

1000 words - Understanding the role of Constable/Maintaining Professional Standards
Critically evaluate the concept of 'the professionalisation of the police service'
considering how 'Maintaining Professional Standards' 'ethical and inclusive' and
'Coaching and Mentoring' approaches contribute to this.

In recent years, the police service in England and Wales has undergone a radical transformation in regards to recruitment of new officers and the standards that those officers must meet in order to become a constable. In 2019, the Home Office announced a new campaign to recruit 20,000 new police officers in England and Wales within 3 years (Shaw, 2019). This recruitment drive ended up coinciding with plans to professionalise the police service; which meant that the 20,000 new officers would undertake a policing degree or diploma (depending on their highest level of education prior to joining the police service) alongside the first 2-3 years of their policing career.

The decision to introduce a more academic side to the police service was made out of the need to ensure that the officers that were being recruited were properly equipped to deal with the ever changing face of crime. By implementing the requirement for recruits to have a university-level education, this means that going forward, those officers will be skilled enough to tackle rising complex crime involving wider and more connected groups of people, as well as the rise in cyber based and cyber enabled crime. This more complex crime requires officers to undertake a role that they never have done previously and to engage in investigations in new ways – namely using the internet and gathering evidence from electronic devices such as mobile phones and computers (The Expert Witness, 2017).

The issue with professionalising the police is the need to balance the drive for academia with the need to have officers who are able to maintain the high professional standards set by the service. Professional standards are a vital part of being a police officer and any failings in these standards are investigated primarily by a dedicated Professional Standards Department. The standards that need to be upheld are outlined in the Code of Ethics which is a standardised list of 10 qualities that a serving officer must display and uphold at all times. These 10 qualities are:

- Honesty and integrity
- Authority, respect, and courtesy
- Equality and diversity
- Use of force
- Orders and instructions
- Duties and responsibilities
- Confidentiality
- Fitness for work
- Conduct
- Challenging and reporting improper behaviour (College of Policing, 2014).

The issue with the increasing focus on employing academic officers within the police service is that it may serve as a deterrent for people who do not see themselves as an academic person. These people may be incredibly suited to being a police officer and may possess all of the qualities needed to uphold the necessary professional standards but put off from joining the service due to the academic requirements. Similarly, the officers who do join may well be incredibly successful academically but may not be able to uphold the professional standards required of a constable.

Part of the professionalisation of the police service, is also the diversification of the police service. Historically, the police service has been made up of straight, white males. The issue with this is that society is not made up of only straight, white men. There is a need for the police service to reflect the communities that they are serving to be able to properly understand the issues that they are facing, both criminally and culturally. This means that there has been a drive within the police service to recruit people from all different types of

backgrounds including, but not limited to: women, people of colour, and members of the LGBTQ+ community. By employing these people, it brings a diversity of experience to the service, as well as a diversity of people (Bury et al., 2018). This means that there will be officers who are better equipped to provide a more nuanced service to victims and communities in different areas and for different incidents. This will help build trust between the police service and the public and will then encourage more people to want to join the police from those communities.

The practical application of professionalising the police service required a complete shake up of the way that new recruits are trained for the role. This change is now in effect across England and Wales and it means that new constables now do 6 months of classroom based training before becoming a response officer. The first 12 weeks of being a response officer the new recruit is paired up with a tutor who is an experienced officer who is able to help them apply everything they learned in training and ensure that they are on the right track to achieving independent patrol status. Once the 12 weeks is up, the recruit should hopefully then be able to act independently and require less and less supervision as they respond to calls. Alongside this, they will have university work to complete. This work will differ slightly depending on the level of education the officer had prior to joining the police but will generally include university assignments and essays to complete using research and academic theories, as well as personal experiences from work.

The benefit of this is the fact that, over time, all officers will have a university level education and, as such, will be better equipped to deal with complex criminality that is becoming more and more common (The Expert Witness, 2017). However, one of the issues with this way of professionalising the police is the pressure that it puts new officers under. The expectation of doing a university course alongside a fulltime job means that new officers are having to do a lot more work than officers before them ever had to and this opens those officers up to the risk of becoming over worked and stressed.

The professionalisation of the police is a fact. There is not stopping the direction that policing is heading and it is something that officers and new recruits will need to come to terms with and learn to adapt to. This is because professionalising the service will only serve to better it and provide the service with more educated, diverse, and professional officers. However, this professionalisation serves to exclude people who may be great officers but who are not especially academically minded. It also does not consider the impact of the work load on officers who are part of this new professionalisation process.

