



MODULE NAME - PREPARING FOR RESEARCH WITHIN POLICING

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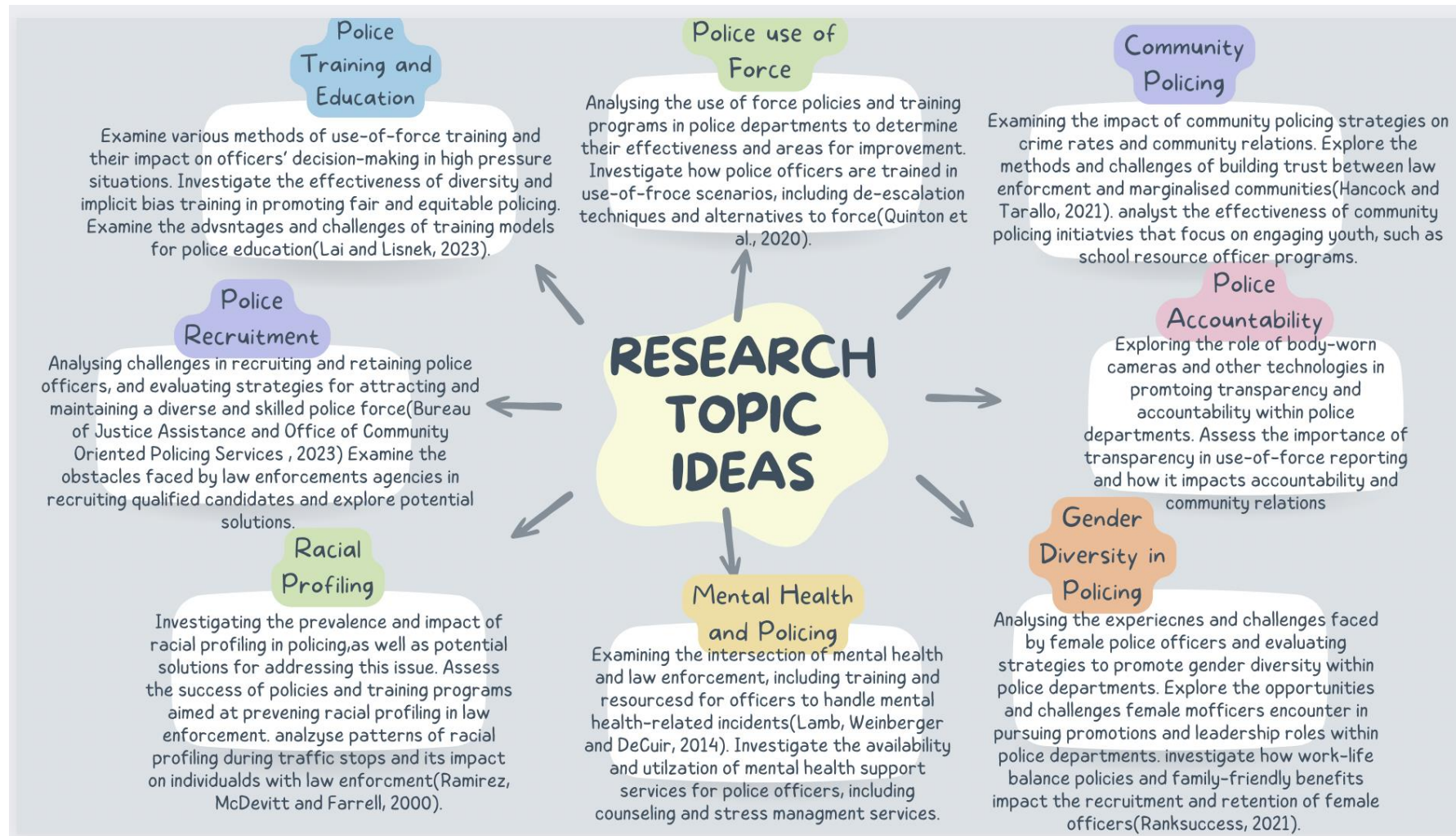
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TASK 1 — Mind Map (392 words)



TASK 2 – Research Proposal Form (899 words)

Name: Sophie Jones

Student Number: 2204235

Draft Research Title Question: **What Strategies are most effective in recruiting a diverse police force?**

