers' wellbeing and job satisfaction.

1.2 Rationale

This study is motivated by the recognition that policing cannot remain effective if the wellbeing of officers is not sufficiently supported and recognised (Tuttle et al., 2019; Beckley et al., 2023).

Austerity has reshaped and altered organisational priorities, and whilst there are formal strategies in place to manage the wellbeing of officers, there remains a gap between policy and implementation (Terpstra & Fyfe, 2015; Phythian et al., 2021). Exploring the gap from the perspectives of officers from frontline ranks to supervisory positions is essential for understanding the consequences of austerity and informing future provisions and approaches to organisational support.

The feasibility of this dissertation relies on its focused scope, manageable scale, and access to participants. By conducting semi-structured interviews with three police officers of escalating rank, the study was able to compile in-depth qualitative insights without the need for large sample sizes. The research was achievable within the time constraints due to its scope, and the study adhered to ethical standards and guidelines, ensuring confidentiality and voluntary participation.

This research is particularly relevant as the degradation of public services is a relevant topic of discussion in 2025. Since the election of the Labour Government in 2024, public finances and public services have been a topic of debate, with the newly formed Labour government claiming that the previous conservative government had left a “£20-billion-pound black hole” in the public purse (Purdy, 2024). This has inevitably led to discussion surrounding government spending cuts in order to address the deficit. With the potential for more policies that resemble austerity incoming (Fender, 2020; The Independent, 2025), it is important to understand the impact these measures have already had on policing and public services and attempt to predict the future implications.

1.3 Summary of research objectives

This research will aim to achieve the following research objectives:

- Objective 1: *To review the current available research to understand the effects austerity measures have had on emergency and public services and their subsequent impact on police officer wellbeing.*

- Objective 2: *To select appropriate research methods to understand the perceived effects austerity measures have had on Police resources, workplace conditions, and the subsequent perceived impact on officer wellbeing.*

- Objective 3 – *To analyse the data collected to understand the relationship between austerity measures and the perceived impact on police officer wellbeing and job satisfaction.*

- Objective 4 – *To provide recommendations regarding the relationship between austerity measures and their perceived impact on police officer wellbeing.*

1.4 Research Structure

In order to achieve the objectives of the study, the dissertation will contain five chapters.

Chapter one has provided the background to the research whilst outlining the rationale and objectives of the study.

Chapter two of the dissertation will analyse the current available literature on the subject of austerity and its impact on public services, as well as the more focused impact of austerity on police officer wellbeing. This chapter will look to address research objective one.

Chapter three will aim to identify the most suitable research methodology in order to achieve the primary objectives of the dissertation. This chapter will aim to address research objective two.

Chapter four will analyse the data collected in chapter three of the dissertation and will utilise thematic analysis to identify common themes raised by the research participants. This chapter aims to address research objective three,

Chapter five will conclude the dissertation and will present the full findings of the research, whilst presenting proposed recommendations, thus addressing research objective four.

1.5 Conclusion

Chapter one of this dissertation has presented the aims and objectives of the study and has provided a rationale as to why this research is necessary. The following chapter will present the literature review, providing further depth as to the background explored in chapter one.

Chapter Two – Literature Review

2.1 Introduction

This literature review will provide an analysis of the key literature surrounding the topic of the impact of austerity measures on police officer wellbeing. This chapter will examine the broader implications of austerity on society before narrowing the focus of the research to the impact that is felt by emergency and public services. The focus of the review will then further narrow to analyse the specific impacts that austerity has had on policing, such as a reduction in resources, increased workloads, decreased job satisfaction and their impact on officer wellbeing. Finally, this chapter will evaluate what provisions are currently in place to mitigate the impact of austerity on police officers' wellbeing and it will aim to address objective one of the dissertation, which is the following:

To review the current available research to understand the effects austerity measures has had on emergency and public services and their subsequent impact on police officer wellbeing.

In the aftermath of the 2008 global financial crisis, austerity measures became a popular fiscal tool used by many countries to varying degrees (McCartney et al., 2022). Austerity is defined as a voluntary deflation in which the economy is adjusted through a reduction in wages, prices, and public spending, which is designed to restore competitiveness in the market, thus in theory improving economic viability and conditions (Blyth, 2013).

Austerity measures are typically implemented to reduce public sector expenditure by implementing a series of cuts to public sector funding, freezing of public sector pay, and tax increases (Warwick, 2018). However, the efficacy of austerity policies is heavily debated in academic literature. Critics of austerity argue that it fails to achieve economic growth and leads to a dismantling of social systems (Cooper & Whyte, 2017; Calcagno, 2012), however advocates suggest that austerity can work when the economy is in a boom period, and its effectiveness relies on contextual factors such as trade openness and quality of government (Jayadev & Konczal, 2010; Monastiriotis, 2014).

The consequential impact of austerity on law enforcement has been substantial and has impacted police officers throughout the country, with policing budgets in England and Wales reduced by 20% through 2015, and cuts averaging 22% across the country, creating uncertainty among officers about the future direction of policing (Millie, 2014; Mann et al., 2018). Policing is a stressful vocation as officers have to contend with traumatic situations, risk of physical harm, and a requirement to fulfil many diverse roles (Reese, 1986). With cuts to law enforcement funding leading to fewer resources, less staff, and increased workloads, questions have been raised as to the impact that austerity measures have had on police officer wellbeing.

Wellbeing is a complicated concept that lacks a universally accepted definition. One of the earliest definitions of wellbeing referred to the absence of disease (Scaria et al., 2020), however the concept of wellbeing has since evolved over time and it is now generally defined as a positive sense of life satisfaction and a state of

equilibrium that is desired by all humans (Jawad, Scott-Jackson, 2016; Böhnke, Kohler, 2010; Dodge et al., 2012).

Wellbeing is a multifaceted concept, and it encompasses physical, social, environmental, and mental factors (Keifer, 2008). Research in this area indicates that a person's subjective wellbeing is significantly influenced by work-related factors such as work environment and employee characteristics, and they have the potential to spill over from work into family life (Ford et al., 2018; Sirgy, 2021).

2.2 The societal impact of austerity

The societal impacts of austerity are far-reaching and wide-ranging. As a result of austerity policies, the UK has one of the highest and most rapidly rising child poverty rates of wealthy nations (Doling, 2024). The UN has described the UK's "austerity experiment" as a "social calamity" which has forced millions into poverty, and caused record levels of hunger, homelessness, and decreased life expectancy (Arie, 2019).

Although the UK has been significantly impacted by austerity, research in this area indicates that the UK is not an outlier in terms of societal suffering as a result of austerity measures (Mckee et al., 2012; Callan et al., 2011).

Research by Serapioni and Hespanha, (2019) found that austerity measures that have been implemented in southern Europe, have led to increased unemployment, a decrease in GDP, and a decline in public services such as health and social care, which disproportionately affect the most vulnerable in society. Further research by

Schipper and Schonig, (2016) revealed that post-financial crisis austerity measures implemented in Europe have led to a degradation in access to healthcare in the majority of countries in the EU-28 zone. The European countries that implemented more severe austerity measures have seen an increase in low birth weights and an increase in material deprivation (Rajmil et al., 2018). The economic stagnation and negative health outcomes experienced by European countries in the age of austerity are in stark contrast to the economic growth experienced by the US, who took a different approach to the financial crash in the form of economic stimulus (McKee, 2012).

On October 20th, 2010, the UK Government released the Comprehensive Spending Review (CSR). This document outlined the government's plans to cut central government funding for public services, including funding grants for the 43 police forces in England and Wales, which resulted in a 20% real-terms cut to police budgets (HM Treasury, 2010).

The UK coalition government implemented a series of austerity measures in a bid to shrink the budget deficit, which had exponentially risen due to financial sector bailouts after the global financial crisis in 2008 (Stuckler et al., 2017). The measures aimed to reduce the deficit by increasing taxes and cutting public spending. In the period prior to the 2010 general election, the leader of the Conservative Party and soon-to-be newly elected prime minister, David Cameron, utilised the term austerity to signify and represent a new age of fiscal responsibility. During a 2009 speech, David Cameron declared that "The age of irresponsibility is giving way to the age of austerity" and promised to implement a "culture of thrift" in order to address the

budget deficit (Independent, 2009). Although initial support for austerity was generally favourable, public sentiment has shifted significantly over time.

A 2017 Ipsos poll found that 33% of the public had felt directly impacted by austerity measures, which was an increase from 23% in 2015 (Ipsos, 2017). A further Ipsos survey conducted in 2024 found that 73% of Britons believed that UK government policies had directly contributed to the rising cost of living (Ipsos, 2024).

Although the economic benefit of austerity and its impact is argued amongst academics (Clarke and Newman, 2012), research suggests that austerity measures have had a more profound impact on vulnerable individuals in the most economically deprived areas, and has led to increased unemployment, deprivation and homelessness (Mettheys et al., 2018; Struckler et al., 2017; Pomati, 2020). During times of austerity, communities not only face the financial strain that accompanies the policies, but they also have to deal with the consequences that austerity measures subsequently have on their physical and mental health (Cooper & Whyte, 2017).

Specifically, from the perspective of the UK, the negative impacts of the so-called “age of austerity” have been significant and sustained (Gray & Barford, 2018). From an economic perspective, it does not appear that the measures have had the desired impact (McKee et al., 2012). Austerity measures widened the poverty gap between the wealthy and the rest of society and were counterproductive for economic recovery and deficit reduction (Ginn, 2013). Welfare reform and other such austerity policies have consistently correlated with increased use of food banks in the UK

(Jenkins et al., 2021) and have led to economic stagnation (Mckee et al., 2012). Although the policies implemented by the government were intended to be gender neutral, studies suggest that the policies have disproportionately affected women. Changes to universal credit and cuts to public sector employment and public services have increased the poverty gap between men and women (Macdonald, 2018).