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1000 words - Community/Response Policing/Policing roads/Conducting Investigations /Digital Policing

Critically evaluate the role of the police in one of the following areas:

- Community policing (strategies and incentives)
- **Response policing (public perception and critical/major incidents)**
- Policing the roads (application of regulations)
- Counter Terrorism Policing (Structure/ Risks/Insider threat).
- Digital Policing (Internet related crime / Digital evidence retrieval).

Response policing is the back bone of the police service, and is the department that comes into contact with the public the most meaning that, in some ways, response police officers are the face of policing. Response officers are also required to respond to all types of calls which means that they are required to have a wide knowledge and set of skills, rather than having a smaller, specific skill set. The way that response officers behave and interact with the public at every single call is incredibly important as it is a major factor in the public perception of the police service because response officers are generally the only officers that members of the public come into contact with. Thus, it is vital that response officers leave each call having made a good impression on the public, as the overall perception of the police being positive means that the service has the trust of the public and that members of the public are more likely to engage with the police, and help officers when needed with investigations and incidents.

In recent years there have been several incidents involving police officers including, but not limited to, response officers that have had a negative effect on the way that the public perceives the police service as a whole. These incidents include the murder of Sarah Everard by a serving Metropolitan Police Officer (Dodd and Siddique, 2021), and the sharing of photographs by officers of the two victims of the Wembley Park murders (Bashir, 2020). While these incidents are committed by single officers, it is not just those officers who suffer the fall out, and the police service as a whole feel the effects of their actions. That is not to say that the increased public scrutiny is unwarranted, after all police officers are supposed to uphold and enforce the law and it would be unrealistic to expect these incidents not to knock public confidence in the police. If there are officers who are breaking the law then, in the eyes of the public, why would they turn to the police when crimes are being committed against them or in their area?

Despite this, on the whole, the public has good perception of the police and has confidence in the job that response officers are doing. In 2018, Her Majesty's Inspectorate of Constabulary and Fire & Rescue Services conducted a survey into the Perceptions of Policing in England and Wales. This survey showed that 74% of people had confidence that the police would effectively deal with an emergency, and 61% of people are satisfied with their local police. While these statistics are from 2018, they give a good idea of the general public perception of the police service. In a separate report conducted by the Mayor of London's Office into the Metropolitan Police Service, shows that in the years between 2014 and 2021 the general trend of perceptions of the police service have taken a slight decline and have become more negative; however remaining quite positive on the whole (MOPAC, 2021). It makes sense that this trend has emerged in the way it has, especially when considering the rise in more complex crime which is more difficult to investigate and the increase in scrutiny on the police. What should be considered though, is that

There are specific types of incidents that have the ability to affect the public's perception of the police more than others. These are critical incidents and major incidents. Critical incidents are incidents where the response of the police can have a significant impact on the victim, the victim's family, or the wider community. Any type of incident can become a critical incident depending on the way that the incident is handled and dealt with. On the other hand, a major incident is an incident that requires a response from one or more emergency service that requires the involvement of a high number of people and resources (College of Policing, n.d.). An incident can be both critical and major, but this is not always the case. The response of the police service to these types of incidents is incredibly vital to the way that the public perceive the service at it is generally these types of incidents that they public are more aware of and that get the most attention in the media. This means that when these types of incidents are handled well then they have the capability to show the police – and other services – in a positive light, but the opposite is also true.

Response policing is an incredibly vital service to society and will always be one of the busiest and most important roles in policing. The job of a response officer is a difficult one and sometimes the ways that response officers dealt with calls or behave, be it on or off duty, can have a negative impact

on the way that the public view the police. The police service in general, but in particular response officers, rely on the public to help and cooperate with them at incidents and with investigations. When the public have a negative perception of the police, this cooperation is less likely to happen. In the world we now live in, there is more scrutiny on the police service than ever before, and perhaps this is warranted given recent misconduct of certain officers. However, it should be noted that a lot of this misconduct is coming to light because those officers committing it are being punished for their behaviour. Ultimately, this can only be a good thing for the police service as it is creating a safer environment for officers and the public alike, while also serving as a deterrent for other officer who may be behaving in a way that is not appropriate for a police officer.

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1000 words - Information and Intelligence/Communication Skills Critically evaluate the methods used by police in gathering information and intelligence, how information contributes to the 'tasking and coordinating' process and how information and intelligence is communicated.