Researching Police recruitment can provide valuable insights into the challenges and opportunities faced by law enforcement agencies. Here are several reasons why studying police recruitment is important and can make a significant contribution to the field. Understanding recruitment practices helps assess whether law enforcement agencies are effectively recruiting a diverse workforce that reflects the communities they serve (Rineer et al., 2023). Diverse police forces can improve community relations and provide different perspectives that enhance problem-solving and decision-making. This area of research can have a profound impact on law enforcement practices and community-police relations (College of Policing, 2013). In conclusion, studying police recruitment as a dissertation topic is not only worthy but also timely and impactful. Research in this area can offer valuable insights that contribute practices in law enforcement. These practices in turn, can have a positive impact on officer performance, community relations, and public trust in policing. Revolving around police recruitment, in line with considering the various aspects of recruitment practices, their impact on law enforcement agencies, and the communities they serve. Below are the objectives identified for researching this topic.

Examine Recruitment Strategies

- Investigate current recruitment practices used by the police departments and assess their effectiveness in attracting high-quality candidates (Bureau of Justice Assistance and Office of Community Oriented Policing Services, 2023b).
- Explore innovative approaches to recruitment that could enhance the appeal of law enforcement careers (Levin, 2023).

Evaluate Diversity and Inclusion

- Analyse the extent to which recruitment practices promote diversity and inclusion within police forces (College of Policing, 2022).
- Assess the impact of diversity on community relations, officer performance, and overall department culture (Turi et al., 2022).

Assess Recruitment Outcomes

- Evaluate the relationship between recruitment practices and subsequent officer performance, retention rates, and job satisfaction (Madiono and Kurniawan, 2016).
- Identify Factors that contribute to successful; recruitment outcomes and long-term retention of officers (Figgett, 2017).

Investigate Challenges and barriers

- Explore Challenges and Barriers faced by police department in recruiting candidates from different backgrounds and with diverse skill sets.
- Examine potential legal, ethical and societal obstacles in recruitment processes (Rocket, 2024).

By focusing on these key objectives, research on police recruitment can contribute valuable insights to law enforcement agencies and support the development of more effective, fair and inclusive recruitment practices.

When conducting research on police recruitment, there are several key literature sources that you can utilize. These sources can provide you with a strong theoretical and empirical foundation for your research. Within an academic journal you would look for articles in reputable criminology, criminal justice and public administration journals such as Policing: A journal of policy and Practice, Criminal Justice and behaviour, and Journal of Criminal Justice (LEIDER, 2021). These journals often publish research studies and reviews related to police recruitment. You can also research in evident detail Government and Law Enforcement Reports. Government agencies such as the Bureau of Justice Statistics (BJS), The Department of Justice (DOJ), and state-level law enforcement agencies often publish reports and data on police recruitment. Another good piece of key literature to be used could be Ethics and Law Publications, Articles and books on police ethics and the legal framework of law enforcement can provide context for

the ethical considerations and training (Westmarland and Conway, 2020). By drawing on these sources, you can gather a comprehensive view of the key issues and trends in police credibility and relevance of each source to ensure a robust and well-rounded research foundation. In research on police recruitment, both qualitative and quantitative methods offer valuable insights and can be considered depending on research questions and objectives (Scholarworks and Lentz, 2022). Conducting in depth interviews with police officers, recruits and law enforcement administrators can provide nuanced perspectives on the recruitment process, challenges faced and perceptions of the role. There are certain focus groups for this type of research, focus groups can consist of recruits, experienced officers and community members can help identify key issues and themes related to police recruitment, training and community engagement (He, 2009). Case studies are a valuable qualitative research method that provides in-depth analysis and insight into specific instances or examples of police recruitment. They can offer a detailed examination of recruitment practices, challenges, and outcomes within a particular context. Choosing specific police departments or recruitment programs that are of interest for research (Zainal, 2007). These could include departments known for innovative recruitment strategies, diverse workforces or challenges in recruiting and retaining officers. Collecting data from multiple sources within the chosen case, such as interviews with key stakeholders (recruits, officers, administrators), observations of recruitment and training processes, and analysis of relevant documents. Analysis would be examining the collected data to identify patterns, themes and key finding related to recruitment practices and outcomes (Elo et al., 2014).