Although women have been more negatively impacted by austerity from an economic perspective, men have been disproportionately impacted from a healthcare standpoint, with statistics indicating that men have seen an increase in mortality rates compared to women in the years following austerity (Walsh et al., 2022; Pomati, 2020).

Austerity has also had a significantly negative impact on health and social care (Stuckler et al., 2017). Research indicates that cuts to healthcare services have directly resulted in reduced access and increased health inequality (Hespanha and Serapioni, 2019; Labonté and Ruckert, 2017). The policies have also led to changes in the functionality of certain vital departments of healthcare. Kerasidou, and Kingori's (2019) study into the impact of austerity on Accident and Emergency (A&E) departments found that the patient demographic in A&E had substantially changed during the years following the 2010 budget review. The study found that A&E had moved away from its true meaning and function as an accident and emergency department and had veered towards a culture of "anything and everything" due to the increase in demand and degradation of community care. Traditional healthcare is not the only facet that has seen a negative impact, as mental health provisions and

services have also been dramatically affected (Cummins, 2018). The lack of funding for mental health services has seen a degradation in mental health outcomes (Mattheys, 2015). The societal impact of austerity is particularly relevant to policing as many studies have concluded that socio-economic factors such as deprivation, income inequality, and unemployment are strongly associated with increased crime rates (Livingston et al., 2014; Tarling, Dennis, 2016; Wu & Wu, 2012).

2.3 Policing in the age of austerity

Austerity has undeniably had an impact on how the police have operated since the measures were implemented and has led to compromises in how the police have been able to fulfil their core role of protecting the public. Millie's (2013) comprehensive research into the topic of policing post-austerity identified that the effects of austerity on the police have been significant. Millie (2013) argued that a new policing landscape of fewer resources and increased accountability has led to uncertainty for police officers. Laub's (2024) recent paper on the effects of austerity on policing identified that the police in England and Wales have seemingly assumed increased responsibility for important social and welfare responsibilities, which are not traditionally attributed to the police. Laub (2024) argues that despite the police suffering significant budget cuts, they have continued to take on more responsibility and workload, supplementing struggling public services due to the police being an institution of last resort. This research is corroborated by Cummings (2023), who found that due to austerity measures and public services retrenchment, the Police are now becoming the first responders to mental health related incidents.

Funding cuts to police have also had a detrimental impact on the public's confidence in policing, which is a fundamental foundational pillar of policing in the UK. Austerity cuts to police budgets, which resulted in the closure of a staggering 70% of police stations in England and Wales has led to a significant and persistent increase in violent crime due to less police visibility and lower deterrence (Facchetti, 2021; Giuletti, McConnell, 2020). The communities and localities that were most affected by welfare reform also experienced the biggest increase in crime, with poorer areas bearing the brunt of the impacts from the measures (Giuletti, McConnell, 2020). Statistics show that for every £100 cut from welfare payments per working adult, there was a 5-6% increase in racially and religiously motivated crimes between 2013-2014 and 2014-2015 (Bray et al., 2022). This research implies that Austerity has had an intricate impact on both crime rates and the concentration of crime; as well as contributing to the exacerbation of hate crimes, which have historically contributed to widening inequality and prejudice.

Austerity cuts to police budgets have led to a dramatic depletion in police resources and has led to a reduction in frontline officers (Ellison and Brogden, 2013). This reduction in resources has led to concerns that policing has moved away from neighbourhood proactivity and swayed towards a reactive mindset (Greig-Midlane, 2019), which can have a detrimental impact on public confidence in the police.

Public confidence is a term that is widely used as a key indicator of trust and legitimacy in policing. The public's confidence in policing informs how successful policing is in the UK (Merry et al., 2012). There is a significant amount of research to suggest that public visibility and feeling informed about policing activities has a

positive impact on public confidence in policing (Sindall, Sturgis, 2013; Bradford et al, 2009; Yesberg et al, 2023). As the police have experienced cuts to their budgets, they have had to achieve more with less. This extra demand can lead to a further erosion of public confidence due to expectations from the public becoming more difficult to meet, as well as a degradation in police officer wellbeing.

2.4 The impact of austerity on officer welfare

Austerity measures have had a significant impact on officer and staff wellbeing since their implementation in 2010. Current research suggests that many of the issues and impact factors that contribute to poor physical and mental wellbeing amongst police officers have been exacerbated by austerity.

The 20% real terms cut to police budgets led to a reduction in the workforce and an elevated workload for those who remained, which has negatively impacted their wellbeing (The Guardian, 2019). This observation has particularly affected those working in the area of sex offender management and public protection (Mann et al., 2020).

The most recently published survey conducted by the Police Federation (POLFED) also paints a grim picture when it comes to police officer morale and wellbeing. In a 2023 survey of over 29,000 police officers, 22% of officers expressed intentions of resigning within the next two years, with the key factors being low morale (85%) and poor mental health and wellbeing (73%) (Police Federation, 2024). The survey also found that 86% of officers felt that their department did not have enough officers to

meet the demand placed on them, and 64% stated that their workload are 'too high' or 'much too high' over the previous 12 months. The sample size of this survey equates to roughly 20% of police officers currently employed in the UK, with the latest Home Office statistics showing there to be 146,868 police officers in England and Wales in 2024 (UK Government, 2025).

Police are now attending more mental health incidents in the wake of diminished social and welfare services, which has resulted in officer disillusionment and decreased job satisfaction (Lumsden, Black, 2020). Cuts to police budgets has also led to a reduction in police training (Bell & Elski, 2016), which when coupled with the widening scope of police work, has inevitably led to officers being ill-equipped and undertrained to deal with issues which have not traditionally been in the remit of police (Lane, 2019).

2.5. Provisions for officer welfare

There are some provisions in place nationally for police officers designed to positively impact wellbeing, such as The National Police Wellbeing Service, known as Oscar Kilo, which offers a 24/7 mental health crisis support line for police officers and staff (College of policing, 2024; Police Federation, 2024). Support is also offered regionally by forces. Gwent Police utilise a process known as TRiM (Trauma Risk Incident Management), which is a process which is designed to support officers and staff who have been exposed to traumatic incidents. Gwent Police also have a Wellbeing Annual Strategy, which aims to enhance the understanding of support resources for police officers and staff (Gwent Police, 2024). There is a culture in

policing whereby officers find it difficult to discuss their own psychological issues (Bell and Elski, 2016). However research indicates that resilience training can equip officers with the tools required to help them manage the challenges they face (Hesketh et al., 2015).

2.6. Conclusion

In conclusion, the literature highlights that austerity has had a profound impact on the wellbeing of police officers in England and Wales. Austerity-driven reductions in police budgets, workforce resources, and support provisions, coupled with increased workloads, have led to stress, burnout, and decreased job satisfaction from police officers.

Studies have demonstrated an erosion of support, a lack of mental health provisions for officers, and an increasing disparity between the operational expectations of the police and the resources available to meet the demand. Austerity has not only affected individual police officers; the policies have also had a significant impact on organisational morale and efficacy and have contributed to the erosion of public trust and confidence in the police.

Although there are some coping and resilience strategies for police officers, the latest survey and figures suggest that they are not sufficient, and they do not address the underlying issues.

The current available literature indicates that there is a fundamental requirement for a re-evaluation of public spending to ensure that police officers wellbeing is maintained and that police forces are adequately funded and resourced to meet the ever-evolving and expanding demands on the service.

Chapter Three - Research Methodology

3.1 Introduction

This chapter will outline the research methodology used to explore the perceived impact of austerity on the wellbeing of police officers. Research is defined as a systematic and methodical process of seeking knowledge and the expansion of existing knowledge through careful investigation (Deb et al., 2018; Ghanad, 2023).

This chapter will aim to address objective 2 of the dissertation:

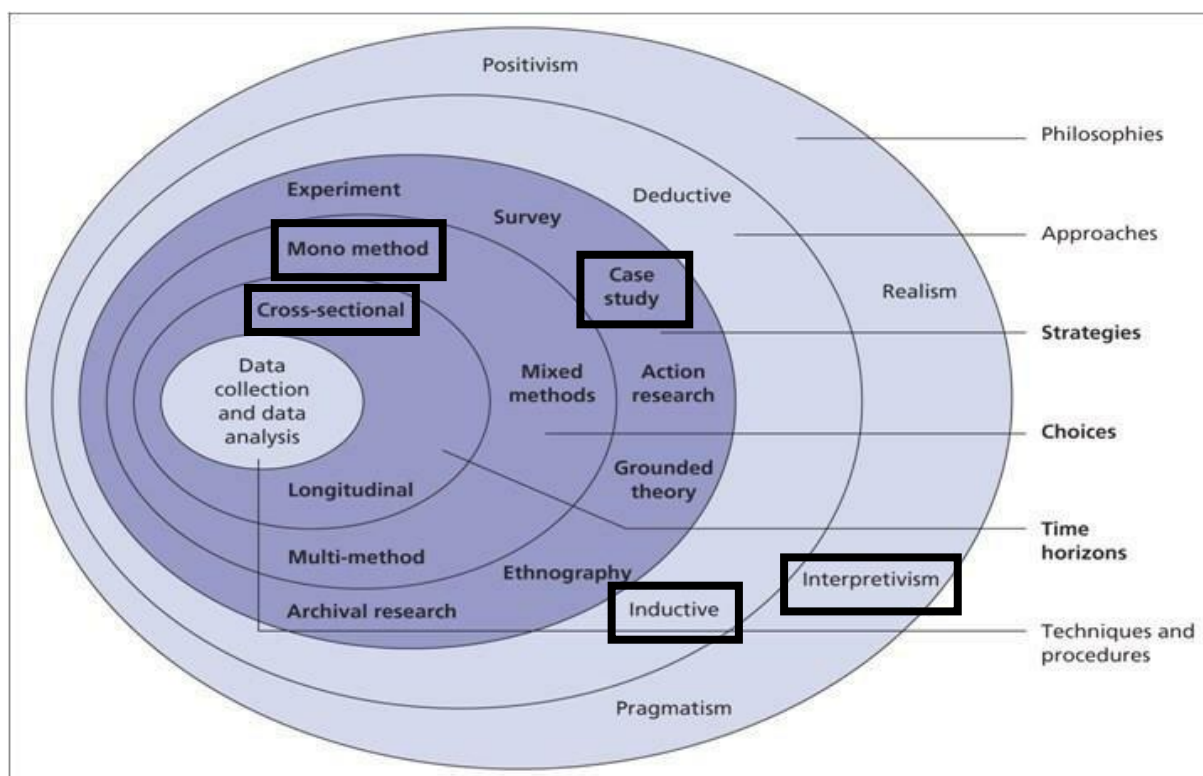
To select appropriate research methods to understand the perceived effects austerity measures has had on Police resources, workplace conditions, and the subsequent perceived impact on officer wellbeing.