Information and intelligence are vital to policing. Not only do they provide officers with information regarding ongoing crimes and crime groups but they also serve to provide officers with important information regarding individuals, such as whether they are known to be violent or carry a weapon, or even about their specific ailments and mental health. By making officers aware of this information it means that they can interact with the person in question in a way that is safer for officers, the person, and the public. Due to how important information and intelligence is to policing, it is absolutely vital that all officers have a good working understanding of the differences between information and intelligence, and how to apply it to their day to day duties in an effective way.

While they may sound like they are the same thing, there is a difference between what counts as information and what is considered to be intelligence. Information is unverified and untested data, whose usefulness can therefore not be confirmed or guaranteed. Intelligence then, is the term for information that has been tested and verified by specially trained analysts (Cyware, 2018). In a policing environment, intelligence is also graded by those analysts to make it easier for all officers to be able to see how reliable and trusted the intelligence is, and therefore how useful it is to any given officer.

There are a long list of ways that police officers are able to gather information and intelligence. These include, but are not limited to: victims and witnesses, undercover officers, covert man intelligence sources (sometimes known as a CHIS), and physical evidence (College of Policing, 2013). All of these sources are important in their own right and can provide different types of information that can become intelligence. These intelligence sources can come with varying degrees of risks attached to them. For example, if victims and witnesses provide information to officers, they may fear repercussions from the person that they are providing the information about; the same is true for covert human intelligence sources. As well as this, intelligence analysts will also need to consider the motivations of the person providing the information, as they may not always have the best intentions and could be embellishing certain facts and using the police as a way of causing issues and problems for someone else. However, despite this risk, it should be noted that 80% of information and intelligence comes from officers having conversations with people (Newberry, 1997).

Once information has been analysed and confirmed as intelligence, it can then be used by officers in a targeted way meaning that the intelligence is used to actively combat criminality. This direct use of intelligence is usually organised and ensures that the most appropriate resources are used. For example, if there is intelligence that there are firearms offences occurring then it would not be appropriate for that to be dealt with by a part officer, rather firearms officers would need to be deployed. Similarly, if there are arrest enquiries to be conducted for a suspect who is known to carry knives, then a taser officer would need to be deployed to conduct those enquiries to mitigate the risk that the suspect poses to officers and the public. By using information and intelligence in this way, it means that policing can be done in a safer and more effective way, sometimes even being able to prevent criminality from occurring and thus keeping the public safe, and hopefully unaware that there was ever anything to be concerned about in the first place.

Information and intelligence is particularly useful in the ongoing fight against drug-related criminality, and specifically county lines drug dealing. County lines is the name given to the process whereby organised crime groups, or gangs, from big cities such as London and Birmingham are funnelling drugs into smaller cities and towns across the UK. They usually exploit vulnerable people and at risk children to transport and sell their drugs, often ending up with these people being hurt or involved in even more criminality, meaning that

they become stuck in a cycle that they cannot get themselves out of (Metropolitan Police, n.d.).

County lines criminality relies on the crossing of force borders to conduct their business which means that in order to tackle it properly that police forces across the country need to be communicating with one another on a regular basis and in a way that is accessible to all forces. While this communication is still not as effective as it should be, it has come along massively in the 21st century. One of the main ways that forces communicate is through two systems known as the Police National Computer and the Police National Database. These two systems are accessible by all forces in England and Wales, as well as several partner agencies. These systems include the criminal records for individuals and for which offences. Notably, the Police National database also includes information regarding individuals who have not been charged with any crime but who have been people of interest in certain investigations, particularly investigations regarding sexual offences. This allows officers in insight into the previous dealings forces have had with an individual therefore making it easier for officers to have a fuller picture of the previous activities of a person (Northumbria Police, 2021).

Overall the development and use of information and intelligence is incredibly important to policing and its value cannot be overestimated. This is because information and intelligence notably helps to disrupt criminality, but it also serves to keep officers, and the public, safe by providing officers with crucial information prior to attending a call or while dealing with a person. It also means that the most appropriate resources can be deployed, not only to routine calls but also for specific enquiries and operations. There are many different ways that this information and intelligence can be gathered, all of which are as important as each other. However, it should always be considered when using intelligence from human sources that those people may have their own agendas that may lead to them providing information that is not strictly truthful.