Research on police recruitment will involve a well-considered sampling framework and a diverse range of participants to gather comprehensive insights. Individuals currently in the recruitment process or recently recruited, offering firsthand sights into the process and their experiences (Alogba, 2020). Doing questionnaires to officers with several years of service can provide perspectives on changes in recruitment practices and the impact on the workforce. By utilizing this sampling framework and including these participants, you will gather comprehensive data on police recruitment from multiple perspectives, which will help inform your research findings and recommendations (College of Policing, 2021)

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TASK 3— Ethics Form (1,523 words)

SECTION A: About You (Principal Researcher)

1	Full Name:	Sophie Lauren Jones			
2	Tick all boxes that apply:	Member of staff:	☐	Honorary research fellow:	☐

	Undergraduate Student	☒	Taught Student	Postgraduate	☐	Postgraduate Student	Research	☐
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3	Institute/Academic Discipline/Centre:	UWTSD
4	Campus:	Trinity St David
5	E-mail address:	2204235@student.uwtsd.ac.uk SophieIjones.slj@gmail.com
6	Contact Telephone Number:	07415778251
For students:		
7	Student Number:	2204235
8	Programme of Study:	Professional Policing
9	Director of Studies/Supervisor:	Mike Durke

SECTION B: Approval for Research Activity

1	Has the research activity received approval in principle?	YES	☒	NO	☐
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	(please check the Guidance Notes as to the appropriate approval process for different levels of research by different categories of individual)				
				Date	
2	If Yes, please indicate source of approval (and date where known): Approval in principle must be obtained from the relevant source prior to seeking ethical approval	Research Degrees Committee	☐		
		Institute Research Committee	☐		
		Other (write in)	☒	01/05/2024	

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	UWTSD Research Ethics & Integrity Code of Practice	☒
2	UWTSD Research Data Management Policy	☒
3	<i>[List any other relevant documents here]</i>	☐

SECTION E: Details of Research Activity

1	Indicative title:	What Strategies are most effective in recruiting a diverse police force?
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2	Proposed start date:	September 26 th 2024	Proposed end date:	May 2025
	Introduction to the Research (maximum 300 words per section) Ensure that you write for a <u>Non-Specialist Audience</u> when outlining your response to the points below: • <i>Purpose of Research Activity</i> • <i>Proposed Research Question</i> • <i>Aims of Research Activity</i> • <i>Objectives of Research Activity</i> Demonstrate, briefly, how <u>Existing Research</u> has informed the proposed activity and explain • <i>What the research activity will add to the body of knowledge</i> • <i>How it addresses an area of importance.</i>			
3	Purpose of Research Activity In the realm of police recruitment, conducting research through a questionnaire is a critical component of selecting candidates who are best suited to meet the demands of the job. A well-designed questionnaire serves as a valuable tool for gathering comprehensive data on candidates' physical fitness, health, and other relevant attributes. The information collected from the questionnaire can be systematically analyzed to guide objective decision-making and improve the recruitment process (Jenn, 2006). The purpose of creating a questionnaire for research activity in police recruitment includes assessing candidates' suitability for the role, evaluating their health and fitness levels, and identifying potential risks. Additionally, the insights gained from questionnaire data can inform recruitment strategies, enhance training and development programs, and contribute to ongoing research and innovation in the field (College of Policing, 2021a). By leveraging a structured questionnaire and rigorous data analysis, police recruitment agencies can ensure a fair and effective selection process that aligns with professional standards and legal requirements. This, in turn, supports the goal of identifying and hiring candidates who possess the physical and mental capabilities needed to excel in law enforcement and contribute positively to the community they serve (College of Policing, n.d.). Creating a questionnaire for research activity serves several important purposes, especially in the context of police recruitment or other similar selection processes. A well-designed questionnaire helps gather valuable data from candidates, offering insights			