The study will utilise a qualitative approach, focusing on the lived experiences of police officers of varying ranks who have at least 18 years of service (Ensuring a specific length of service ensures that participants have been present prior to, during, and post austerity). Through the use of semi-structured interviews with officers of varying ranks who have a significant length of service, this study will aim to provide personal and lived insights into the perceived impact that austerity measures have had on police officers' mental health, morale, job satisfaction and overall wellbeing.

3.2 Research Onion

The Research Onion is a conceptual framework by Saunders, et al (2009), which gives researchers a framework in which to systematically outline and design their research methodology.

Figure 1.1 displays the researchers' chosen research process.



3.3 Research philosophy: Interpretivism

The research philosophy that will guide this study is an interpretivist paradigm.

Interpretivism is a research approach that views reality as a subjective concept which is shaped through individuals' perceptions and interpretation and emphasises subjective human experiences (Croucher and Cronn-Mills, 2018; Marhayati, 2020).

This philosophical approach is appropriate as the study will aim to explore police officers' perception, rather than measure quantitative data. An interpretivist approach will allow the researcher to explore how officers interpret and subjectively feel about the impact that austerity measures has had on their wellbeing through a naturalistic method (McFarland, 2014).

3.4 Research approach: Inductive

The study will utilise an inductive approach to qualitative research. An inductive approach seeks to build theories from observations rather than testing existing theories (Bucher, 2021) and is particularly useful for qualitative studies due to the lack of preconceived ideas (McKercher, 2024).

3.5 Research strategy: 3 semi-structured interviews

Semi-structured interviews will be the primary source of data collection. This strategy allows participants to provide in-depth, detailed, focused accounts whilst allowing them the flexibility to explore relevant connected ideas (Al Balushi, 2018; Adeoye-Olatunde & Olenik, 2021). The interview questions were developed in alignment with current literature on the topic of austerity, its impact on society, and its impact on police officer wellbeing, which will ensure that the interview is focused and relevant throughout.

Three police officers of escalating ranks from Constable, Sergeant, and Inspector were interviewed in order to obtain a varied and diverse range of perspectives from officers with variation in terms of roles and responsibilities. This approach recognises that individuals in policing may be more or less affected by austerity based on their rank, and that officers of different ranks may experience the impact of austerity in different ways and ensures that a wide range of perspectives are explored.

3.6 Methodological choice: Mono method

This study adopted a mono-method qualitative design, utilising semi-structured interviews as the sole data collection technique.

A mono-methodical qualitative approach was chosen to enable an in-depth exploration of officers' perceptions of their wellbeing across the pre, during, and post austerity periods. The use of a singular method, using the same interview format for

all three participants, will ensure methodological consistency and allow for focused, thematic analysis. The use of a singular method of data collection will maintain the focus on rich qualitative data rather than spread efforts across multiple data collection tools. This method was also chosen due to its practicality and achievability within the resource and time constraints of the dissertation project.

3.7 Time Horizon: Cross-sectional

This research adopts a cross-sectional time horizon whereby data will be collected in one research window at three contemporaneous points in time. Whilst the interviews explored experiences spanning pre, during, and post austerity, the data was gathered retrospectively, allowing comparison of perceptions without the need for a longitudinal study, which would not be feasible within the time constraints of this study. This approach will allow for rich insights into the research topic whilst ensuring practicality within the constraints of the dissertation.

The benefits of cross-sectional research are that it is low-cost, and the findings can be produced quickly and efficiently (Ray, 2020). Cross-sectional research also establishes preliminary evidence for future studies (Zuleika and Siswo, 2022; Wang and Cheng, 2020). However, cross-sectional research has limitations in establishing causality and temporal order (Maier et al., 2023; Bowen & Wiersema, 1999).

3.8 Data collection

Data will be gathered via 45–60-minute semi-structured interviews. The interviews will be conducted in person or via an online conference call, depending on participants' availability. The audio will be recorded with informed consent, and the contents will be transcribed for analysis. Semi structured interviews are a valuable qualitative research method, which provides participant flexibility and in-depth data collection (Adams, 2015).

The interview schedule comprises open-ended questions which are focused on key topics such as organisational change, morale, workload, mental health, and perceived support mechanisms. Open-ended questions are shown to promote communication skills and require more complex thought (Badger and Thomas, 1991; Septiani et al., 2022). This is valuable for the research question as it will encourage participants to think critically and draw conclusions from complex, nuanced changes over time.

Questions are designed to maintain topic focus whilst allowing participants the freedom to direct elements of the interview towards issues and topics they deem to be relevant to the research question.

3.9 Sampling:

A purposive sampling approach has been adopted to select three police officers of escalating ranks who have worked in policing for at least 18 years. This length of

service would encompass experiences prior to the introduction of austerity policies until the present day. This sampling criteria ensures that participants have the relevant experience and should be able to recall how they have perceived policing to have changed over the 18 years since austerity policies were implemented.

Purposive sampling is a technique used in qualitative research to select participants with specific knowledge and experiences that are relevant to the research question (Tongco, 2007; Suen et al., 2014). The primary advantage of purposive sampling is its efficiency in gathering rich and informed information from carefully selected participants (Suen et al., 2014; Stratton, 2024). However a limitation of this method of sampling is that there is a risk of selection bias (Tongco, 2007).

3.10 Data analysis:

Given the qualitative, inductive, and interpretivist nature of this study, the data collected through semi-structured interviews will be analysed using thematic analysis, following the six-phase framework popularised by Braun and Clarke (2014).

Braun and Clarke's (2006) six-phase framework for thematic analysis provides a structured approach to identifying and interpreting patterns in qualitative research. The framework starts with the researcher becoming familiar with the material through repeated reading before coding important points and grouping them into themes. Each theme is then named and defined before the findings are compiled, linking them back to the research question and relevant literature.

Thematic analysis is an appropriate method of analysing subjective experiences and perceptions as it is a widely used qualitative research method for identifying and interpreting patterns within data (Braun and Clarke, 2014).

This technique of data analysis is consistent with the research philosophy and approach, as it identifies the patterns and themes emerging from data (Peterson, 2017) rather than reinforcing pre-existing theories.

3.11 Ethical Considerations

Participants were provided with an information sheet and consent form informing participants of the voluntary nature of their involvement in the study, the purpose of the study, the subsequent use of their data, and the right to withdraw their consent and participation at any time.

The topics and concerns explored in this study may raise issues whereby participants will feel the need to comment on and critique organisational and operational policies and decisions. This may lead to social desirability bias, which refers to the tendency for individuals to present themselves favourably by providing answers that align with organisational values and societal norms rather than expressing their true beliefs (Grimm, 2010; Neely and Cronley, 2004). This can raise issues within a hierarchical and disciplined organisation, such as the police, with participants fearful of being fully honest and transparent due to fear of repercussions.

Participants will be anonymised by referring to them by rank only. No names or personal data will be used to link the participants to the research data. All recordings,

transcripts, and notes will be stored on a secure, encrypted device and deleted 6 months after the award of the degree. Only the researcher will have access to participants' data.

Due to the sensitive nature of wellbeing topics being explored, participants will be signposted to support services post interview to ensure that the wellbeing of participants is taken into consideration throughout the process.

3.12 Summary

This chapter has outlined the research methodology using the Research Onion (Saunders et al., 2017). This study is Interpretivist in philosophy, inductive in approach, and qualitative in method, utilising semi-structured interviews. Research data will be collected cross-sectionally and analysed using Braun and Clarke's (2014) method of thematic analysis. The method and approach have been chosen in alignment with the study's aim of understanding the perceived impact of austerity policies on the wellbeing of police officers.

Chapter Four – Analysis of results

4.1 Introduction

This chapter presents and analyses the findings from three semi-structured interviews conducted with a Police Constable (PC), a Police Sergeant (PS), and a Police Inspector (PI) to explore the perceived impact that austerity measures has had on police officer wellbeing. This chapter will aim to address research objective 3 which is as follows:

To analyse the data collected to understand the relationship between austerity measures and the perceived impact of them on police officer wellbeing and job satisfaction.

The data in this chapter has been analysed thematically and the findings are cross-referenced with the relevant existing literature.

4.2 Workload and work-life balance

All three participants highlighted a significant increase in workload and demand following the implementation of austerity measures. The PC noted;

“Before 2010, there was a PC for every single ward. It was rare that we would have to attend calls in other areas. We are now constantly asked to take emergencies and even routine logs in other areas to cover shortfalls”.

This sentiment was echoed by the PS, who noted that increasing pressure on officers to answer calls and meet the ever-growing demand on the service was resulting in insurmountable workloads, putting both PCs and their supervisors under significant stress;

“When I became a sergeant in 2023 and took charge of my first shift, I had to oversee over 250 investigations between 7 police officers. Officers were telling me that they were completing work at home on their rest days just to keep them from drowning in their workload”.