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1000 words - Public Protection

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

Ensuring that the public are properly protected is one of the core roles of the police service, and without a doubt, is the most important role. In particular, it is vital that the victims and witnesses of crimes receive the support they need to ensure that they are able to move forward from the experience that they have been through, which for a lot of people can be incredibly traumatic. Some victims do not wish to be supported or receive any type of protection as they do not believe it is necessary or are too scared of the repercussions they may face from their offender should they work with the police and any other partner agencies. Others do not wish to work with the police or accept any help that the police may offer them as a result of their own anti-police views or general distrust of the police. While the hesitancy of some victims to work with the police to access support and protection is completely understandable, it can sometimes leave them vulnerable to becoming a repeat victim and therefore needing even further support in the future.

There are several ways that the police can offer victims support and protection. These include offering referrals to partner agencies and charities who are better equipped to help them with their specific issues, providing target hardening advice to make it more difficult for them to be repeatedly targeted by an offender (for example, installing security camera and lights), and helping them find alternative accommodation so as to make them harder to find; this is specifically useful for victims of domestic abuse and victims and witnesses to crimes committed by organised crime groups (College of Policing, 2013). These forms of support and protections are not offered to all victims but in general are offered to the victims of more serious offences. However, just because they are offered, it does not mean that the victim is obliged to accept the help.

In particular, there is a focus across all police forces in the United Kingdom to tackle domestic abuse and violence (HMICFRS, 2019). This is because that people suffering abuse within their own home are often the most vulnerable people and often feel as though they have no way of escaping the abuse, either due to fear of repercussion, because they are not financially able to do so, or even they have been so isolated by their abuser that they have no support system in place to help them. It is therefore for these reasons that victims of domestic abuse and violence are often some of the most difficult victims to convince to engage with agencies as they are either scared of their partner, or unwilling to accept that they are a victim. As well as this, there can also be children involved in the relationship and the victims are not willing to risk agencies being involved in their children's lives or taking away their other parent (Garcia, 2004). Due to all of the factors at play, victims of abuse, more often than not, are the most complex and vulnerable victims to try and help, while simultaneously being the victims who are most in need of help.

However, in some cases, victims of crimes are not afraid to engage with police; rather they are reluctant to do so due to general anti-police sentiment that they may hold, or a hesitancy related to previous bad experiences with the police or the criminal justice system. This type of hesitancy is often seen with victims who have previously reported crimes to the police but their cases were not taken forward due to a lack of evidence. Although their skepticism is completely understandable, it can often be frustrating for officers who have a better working knowledge of why cases are not always taken forward but are unable to communicate this to the victim who simply feel as though they have been let down or not believed. Often times, these victims tend to be hostile towards police and can come across as being rude or anti-police, when in actual fact they feel let down and rather than be dismissed, need someone within the police to be patient and understanding with them in order to encourage them to seek the help that they need.

There is a particular need for offering protection for victims and witnesses to criminality involving serious crimes and organised crimes. In terms of serious crime, this is because they tend to have a more traumatising effect on the victims and witnesses meaning that the need for support, either from the police or from partner agencies, is greater than it would be for low level crimes, specifically helping them to process the trauma that they have been through. On the other hand, the need for support for victims of organised crime does not necessarily come from the crime being more traumatic - although they can be - but rather because of the resources available to organised crimes means that they are more easily able to intimidate and potentially cause harm to victims and witnesses of their crimes. This is particularly true of people involved in the drugs trade who are often in debt to gangs and organised crime groups, and for whom getting involved with the police would not serve as a deterrent for the group, rather it would only make them a bigger target (Channel 4, 2018).

Protecting the public is not only important in terms of stopping crimes, but it is also just as important after the crimes have occurred. It is becoming more and more evident that supporting victims of crimes is incredibly important and its value cannot be underestimated. However, just because officers and the police service know that the support and protection of victims is important, it does not mean that the victims in question will agree with how necessary it is and in many cases will flat out refuse to engage with officers when they have been the victim of a criminal offence. In many cases, this refusal is a direct result of the crime and the offender themselves as they believe that engaging with the police will only make matters worse for themselves rather than better.

Ultimately, it is the decision of the victim whether or not they wish to engage with the police however the onus should always be on the police to offer support and protection to victims.

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

Evidence based policing is an approach to policing whereby officers use the best information available to them to make and inform their decisions (College of Policing, n.d.). This is not limited decisions made at calls or during investigations, but all decisions made about resources allocation and the need for operations to tackle certain crime or crime hotspots. Evidence based policing works hand in hand with other crime prevention theories such as Routine Activity Theory, Rational Choice Theory, and Broken Windows Theory. These theories all put forth their own reasoning for why crimes occur and therefore, how to tackle and reduce crime, which is the ultimate goal of policing. Along with preventing people from getting involved with crime, it is also important to work towards reducing re-offending.