	into their fitness, health, abilities and other factors critical to their suitability for the job. Questionnaires enable the collection of detailed information on various aspects of candidates' physical fitness, health history, and other relevant attributes (Lemon, 2017). By using a consistent set of questions for all participants, questionnaires provide standardized data for analysis. Questionnaires help assess whether candidates meet the specific criteria for the role, such as physical fitness and medical suitability (DeJonckheere and Vaughn, 2019). In summary, creating a questionnaire for research activity in the context of police recruitment is essential to ensure that the selection process is effective, fair and aligned with the agency's role. It supports the identification and selection of candidates who are best equipped to succeed in the role.
	Research Question What Strategies are most effective in recruiting a diverse police force?
5	Aims of Research Activity The aim of research activity in the context of police recruitment is to systematically gather and analyse data to support the effective selection, training, and development of candidates (College of Policing, 2020). This research can take various forms, such as using questionnaires to evaluate candidates' physical fitness, health, attitudes and other attributes relevant to law enforcement work. Ultimately, the aim of research activity in police recruitment is to create an evidence-based, data-driven approach that ensures the selection of candidates who are best suited to uphold the responsibilities and challenges of law enforcement (College of Policing, n.d.). By doing so, agencies can improve their overall effectiveness, public safety outcomes, and service to the community. The main body of a research activity in police recruitment typically involves collecting, analysing and interpreting data from questionnaires or other data sources to assess candidates' fitness and health levels (Massuça, Santos and Monteiro, 2022). In conclusion, research activity in police recruitment, particularly through the use of questionnaires and data analysis, is a critical tool for ensuring that candidates meet the physical fitness and health standards required for effective law enforcement. By collecting, processing, and analysing data systematically, agencies can make informed, data-driven decisions that lead to fair and consistent evaluation of candidates (Nowell et al., 2017). This research approach offers multiple benefits, including improved recruitment processes, enhanced training and development programs, and the identification of trends and patterns that inform long-term strategy and policy decisions (Pessach et al., 2020). It also helps mitigate risks related to health and safety, legal compliance, and overall job performance. Ultimately, by leveraging research findings, agencies can enhance their ability to select candidates who possess the necessary physical and mental capabilities to succeed in the challenging and dynamic field.

	of law enforcement. Continuous evaluation and improvement of the research process ensure that recruitment remains efficient, objective, and aligned with the evolving needs of law enforcement (NHS England, 2023).
6	Objectives of Research Activity The objectives of research activity in the context of police recruitment are designed to support the effective selection, training, and development of candidates. By gathering and analyzing data from questionnaires or other sources, research can provide valuable insights that contribute to the agency's goals and mission (Strom, 2016). The objectives of research activity in the context of police recruitment are designed to support the effective selection, training, and development of candidates. By gathering and analyzing data from questionnaires or other sources, research can provide valuable insights that contribute to the agency's goals and mission (Onwuegbuzie et al., 2009). The objectives of research activity in police recruitment revolve around using data to inform and improve every aspect of the process, from candidate evaluation to training and strategic planning. This approach supports the selection of candidates best suited for the demanding and complex role of law enforcement and ensures that recruitment aligns with professional standards and the agency's mission (College of Policing, 2018). In summary, research activity in police recruitment plays a pivotal role in ensuring the selection of candidates who meet the physical fitness, health and other essential standards for effective law enforcement. The objectives of research activity includes assessing candidates' suitability for the role, improving recruitment processes, supporting training and development programs, and mitigating risks associated with health and safety (CIPD, 2022). Additionally, the data gathered helps guide strategic planning and policy-making, offering insights into trends and patterns that inform long-term agency goals. Ultimately, a robust research activity in police recruitment leads to the selection of capable, well-prepared candidates who can thrive in the challenging and dynamic environment of law enforcement, contributing positively to public safety and community well-being (Orrick, 2018).
	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	In police recruitment, research activity is an essential component of ensuring that candidates are thoroughly evaluated for their suitability to serve in law enforcement. This process typically involves gathering data from questionnaires or other assessment tools that cover a range of topics such as physical fitness, health, background and attitudes (Join the Police, n.d.). By conducting systematic research, recruitment agencies can make informed decisions based on objective data. This helps in selecting candidates who meet the required standards and possess the attributes necessary for effective performance in law enforcement roles (Nowell, 1999). Research activity also supports continuous improvement in recruitment practices, enabling agencies to refine their selections based on data-driven insights. By aligning recruitment processes with the demands and expectations of the job, agencies can foster a capable, diverse, and well-prepared police force that is equipped to serve and protect the community (Dineen, Yu and Stevenson-Street, 2022). Through the questionnaire using a combination of closed-ended questions for quantitative data and open-ended questions for qualitative insights. It is important to use a mix of question types to gather meaningful data from candidates. Different types of questions offer unique advantages and allow for a thorough assessment of various aspects of a candidate's suitability for the role (Rosala, 2024b). Gathering the responses from the questionnaires within a set timeframe to maintain consistency across candidates will be a evidential in seeing which results came with what (Lindemann, 2023b). It is evident that comparing responses across different demographic groups for example age, gender and experience level. Comparative analysis in the context of police recruit involves evaluating the responses from candidates across different groups to identify patterns, trends and differences that may inform the selection process. This analysis can reveal insights into the relative strengths and weakness of various groups and highlights areas for further investigation or improvement in the recruitment process (College of Policing, 2019). When collecting data for research activity in police recruitment, the process needs to be methodical and systematic to ensure the integrity, accuracy and confidentiality of the data. When creating the questionnaire, it needs to be structured well but be comprehensive and clear. By following accurate steps you can collect data in a way that ensures accuracy and integrity while maintaining candidates' privacy and confidentiality. A robust data collection process is essential for conducting reliable research and making informed decisions in the context of police recruitment.
	Location of research activity Identify all locations where research activity will take place.
8	At Home University Library