The PI echoed the PC’s observation that officers are now expected to take calls from areas all across the force. Which is in stark contrast to their experiences prior to the reduction in front line work force pre-austerity;

“[Before austerity] You wouldn’t know officers from other patches. It was a rarity that you would take an emergency shout from a different area, as each area was well resourced and had enough officers to cope with their individual demand”.

Existing literature in this area supports the perception that lack of control over workload and work-life balance conflicts are significant stressors for police officers (Jackman et al., 2020). Research by Collins & Gibbs (2003) found that excess workloads were among the highest stressors faced by police officers, with 41% of their research participants displaying significant symptoms of ill mental health. Further research in this area found that excessive work-based stress as a direct result of inflated workloads has both a social and psychological impact on police officers' wellbeing (Putri et al., 2024)

4.3 Wellbeing support

All three participants perceived an increase in available resources for officers to manage their wellbeing. However perceptions on how effective and adequate the resources are differed through ranks. The PC noted;

"I don't think the force really knows how to deal with it. They will spend a lot of money on leaflets about how they care about our wellbeing, but that money could be better spent on councillors".

The PC also perceived that wellbeing initiatives were not implemented out of genuine concern for officers;

“I feel like wellbeing is a force priority, but rather than our true wellbeing it’s more a case of making sure our wellbeing is looked after just enough for us to be able to conduct our duty”.

The PI somewhat confirmed the assumption of the PC in regard to senior officers’ role and priorities when it comes to officer welfare;

“My goal is to keep the officer happy so that they want to run through a brick wall for you and think I’m not feeling 100% but I’m not going to go sick, I’m going to come into work”.

These statements illustrate contrasting but related perceptions of organisational wellbeing support. The PC’s perception is that organisational wellbeing support is tokenistic. This view echoes research by Houdmont and Randall (2016), who found that officers often see wellbeing measures as superficial.

The inspector’s perception on this issue reflects an organisational emphasis on resilience and presenteeism, where employee welfare is instrumentalised to maintain workplace performance (Kinman, 2019).

Both perspectives suggest that austerity-driven measures have shifted the concept of officer wellbeing from being a genuine concern to a functional tool designed for workplace sustainability, raising ethical issues and concerns for long-term retention, health, and job morale (Phythian et al., 2022; Graham et al., 2019)

The PS perceived that wellbeing support and resources for officers had improved over the years. However they did not feel that wellbeing was an issue that was given enough concern by those of higher ranks;

“From Inspector down to PC, there is more emphasis on officer wellbeing, but I don’t think that many officers above Chief Inspector are as concerned as their priority is the organisation rather than individual officers”.

The PI also observed that there was little in the way of set guidance for supervisors on how to deal with officers’ wellbeing;

“Sometimes it depends on who you’ve got as a supervisor for what level of welfare you will receive, and that shouldn’t be the case. There should be some kind of guidance on how to look after an officer”.

Research indicates that police supervisors face significant challenges in managing officers’ wellbeing due to being hindered by increased workloads, reduced resources, mental health related stigma, and a lack of knowledge about supporting officers’ wellbeing (Sharafizad et al., 2024).

Many police supervisors have reported feeling underprepared for the new responsibilities related to psychological wellbeing, with research suggesting that further training for police supervisors in dealing with officer wellbeing is a critical need (Beckley et al., 2023; Sharafizad et al., 2024).

National initiatives such as Oscar Kilo and the National Wellbeing Service are driving the wellbeing agenda forward (Phythian et al., 2022), and whilst progress has been made, there remains a necessity for further development. The data gathered in the current project supports the finding that current wellbeing provisions are not sufficient.

4.4 Declining morale and Job satisfaction

The current perception of morale and job satisfaction was a theme that was omnipresent throughout each participant's interview. The PC described the erosion of public support and confidence and the immense societal and media pressures on officers as a significant factor contributing towards low morale and job satisfaction;

“We could do ten things right and one thing wrong, and we’ll know about the one thing wrong, especially in the media. I take that criticism to heart; it feels like a personal attack”.

This aligns with existing research, which indicates that political and media pressure are significant stressors for officers (Nisar et al., 2018)

From a broader organisational perspective, the PI noted that the perception from the public is that the police are doing a worse job now than historically;

“I think there’s a perception from the public that we’re doing a worse job [in modern times], and that absolutely comes from [decreased] visibility”.

These findings mirror the wider research in this area, which finds that visibility has a profoundly positive impact on public confidence in policing (Sindall, Sturgis, 2013; Bradford et al, 2009; Yesberg et al, 2023).

The PS described a general sense of negativity within teams;

“Officers are overworked and stressed. Most of them want to get off the frontline as soon as possible”.

This theme was consistent throughout each participant interview, with each participant perceiving that uniformed police officers are carrying more workload and are treated poorly compared to their counterparts in other departments.

The PC also highlighted that the assumption of responsibility for certain health and social responsibilities has resulted in an erosion in officers’ job satisfaction;

“We should be pushing back on other agencies more, especially when it comes to dealing with mental health. Even with our shortages, we are having to pick up [the] slack from every other service”.

The wider research supports this perception, with Laub's (2024) research suggesting that in the wake of cuts to other public services, police officers have supplemented other struggling institutions. Role ambiguity and conflict contribute to officers' stress levels (Frank et al., 2017; Santa Maria et al., 2018).

4.5 A More Youthful Workforce

A key issue raised by all three participants was the impact that the voluntary redundancy scheme has had on the experience level of the workforce, resulting in a loss of a significant number of experienced officers. The PI explained;

"We lost a lot of experience very quickly with voluntary redundancy. We now have a very young and inexperienced workforce".

The PS concurred;

"We now have a very young workforce with very few experienced officers working on the frontline to pass down valuable policing knowledge".

The PC also commented;

"The younger in-service officers are being tutored by officers with only 2-3 years' experience themselves, and they are already burnt out from the workload and stress".

This theme reflects the research undertaken by Elliot-Davies & Houdmont (2020), which found that the exodus of experienced officers during austerity has led to an over-reliance on a young, inexperienced workforce.

4.6 Summary of findings:

The findings emphasise three overarching themes: The significant strain that austerity has placed on officer wellbeing, the decline in job satisfaction and morale, and the challenges associated with a changing workforce.

Participants consistently reported that increased workloads, reduced staffing, and inadequate wellbeing support have negatively impacted officers' wellbeing and morale. Each participant also perceived that increased media and public scrutiny has resulted in a degradation in morale.

A compelling consequence of austerity has been the loss of experienced officers through voluntary redundancy schemes, leaving forces with a younger , which requires more supervision and is perceived as less resilient and more likely to leave the force. The changing workforce has further strained resources and contributed to a decline in morale and job satisfaction.

Chapter Five – Conclusion and Recommendations

5.1 Introduction

This research explored the perceived impact of austerity measures on police officers' wellbeing within Gwent Police. The research aimed to assess how reductions in public spending, organisational restructuring, and increased workload have influenced the perceived psychological, physical, and emotional wellbeing of police officers.

The study utilised a qualitative approach through the use of three semi-structured interviews with three police officers of escalating ranks who had served before, during, and after the introduction of austerity measures. These interviews provided first-hand insight into how austerity has reshaped policing culture, operational demands, and police officer wellbeing.

This chapter will evaluate the extent to which the research objectives were met, synthesise the main findings, draw logical conclusions and propose recommendations, whilst acknowledging limitations and suggest areas for future research, before presenting the final conclusion.

5.2 Completion and achievement of objectives

This dissertation was guided by four core objectives:

1. *To review the current available research to understand the effects austerity measures has had on emergency and public services and their subsequent impact on police officer wellbeing.*

This objective was achieved through a comprehensive review of the current literature, which identified recurring themes such as increased demand, resource limitations, increased occupational stress, and reduced officer morale. Existing research identified a clear link between austerity measures and reduced efficiency of public services and increased workload, and strain on those working within the sector.

2. *To select appropriate research methods to understand the perceived effects austerity measures has had on Police resources, workplace conditions, and the subsequent perceived impact on officer wellbeing.*

This objective was achieved by selecting a qualitative methodology by conducting semi-structured interviews with three police officers of escalating ranks (Constable, Sergeant, Inspector). This allowed for in-depth exploration of personal lived experiences through the austerity period and provided insights into both shared and rank-specific challenges and stressors.

3. *To analyse the data collected to understand the relationship between austerity measures and the perceived impact of them on police officer wellbeing and job satisfaction.*

Thematic analysis of the interview transcripts identified several recurring themes.

The core identified themes included increased workload pressures, reduced staffing, limited access to wellbeing support, increased public and media scrutiny, and increased assumption of responsibility for other public sector workload, such as increased mental health responsibility.

4. *To provide recommendations to remediate the issues above.*

Based on the evidence and data collected, recommendations have been made to address both structural and cultural issues impacting officer wellbeing. These recommendations are presented later in this chapter.

The four research objectives have been addressed, producing research that connects the empirical findings from the existing literature with the lived realities of policing in the age of austerity.

5.3 Main findings

Many of the findings of this research echo the currently available literature analysed in Chapter Two.

Austerity-driven staff reductions have intensified workloads across all ranks in policing. This has been perceived to result in higher occupational stress levels and decreased work-life balance, and reduced morale.

Officers reported elevated stress and heightened anxiety regarding public perception and frustration that they had taken on more safeguarding and mental health responsibilities from similarly impacted public services. These findings support research from Lumsden and Black (2020), who found that police officer wellbeing is particularly impacted by frustration regarding their job roles and increased stress related to frontline work and partner agency related challenges.

Participants consistently highlighted the loss of experienced officers due to austerity-induced voluntary redundancy programmes as a key issue within modern policing due to new officers requiring more supervision, and a perception that they are less resilient and more likely to miss work due to stress or leave the force altogether. This perception contradicts the current literature by Balmer et al. (2014), whose study found that contrary to popular belief, age, rank, and experience correlated with significantly lower resilience scores amongst their research participants, suggesting that younger officers may be more resilient.