By applying evidence based policing to a working police environment, officers are able to take a more analytical and strategic approach to the way that investigations and operations are managed, as well as day to day policing. Evidence based policing, swell as encouraging officers to use 'best evidence', also encourage officers to critically evaluate and analyse their work, therefore learning from both their successes and their failures.

The things that evidence based policing does not take into account is that a lot of policing depends on there being the required resources available to be able to properly enact plan and operations. With increasing cuts to the policing sector, this is not always the case. In fact, it is very common for teams of officers be significantly understaffed (Police Federation, 2022). This understaffing means that the most appropriate officers are not always deployed to calls and operations meaning that evidence based policing is not always adhered to. Similarly, officers may not have the time to properly reflect on the investigations they conduct and calls that they attend, as they immediately need to move onto another call or investigation, thus meaning that officers are not afforded the opportunity to better themselves in their role.

However, Evidence based policing is not the only way to effectively tackle crime and criminality. Over the decades, there have been multiple theories put forward by scholars to help try and understand and tackle crime. One of those theories is Routine Activity Theory which was proposed by Felson and Cohen in 1979. Routine Activity Theory states that crime occurs when 3 elements come together. Those elements are: a suitable target, a likely offender, and the absence of a capable guardian. It states that when all three converge that a crime is likely to occur. By using this theory of crime, the police can put protocols and policies in place to proactively stop crime from happening either by increasing high-visibly patrols in crime hotspot, providing adequate support to vulnerable victims to prevent them from becoming repeat victims, or by effectively investigating and prosecuting criminals in ways that limit or stop their ability to commit crimes. An issue with Routine Activity Theory is that while it gives an insight into the elements needed for a crime to occur, it does not explain why people commit crime or where they are likely to commit those crimes.

A theory that explains the latter is the Broken Windows theory which was put forward by Wilson and Kelling in 1982. This theory states that crime breeds further crime and in particular, if the crime is visible i.e. smashed windows and graffiti, it makes people believe that the area is uncared for and as such, further crime is not a big deal. This theory offers the police and other agencies a fairly simple solution - tackle crime hotspots with a visible presence and the rates of crime in that area will go down. While this makes sense, like evidence based policing, it does not consider factors such a financial and staff shortages within the police which make meaningful proactive patrols and operations incredibly scarce.

Rational Choice theory, rather than focusing on where crime happens, focuses on why people commit crime. It states that people act of their own free will and will make decisions that will bring them pleasure and avoid pain (Ontario Ministry of Children, Community and Social Services, n.d.). For crime, this means that offenders act in a way that benefits them regardless of the repercussions for victims or society. While providing a 'why'

for criminal activity, it also provides a starting point for tackling reoffending. Because if you can re-educate offenders so as that they longer see crime as an easy way to get what they want then you will be able to reduce the rates of recidivism.

One of the simplest, but often most effective ways to prevent reoffending is through the use of restorative justice. Restorative justice is a process whereby an offender admits to the crime and then apologises to the victim, sometimes agreeing to make reparations for their offence i.e. if they were caught graffiti-ing, then they may be asked to paint over it or something similar (Restorative Justice Council, n.d.). By engaging in the restorative justice process, the offender is faced to accept responsibility for their actions and to explain themselves to the victim. This often has a profound effect on both the offender and the victim and has led to a 14% reduction in reoffending, which may not seem like high number, but given the amount of crime that occurs on a daily basis, its value is priceless (Restorative Justice Council, n.d.).

Another way to tackle reoffending is by taking a multi-partner approach. This means that rather than simply punishing offenders, that they are given the help they need to prevent them from reoffending whether that be mental health support, support with drug or alcohol addiction, or even helping offenders access education or employment (gov.uk, n.d.). These issues are often the root cause of why people offend and they can receive meaningful help in dealing with those issues then they would have less of a reason to reoffend.

There will always be new theories that one could apply to policing and as time goes on, it is inevitable that the police service will move through those theories seeing which is the best fit and has the most effect. Currently, the focus is on preventing crime from happening from the offset and while it would be impossible to completely remove criminality from society, it only makes sense that reducing crime numbers will only serve to benefit the whole of society. Whether a significant reduction ever does occur, and how, remains to be seen however work is being done to make it a reality.

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