	(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	No (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?	
10	How many participants are expected?	100
11	Who will the participants be?	Students, Staff, members of the public, family
12	How will you identify the participants?	(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			
	(this box should expand as you type)			

SECTION H: Anticipated Risks

	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: No risk, questionnaire will be conducted via link online	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	
	<i>(this box should expand as you type)</i>	
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: N/A <i>(this box should expand as you type)</i>	How you will mitigate the risk to the investigator: N/A <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: N/A <i>(this box should expand as you type)</i>	How you will mitigate the risk to the University: N/A <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: N/A	How you will mitigate the risk to environment: N/A <i>(this box should expand as you type)</i>

	(this box should expand as you type)	
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	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?
	When conducted questionnaire and gathered results, a summary of the research can be sent out to the individuals who completed the questionnaire.
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.
	N/A

	(this box should expand as you type)
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.
	Names can be set as anonymous to protect confidentiality. (this box should expand as you type)

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.	☐	☒
	If YES, provide a description of the data and explain why this data needs to be collected:		
2	(this box should expand as you type)		

	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),	☐	☒
	If YES, provide a description of the special category data and explain why this data needs to be collected:		
4	(this box should expand as you type)		

	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:		
	All data collected will be stored under an account which only has access to myself and will be stored as a pie chart or bar chart. <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:		
	Myself My tutor <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:		
	Myself My tutor <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.		
	Data will be held on the laptop for 12 months incase it needs to be referred back to then it will be destroyed <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>		
	N/A <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	

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:	S.JONES	Date: 02/05/2024

For STUDENT Submissions:

2	Director of Studies/Supervisor:	Mike Durke	Date: 02/05/2024
3	Signature:	S.jones	

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
N/A	I have attached a copy of final/interim approval from external organisation (where appropriate)
N/A	I have attached a full risk assessment (where appropriate) <i>ONLY TICK IF YOU HAVE ATTACHED A FULL RISK ASSESSMENT</i>
☒	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 AND 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.

You will be informed of the outcome of your claim by email; therefore it is important that you check your University and personal email accounts regularly.

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.

TASK 4 - Justification of your chosen research method (548 words)

Creating a questionnaire is an appropriate method for police recruitment research due to its ability to collect standardized, quantifiable data from many participants (Bhattacharjee, 2019). Questionnaire's is often considered the best method of research for a dissertation on police recruitment for several reasons. Questionnaires can be distributed to many participants effectively, allowing you to gather data from a broad range of individuals across different regions and departments (Mcguirk and O'Neill, 2016). By using a structured questionnaire, you can ensure that all participants are asked the same questions in the same order. This standardisation makes it easier to compare responses and identify trends. By conducting a questionnaire, they usually generate quantifiable data that can be statistically analysed to identify patters, correlations and relationships between variables such as recruitment practices and outcomes (Salvatori, 2023). When giving a questionnaire to a certain audience, participants may feel more comfortable with providing their answers if they can remain anonymous especially if they are discussing sensitive topics related to recruitment. These questionnaires

can be given out via a link for people to complete if they have a spare 5 minutes in their day therefore all information and results will be sent back to the creator where he/she can create a chart showing results and the trend in the answers (Lindemann, 2023). The type of questions asked can be a variety of different types for example multiple-choice, open-ended questions, and closed ended questions. Giving a variety of types of questions will capture both quantitative and qualitative data on participants experiences and opinions (Rosala, 2024). The questionnaires can be given out to various groups involving in the police recruitments for example ex police recruits, recruits that didn't pass a certain stage, administrators and community members. This gives a wide range of a diverse culture but can also provide a comprehensive view of the recruitment process (Alogba, 2020). The questionnaires created and handed out will not only be for recruits but can focus on specific aspects of police recruitment such as having the motivations for joining the force and the perceptions received from the recruitment process and satisfaction with training programs on a scale of 1-10 (Metropolitan Police, n.d.). In conclusion, conducting a questionnaire as part of your research on police recruitment offers a range of benefits that can provide robust insights into the recruitment process and its impact on law enforcement.. By prioritizing ethical considerations such as informed consent and confidentiality, questionnaires also ensure that participants feel comfortable providing honest responses. Ultimately, the data collected through questionnaires will help you draw meaningful conclusions and make evidence-based recommendations for improving police recruitment practices.