Finally, officers highlighted a lack of adequate wellbeing support, with officers perceiving that their wellbeing was being managed just enough for them to carry out their duties rather than being a genuine priority. This perception that officers aren't

cared for by their organisations has left officers feeling undervalued and unappreciated.

5.4 Proposed Recommendations

In light of the current findings, the following recommendations are proposed.

1. Introduction of preventative wellbeing interventions.

Forces should introduce regular mental health check-ins with officers, with a focus on early intervention and resilience building programmes to ensure that officers are able to cope with the demanding nature of the profession.

2. Improve access to support services.

Occupational health and counselling services should be far more readily available and accessible for officers. Access to these support mechanisms should be timely and streamlined.

3. Address frontline understaffing where feasible.

Where budgets allow, more primary focus should be placed on recruitment and retention in uniformed policing. This would allow for a reduction in excessive workloads and ensure the operational sustainability of the workforce.

4. Strengthen multi-agency partnerships for health-related incidents.

Due to the increasing demand from mental health call-outs, police forces should consider formalising and expanding multi-agency response models such as street triage schemes (HMICFRS, 2019) as well as further integration of Right Care, Right Person (UK Government, 2023). This will enable the police to focus on their primary role and ensure that mental health patients receive the appropriate care and response.

5.5 Limitations

There are several limitations that should be acknowledged. The primary limitation is the size and scope of the project. Due to the scope of an undergraduate dissertation project, the parameters of the research have had to be narrowed and focused on a limited number of participants.

The second limitation is that only one participant represented each rank, which may not have captured a broad enough diversity of experience and opinion. Having one participant from each rank also limits the possibility of drawing experiences from officers of the same rank who work in different departments. This limitation also reflects the limited scope of the research.

Finally, the cross-sectional nature of the data capture method means that data was captured at a singular point in time rather than tracking the effects of austerity on officers' perceived wellbeing over time. A longitudinal design may have led to more

context and changes in opinions and perceptions over time, and can result in recall bias, which can represent a significant risk to research validity (Hassan, 2005).

5.6 Future research

Future research should focus on expanding the sample size to include a larger and more diverse pool of participants. This would also present the opportunity to include participants from multiple forces, which would enable the researcher to compare whether differences in funding and organisational structures of different forces influence officers' perception of the impact of austerity on their wellbeing.

Research in the area could also look to adopt a longitudinal approach. This would enable the researcher to track changes over time and prevent issues with recall bias.

Finally, future research should explore intersectionality, allowing the researcher to investigate how factors such as gender, length of service, ethnicity, and age intersect with participants' perceptions.

5.7 Conclusion

In conclusion, this research finds that according to officers' perception, austerity measures has had a clear and detrimental impact on their wellbeing, morale, and job satisfaction. Reduced staffing, unmanageable workloads, increased assumption of responsibility for mental health incidents, and a changing workforce have elevated stress, lowered job satisfaction, and support provisions for officers has not evolved to cope with the increased strain. Officers across all ranks cited operational pressures, supervisory strain, and strategic challenges.

The study highlights a requirement for structural and cultural change within policing, including improved staffing levels, proactive wellbeing strategies, a focus on officer retention, and stronger multi-agency partnerships to ease the increasing burden of non-traditional policing demand.

Whilst there are limitations within this study, the study has provided a valuable insight into the lived experiences of police officers who have experienced the impacts of austerity first-hand. Ensuring officers wellbeing is protected is vital not only for legal and ethical considerations but is also critical for sustaining and maintaining effective and ethical policing in the face of ongoing financial and resourcing pressures.

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Appendices:

Appendix A: Semi-Structured Interview Schedule

Research Title: The Impact of Austerity on Police Officer Wellbeing

Participant Group: Police Constable / Sergeant / Inspector

Introduction for Participant

Thank you for agreeing to take part in this interview. The purpose of this study is to explore the impact of austerity measures on police officer wellbeing. I am interested in your personal experiences and perspectives. There are no right or wrong answers. Everything you share will be kept confidential and anonymised. With your consent, I will record this interview for transcription purposes. You can withdraw at any time without consequence.

Section 1: Background

1. Can you tell me a little about your current role and responsibilities?
2. How long have you been in policing, and what drew you to the role initially?

Section 2: Workload and Resourcing

3. Since the introduction of austerity measures, what changes have you noticed in staffing levels, workload, or resourcing?
4. How, if at all, have these changes affected your ability to carry out your day-to-day role effectively?
5. Do you feel that the demands placed on you have changed over time? In what ways?

Section 3: Wellbeing and Mental Health

6. How would you describe the current state of your own wellbeing in relation to your work?
7. Have you observed any changes in the wellbeing or morale of your colleagues during this period?
8. Do you feel the nature of the calls/incidents you deal with has changed (e.g., more mental health-related demand)? How does this impact wellbeing?

Section 4: Organisational Support

9. What forms of wellbeing support are currently available within your force?
10. Do you feel these measures are adequate? Why or why not?
11. From your perspective, how well does the organisation prioritise officer wellbeing compared to operational demand?

Section 5: Experience and Team Dynamics (Theme: Lack of experienced officers)

12. Since austerity, have you noticed changes in the experience or skill level of officers within your team?
13. Do you think these changes have had any effect on officer wellbeing or operational effectiveness?

Section 6: Coping and Resilience

14. What strategies do you and your colleagues use to cope with stress or workload pressures?
15. Are there any examples where you felt particularly supported — or unsupported — by the organisation?

Section 7: Looking Forward

16. In your view, what changes or improvements would most help support police officer wellbeing going forward?

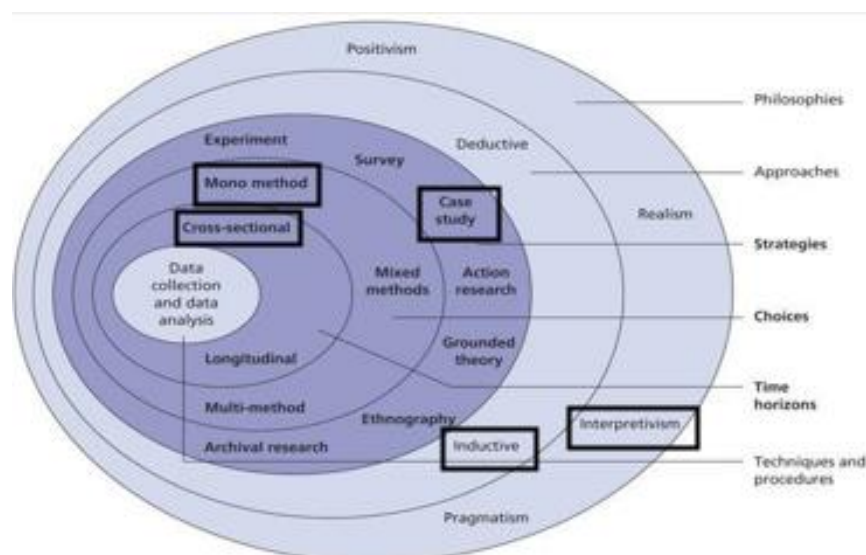
17. If you could advise senior leadership or government on how to mitigate the impact of austerity on policing, what would you say?

18. Is there anything else about your experience of austerity and wellbeing in policing that you feel is important to share?

Closing Statement for Participant

Thank you for sharing your experiences. Your insights are extremely valuable for understanding how austerity has affected police officers' wellbeing. If you have any further thoughts after the interview, please feel free to contact me.

Appendix B: Research Onion



Appendix C: Research Proposal form



UNDERGRADUATE DISSERTATION RESEARCH PROPOSAL FORM

Please complete the following research proposal and submit it to Turnitin.

Which project option are you taking? Please tick:

8,000 word project: ☒ X

NAME: Luke Phillips	STUDENT ID No.: 2336659
DRAFT RESEARCH TITLE QUESTION: Policing in the age of Austerity: An analysis into the perceived impact of public spending cuts on police officer wellbeing.	
INTRODUCTION: This research aims to identify and assess how government cuts to public spending has impacted police officers perception of their wellbeing and their sense of job satisfaction. Austerity is defined as a voluntary deflation in which the economy is adjusted through reduction in wages, prices and public spending which is designed to restore competitiveness in the market, thus in theory improving economic viability and conditions (Blyth, 2013). Austerity is a topic which provokes social, political conflict and academic discussion (Clarke, Newman, 2012). Despite there being little evidence to suggest that austerity measures have yielded the benefits of debt reduction and renewed economic growth, it is still widely supported by economists, politicians and a substantial proportion of the public (Schui, 2014). During the 2010 global financial crisis, the British Coalition Government implemented a programme of austerity which included major cuts to public expenditure and a substantial reduction to police budgets (Millie, 2013). This had a profound impact on emergency and public services with public service organisations having to find new ways to become more efficient with less resources. This research is being undertaken to analyse how austerity measures have impacted policing and other public services and subsequently how that has impacted police officers' perception of their wellbeing and job satisfaction. There is current research to suggest that austerity measures have affected all public services such as health services, criminal justice services and youth justice as well as an overall increase in depravation and crime rates however this research will examine their overall impact on the police officers from a wellbeing and job satisfaction perspective.	

This research is particularly relevant as the degradation of public services is a relevant topic of discussion in 2025. Since the election of the Labour Government in 2024, public finances and public services have been a topic of debate; with the newly formed Labour government stating that the previous conservative government had left a “£20-billion-pound black hole” in the public purse. This has inevitably led to discussion surrounding government spending cuts in order to address the deficit. With the potential for more policies that resemble austerity incoming, it is important to understand the impact these measures have already had on policing and public services and attempt to analyse the future implications.

SUMMARY OF RESEARCH OBJECTIVES:

This research will aim to achieve the following research objectives:

- Objective 1: *To review the current available research to understand the effects austerity measures has had on emergency and public services and its subsequent impact on police officer wellbeing.*
- Objective 2: To select appropriate research methods to understand the perceived effects austerity measures has had on Police resources, workplace conditions, and the subsequent perceived impact on officer wellbeing.
- Objective 3 – To analyse the data collected to understand the relationship between austerity measures and the perceived impact of them on police officer wellbeing and job satisfaction.
- Objective 4 – If required, to provide recommendations regarding the relationship between austerity measures and their perceived impact on police officer wellbeing.

LITERATURE REVIEW:

This chapter of the dissertation will provide an analysis of the key literature surrounding the topic of this research. There is a wealth of existing literature on the socioeconomic impact of austerity and the subsequent impact that is felt by public services and the public themselves as a result.

Austerity is defined as a voluntary deflation in which the economy is adjusted through reduction in wages, prices and public spending which is designed to restore competitiveness in the market, thus in theory improving economic viability and conditions (Blyth, 2013).

On October 20th 2010, The UK Government released the Comprehensive Spending Review (CSR). This document outlined the government’s plans to cut central government funding for public services, including funding grants for the 43 police forces in England and Wales, which resulted in 20% real terms cut to police budgets (HM Treasury, 2010).

The UK coalition government implemented the series of austerity measures in a bid to shrink the budget deficit which had exponentially risen due to financial sector bailouts after the global financial crisis (Stuckler et al., 2017). The main methods used to reduce the deficit were to increase taxes and cut public spending.

Austerity has long been a polarising topic of discussion with supporters arguing that austerity is necessary to maintain and improve the economy whilst critics believe that that austerity measures causes untold harm to deprived communities and that it fails to achieve its economic objectives (Woodman, 2023). Although the economic benefit of Austerity and its impact is argued amongst academics (Clarke, Newman, 2012) It is widely accepted that Austerity measures have a more profound impact on individuals and communities from the most economically deprived areas (Mettheys et al., 2018), with communities not only facing the financial strain of the measures but also dealing with the consequences on their physical and emotional health (Cooper and Whyte, 2017).

Public spending has undeniably had an impact on how the police have operated since the measures were implemented and has led to compromises in how the police have been able to fulfil their core role of protecting the public. Millie (2013) conducted comprehensive research into the topic of policing post austerity identified that the effects of austerity on the police have been significant. Millie, (2013) argued that a new policing landscape of fewer resources and more accountability has led to uncertainty for police officers. Laub (2024) recent paper on the effects of austerity on policing identified that the police in England and Wales have seemingly assumed responsibility for important social and welfare roles. Laub argues that despite the police also suffering significant budget cuts, they have continued to take on more responsibility and subsequent workload, supplementing struggling state institutions due to the police being an institution of last resort. This research is backed up by Cummings, (2023) who found that due to Austerity measures and public services retrenchment, Police are becoming the first responders to mental health calls.

Funding cuts to police have also had a detrimental impact on the public's confidence in policing which is a fundamental pillar of policing in the UK. (Facchetti, 2021) argues that the austerity cuts to police budgets which resulted in the closure of a staggering 70% of police stations in England and Wales led to a significant and persistent increase in violent crime due to less police visibility and lower deterrence. This research is also supported by research by (Sindall, Sturgis, 2013) who found that public visibility has a positive impact on the public's confidence in policing. As the police have experienced cuts to their budgets, they have had to achieve more with less. This can lead to a further erosion of public confidence due to the extra demands and expectation becoming more difficult to meet.

Austerity measures have also had a significant impact on officer and staff wellbeing. The 20% real terms cut to police budgets led to a reduction in the workforce and an elevated workload for those who remained especially in the area of sex offender management and public protection (Mann, et al, 2018). It is also argued by (Lumsden, Black, 2020) that the police's shift towards attending more social welfare incidents in the wake of diminished social and welfare services has resulted in officer disillusion and decreased job satisfaction.

SUMMARY OF RESEARCH – METHOD:

I am going to use interviews with officers of escalating ranks who have worked in policing since the implementation of austerity to gain in-depth data from participants who can provide insights specific to their rank thus demonstrating how austerity has affected officers through each rank of the organisation.

SUMMARY OF SAMPLING FRAMEWORK:

My target sample will be three police officers who have worked within policing since the implementation of austerity measures until the current day. I will be choosing this sample as those officers with longer service will be able to detail the changes they have witnessed and the effects that austerity has had on policing over a prolonged period of time. The interviewees will be officers of escalating ranks which will provide me with a range of perspectives. I will approach the initial participants via email to ask for their participation. If, however, they decline to participate I will ask them to suggest an alternative participant based on the criteria I have chosen.

ETHICAL ISSUES:

Participating police officers may fear repercussions and or backlash from their supervisors if they express negative views or comments which may reflect badly on the force. This can be negated by anonymising the participants by excluding names and collar numbers from the research. Appropriate storage of participant details will also be crucial to ensure anonymity.

Participating officers must be made fully aware of how the research will be used and its purpose prior to confirming and engaging in the research. They must also be fully aware that their participation is voluntary and that they are able to withdraw their consent at any time. To ensure that the participants are fully aware of the process a detailed consent sheet will be drafted, fully explaining the relevant points prior to their participation.

Due to being a police officer myself, I may have pre-existing beliefs and views regarding austerity and police officer wellbeing which may have the potential to impact the research integrity. This issue can be mitigated by ensuring that all questions are neutral with no leading language or questions designed to steer the participant in a particular direction.

TIME SCALE:

Research proposal & Ethics form – 24/02/2025
 Literature review – 05/05/2025
 Research Methodology & Planning – 16/06/2025
 Analysis of results submission – 04/08/2025
 Findings & conclusion submission – 08/09/2025
 Final project submission – 06/10/2025

REFERENCE LIST:

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Stuckler, D., Reeves, A., Loopstra, R., Karanikolos, M. and McKee, M., 2017. Austerity and health: the impact in the UK and Europe. *The European Journal of Public Health*, 27(suppl_4), pp.18-21.

Woodman-McHugh J. Austerity Britain: A Case Study of State Crimes against the Working Poor. In: Prideaux S, Sheikh M, Fomby A, eds. *Crime, Criminality and Injustice: An Interdisciplinary Collection of Revelations*. Anthem Press; 2023:63-80.

Appendix D: Ethics form

APPLICATION FOR ETHICAL APPROVAL

RESEARCH STUDENTS

This form is to be completed by the student within **SIX** months for full-time students and **TWELVE** months for part time students, after the commencement of the research degree or following progression to Part Two of your course.

Once complete, submit this form via the ***MyTSD Doctoral College Portal*** at (<https://mytsd.uwtsd.ac.uk>).

This document is also available in Welsh.

RESEARCH STAFF ONLY

All communications relating to this application during its processing must be in writing and emailed to pgresearch@uwtsd.ac.uk, with the title 'Ethical Approval' followed by your name.

STUDENTS ON UNDERGRADUATE OR TAUGHT MASTERS PROGRAMMES should submit this form (and receive the outcome) via systems explained to you by the supervisor/module leader.

In order for research to result in benefit and minimise risk of harm, it must be conducted ethically. A researcher may not be covered by the University's insurance if ethical approval has not been obtained prior to commencement.

The University follows the OECD Frascati manual definition of **research activity**: "creative work undertaken on a systematic basis in order to increase the stock of knowledge, including knowledge of man, culture and society, and the use of this stock of knowledge to devise new applications". As such this covers activities undertaken by members of staff, postgraduate research students, and both taught postgraduate and undergraduate students working on dissertations/projects.

The individual undertaking the research activity is known as the "principal researcher".

Ethical approval is not required for routine audits, performance reviews, quality assurance studies, testing within normal educational requirements, and literary or artistic criticism.

Please read the notes for guidance before completing ALL sections of the form.

This form must be completed and approved prior to undertaking any research activity.
Please see Checklist for details of process for different categories of application.

SECTION A: About You (Principal Researcher)

1	Full Name:	Luke David Phillips			
2	Tick all boxes that apply:	Member of staff:	☐	Honorary research fellow:	☐
	Undergraduate Student	☒	Taught Postgraduate Student	☐	Postgraduate Research Student

3	Institute/Academic Discipline/Centre:	IMH
4	Campus:	Swansea
5	E-mail address:	2236659@student.wales.ac.uk
6	Contact Telephone Number:	N/A
For students:		
7	Student Number:	2236659
8	Programme of Study:	BSc (Hons) Professional Policing Practice
9	Director of Studies/Supervisor:	Jane Davies

SECTION B: Approval for Research Activity

1	Has the research activity received approval in principle? (please check the Guidance Notes as to the appropriate approval process for different levels of research by different categories of individual)	YES	☒	NO	☐
					Date
2	If Yes, please indicate source of approval (and date where known): Approval in principle must be	Research Degrees Committee	☐		
		Institute Research Committee	☐		

<i>obtained from the relevant source prior to seeking ethical approval</i>	Other (write in)	☒	Jane Davies, 07/01/2025
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SECTION C: Internal and External Ethical Guidance Materials

	Please list the core ethical guidance documents that have been referred to during the completion of this form (including any discipline-specific codes of research ethics, location-specific codes of research ethics, and also any specific ethical guidance relating to the proposed methodology). Please tick to confirm that your research proposal adheres to these codes and guidelines. You may add rows to this table if needed.	
1	<u>UWTSD Research Ethics & Integrity Code of Practice</u>	☒
2	UWTSD Research Data Management Policy	☒
3	<i>[List any other relevant documents here]</i>	☐

SECTION D: External Collaborative Research Activity

If there are external collaborators then you should gain consent from the contact persons to share their personal data with the university. If there are no external collaborators then leave this section blank and continue to section E.