TASK 5 – A minimum of 10 questions that could be used in the chosen data collection method (577 Words)

When designing a questionnaire for police recruitment data collection, it is important to gather information about candidates' backgrounds, skills, and attitudes towards law enforcement work. Demographic questions are essential in any survey or questionnaire as they help categorise respondents and analyse data effectively based on different segments of the population (Team, 2023). Demographic questions can include questions including your age, education level and gender. When collecting data for police recruitment, it's important to understand the candidates' experience and qualifications (Fontanella, 2019). An example of this topic question would be related to experience in this section before or have you served in the forces beforehand. Race and Ethnicity

questions can provide important information for analysing data and ensuring diversity and representation within a recruitment process. When asking these questions, it's important to provide options that are inclusive and respectful of how individuals identify themselves (MacKenzie, 2021). Questions would be asked to identify your race however separate questions can be asked to gather specific information about race and ethnicity. Always provide an option such as "prefer not to say" to give respondents the choice to withhold their responses if they wish. Making sure the options provided reflect the demographic diversity of your population and are consistent for data collection (GOV.UK, 2023). Employment status questions can help gather data on the current work situation of respondents. Questions regarding employment can provide insights to respondent's current situation and job satisfaction and future career plans (Cocchi, 2023). Motivation and interest questions can provide insights into a candidate's passion for a career within the police and their understanding of the responsibilities given of the role (Goodwin University, 2019). Questions would be asked regarding why you want a career in the police and why are you the right candidate. Skills and abilities questions help assess a candidate's readiness and suitability for a role in law enforcement (College of Policing, 2023). An employer would ask how you would rate your communication skills, how would you handle yourself in difficult and stressful situations. When recruiting police officers, agencies often set specific physical fitness requirements to ensure that candidates have the necessary Strength, Endurance, Agility and other physical capabilities required for the demand of the job. These requirements can vary by agency to perform job-related tasks (College of Policing, 2021). Candidates need the ability to complete a 5.4m run in the bleep test to be able to pass the fitness requirement. Questions about health and fitness in a questionnaire are there to ensure candidates can meet the physical demands of the job. Questions would be asked in relating to how well your fitness levels are, describe your current fitness level and have you ever undergone a fitness assessment or test like the police.

1) What is your age?

2) What is your gender

- Male
- Female
- Prefer not to say

3) How would you describe your ethnicity?

- White

- Black or African American
- Latino
- Asia
- Prefer not to say

4) Have you applied for this force before and been unsuccessful?

5) What is your current Employment status

- Employed full-time
- Employed Part-time
- Unemployed
- Student
- Retired

6) Why do you want to pursue a career within the police?

7) How would you rate your ability to handle stressful situations?

8) Are you able to meet the physical fitness requirements for police officers in this department

- Yes
- No

9) Are you willing to work nights, weekends and holidays if required?

- Yes
- No

10)What is your highest level of Education (Diploma, degree, bachelor's degree)

TASK 6 – Evaluation of the chosen data analysis method (188 words)

Analysing data from a questionnaire can be a complex process, especially when the questionnaire covers various aspects of a candidate's fitness and health for a police recruitment. The method of data analysis should be thorough and structured to ensure accurate and objective evaluation of candidates. Choosing a questionnaire data analysis method is an essential step in assessing candidates for police recruitment. A well-designed questionnaire, combined with a rigorous data analysis approach, provides valuable insights into candidates' physical fitness and health, helping recruitment officers make informed decisions. When choosing a questionnaire as an analysis method for research activity in police recruitment, it is essential to evaluate its effectiveness and appropriateness in meeting the objectives of the recruitment process. A well-designed questionnaire can provide valuable insights into candidates' suitability for law enforcement roles, but it is important to consider its strengths and limitations. In summary, choosing a questionnaire as an analysis method in police recruitment offers several strengths in terms of efficiency, scalability, and standardization. However, agencies must be aware of its limitations and take steps to design and administer the questionnaire effectively to obtain reliable and meaningful data for analysis.

Word Count 3,931

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Task 6 – Evaluation of the chosen data analysis method 500 words