1	Institution	
2	Contact person name	
3	Contact person e-mail address	
4	Is your research externally funded?	YES ☐ NO ☐
5	Are you in receipt of a KESS scholarship?	YES ☐ NO ☐
6	Are you specifically employed to undertake this research in either a paid or voluntary capacity?	Voluntary YES ☐ NO ☐
7		Employed YES ☐ NO ☐
8	Is the research being undertaken within an existing UWTSD Athrofa Professional Learning Partnership (APLP)?	If YES then the permission question below does not need to be answered. YES ☐ NO ☐
9	Has permission to undertake the research has been provided by the partner organisation?	(If YES attach copy) If NO the application cannot continue YES ☐ NO ☐

Where research activity is carried out in collaboration with an external organisation

10	Does this organisation have its own ethics approval system?	YES	☐	NO	☐
	If Yes, please attach a copy of any final approval (or interim approval) from the organisation (this may be a copy of an email if appropriate).				

SECTION E: Details of Research Activity

1	Indicative title:	Policing in the age of Austerity: The impact of public spending cuts on Law enforcement and public safety		
2	Proposed start date:	24/02/2025	Proposed end date:	24/11/2025
	This research aims to identify and assess how government cuts to public spending has impacted police officers' wellbeing and their sense of job satisfaction. Austerity is defined as a voluntary deflation in which the economy is adjusted through reduction in wages, prices and public spending which is designed to restore competitiveness in the market, thus in theory improving economic viability and conditions (Blyth, 2013). Austerity is a topic which provokes social, political conflict and academic discussion (Clarke, Newman, 2012). Despite there being little evidence to suggest that austerity measures have yielded the benefits of debt reduction and renewed economic growth, it is still widely supported by economists, politicians and a substantial proportion of the public (Schui, 2014). During the 2010 global financial crisis, the British Coalition Government implemented a programme of austerity which included major cuts to public expenditure and a substantial reduction to police budgets (Millie, 2013). This had a profound impact on emergency and public services with public service organisations having to find new ways to become more efficient with less resources. This research is being undertaken to analyse how austerity measures have impacted policing and other public services and subsequently how that has impacted police officers' wellbeing and job satisfaction. There is current research to suggest that austerity measures have affected all public services such as health services, criminal justice services and youth justice as well as an overall increase in deprivation and crime rates however this research will examine their overall impact on the police officers from a wellbeing and job satisfaction perspective. This research is particularly relevant as the degradation of public services is a relevant topic of discussion in 2025. Since the election of the Labour Government in 2024, public finances and public services have been a topic of debate; with the newly formed Labour government stating that the previous conservative government had left a "£20-billion-pound black hole" in the public purse. This has inevitably led to			

	discussion surrounding government spending cuts in order to address the deficit. With the potential for more policies that resemble austerity incoming, it is important to understand the impact these measures have already had on policing and public services and attempt to analyse the future implications.
3	Purpose of Research Activity This research is being undertaken to analyse how austerity measures have impacted policing and other public services and subsequently how that has impacted police officers wellbeing and job satisfaction. There is current research to suggest that austerity measures have affected all public services such as health services, criminal justice services and youth justice as well as an overall increase in deprivation and crime rates however this research will examine their overall impact on the police officers from a wellbeing and job satisfaction perspective. This research is particularly relevant as the degradation of public services is a relevant topic of discussion in 2025. Since the election of the Labour Government in 2024, public finances and public services have been a topic of debate; with the newly formed Labour government stating that the previous conservative government had left a “£20-billion-pound black hole” in the public purse. This has inevitably led to discussion surrounding government spending cuts in order to address the deficit. With the potential for more policies that resemble austerity incoming, it is important to understand the impact these measures have already had on policing and public services and attempt to analyse the future implications. (this box should expand as you type)
4	Research Question Policing in the age of Austerity: An analysis into the impact of public spending cuts on officer wellbeing and job satisfaction. (this box should expand as you type)
5	Aims of Research Activity

	The aim of this research project is to identify and acknowledge the impact that Austerity has had on policing between 2010 and today. The research project will look to identify recommendations on how the police can operate more effectively and efficiently during times of austerity as well as to potentially identify recommendations on how police can continue to keep the public safe whilst operating under financial strain. (this box should expand as you type)
6	Objectives of Research Activity This research will aim to achieve the following research objectives: - Objective 1: To select appropriate research methods to understand the effects austerity measures has had on Police resources and workplace conditions - Objective 2: To review police officers mental and physical wellbeing in the post-austerity era and what measures are currently in place to promote wellbeing within policing. - Objective 3 – To analyse police officers morale and job satisfaction and how they have been impacted by austerity (this box should expand as you type)
	Proposed methods (maximum 600 words) Provide a brief summary of all the methods that may be used in the research activity, making it clear what specific techniques may be used. If methods other than those listed in this section are deemed appropriate later, additional ethical approval for those methods will be needed. You do not need to justify the methods here, but should instead describe how you intend to collect the data necessary for you to complete your project.
7	I am going to use interviews with officers of escalating ranks who have worked in policing since the implementation of austerity to gain in-depth data from participants who can provide insights specific to their rank thus demonstrating how austerity has affected officers through each rank of the organisation.

	I am also considering conducting an anonymous survey with police officers to identify how their mental wellbeing and job satisfaction has been impacted by public spending cuts and reductions in police resources. (this box should expand as you type)
	Location of research activity Identify all locations where research activity will take place.
8	Blackwood Police Station, Blackwood Road, Pontllanfraith, Blackwood, NP12 2XA (this box should expand as you type)
	Research activity outside of the UK If research activity will take place overseas, you are responsible for ensuring that local ethical considerations are complied with and that the relevant permissions are sought. Specify any local guidelines (e.g. from local professional associations/learned societies/universities) that exist and whether these involve any ethical stipulations beyond those usual in the UK (provide details of any licenses or permissions required). Also specify whether there are any specific ethical issues raised by the local context in which the research activity is taking place, for example, particular cultural and/or legal sensitivities or vulnerabilities of participants. If you live in the country where you will do the research then please state this.
9	N/A (this box should expand as you type)

10	Use of documentation not in the public domain: Are any documents <u>NOT</u> publicly available?	NO	☐
		YES	☐
11	If Yes, please provide details here of how you will gain access to specific documentation that is not in the public domain and that this is in accordance with the current data protection law of the country in question and that of England and Wales. (this box should expand as you type)		

	Does your research relate to one or more of the seven aims of the Well-being of Future Generations (Wales) Act 2015?	YES	NO
12	A prosperous Wales	☐	☒
13	A resilient Wales	☐	☒
14	A healthier Wales	☐	☒
15	A more equal Wales	☐	☒
16	A Wales of cohesive communities	☐	☒
17	A Wales of vibrant culture and thriving Welsh language	☐	☒
18	A globally responsible Wales	☐	☒
19	If YES to any of the above, please give details:		
	(this box should expand as you type)		

SECTION F: Scope of Research Activity

	Will the research activity include:	YES	NO
1	Use of a questionnaire or similar research instrument?	☒	☐
2	Use of interviews?	☒	☐
3	Use of focus groups?	☐	☒
4	Use of participant diaries?	☐	☒
5	Use of video or audio recording?	☒	☐
6	Use of computer-generated log files?	☐	☒
7	Participant observation with their knowledge?	☐	☒
8	Participant observation without their knowledge?	☐	☒
9	Access to personal or confidential information without the participants' specific consent?	☐	☒
10	Administration of any questions, test stimuli, presentation that may be experienced as physically, mentally or emotionally harmful / offensive?	☐	☒
11	Performance of any acts which may cause embarrassment or affect self-esteem?	☐	☒
12	Investigation of participants involved in illegal activities?	☐	☒
13	Use of procedures that involve deception?	☐	☒
14	Administration of any substance, agent or placebo?	☐	☒
15	Working with live vertebrate animals?	☐	☒
16	Procedures that may have a negative impact on the environment?	☐	☒

17	Other primary data collection methods. Please indicate the type of data collection method(s) below.		
	Details of any other primary data collection method: (this box should expand as you type)	☐	☒

If NO to every question, then the research activity is (ethically) low risk and **may** be exempt from **some** of the following sections (please refer to Guidance Notes).

If YES to any question, then no research activity should be undertaken until full ethical approval has been obtained.

SECTION G: Intended Participants

If there are no participants then do not complete this section, but go directly to section H.

	Who are the intended participants:	YES	NO
1	Students or staff at the University?	☐	☒
2	Adults (over the age of 18 and competent to give consent)?	☒	☐
3	Vulnerable adults?	☐	☒
4	Children and Young People under the age of 18? (Consent from Parent, Carer or Guardian will be required)	☐	☒
5	Prisoners?	☐	☒
6	Young offenders?	☐	☒
7	Those who could be considered to have a particularly dependent relationship with the investigator or a gatekeeper?	☐	☒
8	People engaged in illegal activities?	☐	☒
9	Others. Please indicate the participants below, and specifically any group who may be unable to give consent.		
	Details of any other participant groups: (this box should expand as you type)	☐	☒

	Participant numbers and source Provide an estimate of the expected number of participants. How will you identify participants and how will they be recruited?
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10	How many participants are expected?	4 (this box should expand as you type)
11	Who will the participants be?	Fellow Police officers (this box should expand as you type)
12	How will you identify the participants?	Internal (this box should expand as you type)

	Information for participants:	YES	NO	N/A
13	Will you describe the main research procedures to participants in advance, so that they are informed about what to expect?	☒	☐	☐
14	Will you tell participants that their participation is voluntary?	☒	☐	☐
15	Will you obtain written consent for participation?	☒	☐	☐
16	Will you explain to participants that refusal to participate in the research will not affect their treatment or education (if relevant)?	☐	☐	☒
17	If the research is observational, will you ask participants for their consent to being observed?	☐	☐	☒
18	Will you tell participants that they may withdraw from the research at any time and for any reason?	☒	☐	☐
19	With questionnaires, will you give participants the option of omitting questions they do not want to answer?	☒	☐	☐
20	Will you tell participants that their data will be treated with full confidentiality and that, if published, it will not be identifiable as theirs?	☒	☐	☐
21	Will you debrief participants at the end of their participation, in a way appropriate to the type of research undertaken?	☒	☐	☐
22	If NO to any of above questions, please give an explanation			
	(this box should expand as you type)			

	Information for participants:	YES	NO	N/A
24	Will participants be paid?	☐	☒	☐
25	Is specialist electrical or other equipment to be used with participants?	☐	☒	☐
26	Are there any financial or other interests to the investigator or University arising from this study?	☐	☒	☐
27	Will the research activity involve deliberately misleading participants in any way, or the partial or full concealment of the specific study aims?	☐	☒	☐
28	If YES to any question, please provide full details			

	<i>(this box should expand as you type)</i>
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	Outline any anticipated risks that may adversely affect any of the participants, the researchers and/or the University, and the steps that will be taken to address them. If you have completed a full risk assessment (for example as required by a laboratory, or external research collaborator) you may append that to this form.		
1	Full risk assessment completed and appended?	Yes	☐
		No	☒
2	Risks to participants For example: sector-specific health & safety, emotional distress, financial disclosure, physical harm, transfer of personal data, sensitive organisational information		
	Risk to participants: (this box should expand as you type)	How you will mitigate the risk to participants: (this box should expand as you type)	
3	If research activity may include sensitive, embarrassing or upsetting topics (e.g. sexual activity, drug use) or issues likely to disclose information requiring further action (e.g. criminal activity), give details of the procedures to deal with these issues, including any support/advice (e.g. helpline numbers) to be offered to participants. Note that where applicable, consent procedures should make it clear that if something potentially or actually illegal is discovered in the course of a project, it may need to be disclosed to the proper authorities		
	(this box should expand as you type)		
4	Risks to the investigator For example: personal health & safety, physical harm, emotional distress, risk of accusation of harm/impropriety, conflict of interest		
	Risk to the investigator:	How you will mitigate the risk to the investigator:	

	<i>(this box should expand as you type)</i>	<i>(this box should expand as you type)</i>
5	University/institutional risks For example: adverse publicity, financial loss, data protection	
	Risk to the University: <i>(this box should expand as you type)</i>	How you will mitigate the risk to the University: <i>(this box should expand as you type)</i>
6	Environmental risks For example: accidental spillage of pollutants, damage to local ecosystems	
	Risk to the environment: <i>(this box should expand as you type)</i>	How you will mitigate the risk to environment: <i>(this box should expand as you type)</i>

SECTION H: Anticipated Risks

	Disclosure and Barring Service			
	If the research activity involves children or vulnerable adults, a Disclosure and Barring Service (DBS) certificate must be obtained before any contact with such participants.	YES	NO	N/A
7	Does your research require you to hold a current DBS Certificate?	☐	☐	☒
8	If YES, please give the certificate number. If the certificate number is not available please write "Pending"; in this case any ethical approval will be subject to providing the appropriate certificate number.			

SECTION I: Feedback, Consent and Confidentiality

1	Feedback What de-briefing and feedback will be provided to participants, how will this be done and when?

	If a participant would like to view the final marked dissertation will provide them a copy. I will also be respondent to any questions any of the participants may have during and after the research process. <i>(this box should expand as you type)</i>
2	Informed consent Describe the arrangements to inform potential participants, before providing consent, of what is involved in participating. Describe the arrangements for participants to provide full consent before data collection begins. If gaining consent in this way is inappropriate, explain how consent will be obtained and recorded in accordance with prevailing data protection legislation.
	There will be a full disclosure at the beginning of any questionnaire or interview regarding the research subject and what information is being collected and its purpose. <i>(this box should expand as you type)</i>
3	Confidentiality / Anonymity Set out how anonymity of participants and confidentiality will be ensured in any outputs. If anonymity is not being offered, explain why this is the case.
	Participating police officers may fear repercussions and or backlash from their supervisors if they express negative views or comments which may reflect badly on the force. This can be negated by anonymising the participants by excluding names and collar numbers from the research. Appropriate storage of participant details will also be crucial to ensure anonymity. <i>(this box should expand as you type)</i>

SECTION J: Data Protection and Storage

	Does the research activity involve personal data (as defined by the General Data Protection Regulation 2016 "GDPR" and the Data Protection Act 2018 "DPA")?	YES	NO
1	"Personal data" means any information relating to an identified or identifiable natural person ('data subject'). An identifiable natural person is one who can be identified, directly or indirectly, in particular by reference to an identifier such as a name, an identification number, location data, an online identifier or to one or more factors specific to the physical, physiological, genetic, mental, economic, cultural or social identity of that natural person. Any video or audio recordings of participants is considered to be personal data.	☐	x
	If YES, provide a description of the data and explain why this data needs to be collected:		

2	<i>(this box should expand as you type)</i>		
	Does it involve special category data (as defined by the GDPR)?	YES	NO
3	“Special category data” means sensitive personal data consisting of information as to the data subjects’ – (a) racial or ethnic origin, (b) political opinions, (c) religious beliefs or other beliefs of a similar nature, (d) membership of a trade union (within the meaning of the Trade Union and Labour Relations (Consolidation) Act 1992), (e) physical or mental health or condition, (f) sexual life, (g) genetics, (h) biometric data (as used for ID purposes),	☐	x
	If YES, provide a description of the special category data and explain why this data needs to be collected:		
4	<i>(this box should expand as you type)</i>		

Data Protection			
	Will the research activity involve any of the following activities:	YES	NO
13	Electronic transfer of data in any form?	☐	☒
14	Sharing of data with others at the University outside of the immediate research team?	☐	☒
15	Sharing of data with other organisations?	☐	☒
16	Export of data outside the UK or importing of data from outside the UK?	☐	☒
17	Use of personal addresses, postcodes, faxes, emails or telephone numbers?	☐	☒
18	Publication of data that might allow identification of individuals?	☐	☒
19	Use of data management system?	☐	☒
20	Data archiving?	☐	☒
21	If YES to any question, please provide full details, explaining how this will be conducted in accordance with the GDPR and Data Protection Act (2018) (and any international equivalents, where appropriate):		
	<i>(this box should expand as you type)</i>		
22	List all who will have access to the data generated by the research activity:		
	<i>(this box should expand as you type)</i>		
23	List who will have control of, and act as custodian(s) for, data generated by the research activity:		
	<i>(this box should expand as you type)</i>		
24	Give details of data storage arrangements, including security measures in place to protect the data, where data will be stored, how long for, and in what form. Will data be archived – if so how and if not why not.		
	<i>(this box should expand as you type)</i>		
25	Please indicate if your data will be stored in the UWTSD Research Data Repository (see https://researchdata.uwtsd.ac.uk/). If so please explain. <i>(Most relevant to academic staff)</i>		
	<i>(this box should expand as you type)</i>		
26	Confirm that you have read the UWTSD guidance on data management (see https://www.uwtsd.ac.uk/library/research-data-management/)	YES	☐
27	Confirm that you are aware that you need to keep all data until after your research has completed or the end of your funding	YES	☐

	Will data from the research activity (collected data, drafts of the thesis, or materials for publication) be stored in any of the following ways?	YES	NO
5	Manual files (i.e. in paper form)?	☐	☒

6	University computers?	☐	☒
7	Private company computers?	☐	☒
8	Home or other personal computers?	☐	☒
9	Laptop computers/ CDs/ Portable disk-drives/ memory sticks?	☒	☐
10	"Cloud" storage or websites?	☒	☐
11	Other – specify:	☐	☒
12	For all stored data, explain the measures in place to ensure the security of the data collected, data confidentiality, including details of backup procedures, password protection, encryption, anonymisation and pseudonymisation:		
	<i>(this box should expand as you type)</i>		

SECTION K: Declaration

The information which I have provided is correct and complete to the best of my knowledge. I have attempted to identify any risks and issues related to the research activity and acknowledge my obligations and the rights of the participants. In submitting this application I hereby confirm that I undertake to ensure that the above named research activity will meet the University's Research Ethics and Integrity Code of Practice which is published on the website: https://www.uwtsd.ac.uk/research/research-ethics/			
1	Signature of applicant:	L.Phillips	Date: 24/02/2025

For STUDENT Submissions:

2	Director of Studies/Supervisor:		Date:
3	Signature:		

For STAFF Submissions:

4	Academic Director/ Assistant Dean:		Date:
5	Signature:		

Checklist: Please complete the checklist below to ensure that you have completed the form according to the guidelines and attached any required documentation:

☒	I have read the guidance notes supplied before completing the form.
☒	I have completed ALL RELEVANT sections of the form in full.
☒	I confirm that the research activity has received approval in principle
☒	I have attached a copy of final/interim approval from external organisation (where appropriate)
☒	I have attached a full risk assessment (where appropriate) ONLY TICK IF YOU HAVE ATTACHED A FULL RISK ASSESSMENT
☒	I understand that it is my responsibility to ensure that the above named research activity will meet the University's Research Ethics and Integrity Code of Practice.
☒	I understand that before commencing data collection all documents aimed at respondents (including information sheets, consent forms, questionnaires, interview schedules etc.) must be confirmed by the DoS/Supervisor, module tutor or Academic Director.

RESEARCH STUDENTS ONLY

Once complete, submit this form via the **MyTSD Doctoral College Portal** at (<https://mytsd.uwtsd.ac.uk>).

RESEARCH STAFF ONLY

All communications relating to this application during its processing must be in writing and emailed to pgresearch@uwtsd.ac.uk , with the title 'Ethical Approval' followed by your name.

STUDENTS ON UNDERGRADUATE OR TAUGHT MASTERS PROGRAMMES should submit this form (and receive the outcome) via systems explained to you by the supervisor/module leader.