

ESSAY 1 - Assess the effectiveness of independent bodies (e.g. IOPC, HMICFRS) in holding the police to account.

This essay will assess the effectiveness of two independent bodies – the IOPC and HMICFRS – in holding police services in England and Wales to account for the actions.

Within England and Wales, there are two independent bodies charged with overseeing the police. They are the Independent Office for Police Conduct (IOPC) and His Majesty's Inspectorate of Constabulary and Fire (HMICFRS). The IOPC and HMICFRS work alongside the College of Policing to collectively engage in "promoting and monitoring best practice and continuous improvement in policing" (HMICFRS, 2018). The IOPC and HMICFRS are responsible for holding the police accountable for their actions and to provide recommendations from previous events. The actions of police during events such as the Hillsborough disaster in 1989 and the subsequent investigation into the incident as well as the investigation of the Lynette White Murder in 1988 have been heavily scrutinised by the public. The introduction of the Independent Office of Police Complaints has led to the investigation into police failings in cases such as the Cardiff Five and Steven Lawrence.

His Majesty's Inspectorate of Constabulary and Fire Service "independently assesses the effectiveness and efficiency of police forces and fire and rescue services – in the public interest" (HMICFRS, 2022). In 2014, the Inspectorate introduced PEEL Assessments as the method of assessing the performance of all forty-three forces in England and Wales. This is an inspection of "Police efficiency, effectiveness and legitimacy" which allows for a continual assessment (HMICFRS, 2023). In 2021/2022 changes were made to implement a five-tier system shown in Figure 1.

Figure 1 – PEEL Assessment System

Outstanding	Outstanding - Substantially exceeds the characteristics of good performance.
Good	Good - Demonstrates substantially all the characteristics of good.
Adequate	Adequate - The force has demonstrated some of the characteristics of good performance, but we have identified areas where the force should make improvements.
Requires Improvement	Requires Improvement - The force has demonstrated few, if any, of the characteristics of good performance and we have identified a substantial number of areas where the force needs to make improvements.
Inadequate	Inadequate - We have concerns and have made recommendations.

(HMICFRS, 2023)

This allows for the Inspectorate to be precise on the improvements needed and for forces to prioritise these improvements. The persons employed by the Inspectorate are not members of the police force however some police officers are seconded to aid the inspectors. This is effective as it allows for impartiality between the inspectors and the police, and they can apply an objective approach. The use of five categories allows

for the forces to be placed within a category that truly reflects their abilities. It also allows for the Inspectorate to clearly outline how improvements can be made.

HMICFRS has no regulatory powers and have powers to secure information to make future recommendations – they are not able to give orders for change (HMICFRS, 2020). However, any recommendations they do make can be actioned through Chief Officers, Police Crime Commissioners and the Home Secretary. Police and Crime Commissioners are required to publicly respond to the recommendations and explain any action or inaction taken (HMICFRS, 2020). Within the Competency and Values Framework there is the value of Transparency which requires officers to be “transparent in our actions, decisions, and communications with both the people we work with and those we serve” (College of Policing, 2016, pg. 6). It is crucial for independent bodies who hold the police to account to also be transparent with members of the public to ensure further confidence in the work done by the organisation.

The Independent Office for Police Conduct (IOPC), formally known as the Independent Police Complaints Commission, is tasked with overseeing the complaints system in England and Wales. The IOPC are responsible for setting the “standards by which the police should handle complaints” and they “use learning from our [their] work to influence changes in policing” (IOPC, 2020). Bodies such as the Independent Office for Police Complaints were founded due to the “perceived failures of police-led complaints investigations of the past” (Savage, S.P., 2013, pg 102). Their primary function is to secure public confidence in the complaints system regarding police. Moss, 2022 stated that one of the ways in which this is achieved is by “the IOPC ensuring that it manifests an appropriate degree of independence”. In order for the IOPC to be effective in holding the police accountable, it must not show any bias – conscious or not – towards officers it is investigating. In 2018/19, nearly 80% of cases were closed within twelve months (IOPC, 2019), however this was not the case for PC Gareth Evans. PC Evans had to wait 11 years for a case against him to be dropped (Police Federation, 2023). Cases such as PC Evans’ does not increase public/policing confidence in the organisation. The way in which the IOPC conducts their investigations needs to be expedited quicker to reduce the impact their investigations have on the victim and officers involved.

As detailed above, transparency is a key value held by police officers and this must also apply to those who hold officers accountable. The College of Policing (2016) have stated “the principle of policing by consent relies on the trust and confidence that the public has in the police and wider law enforcement community”. Therefore it is imperative that issues are dealt with in a timely manner and in accordance with the Code of Ethics. Officers are expected to abide by the Code and to challenge and report improper conduct. As well as independent bodies, Officers are expected to hold themselves to account as well as their colleagues.

To conclude, the Independent Office for Police Complaints and His Majesty’s Inspectorate of Constabulary and Fire Service have improved their effectiveness to hold the police services in England and Wales to account. By developing the PEEL inspection method, it has improved the Inspectorate’s effectiveness in assisting forces

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in their development and improving accountability. Although their investigations have historically taken far longer than most police investigations into members of the public, the IOPC are improving the rate at which they expedite investigations. This improves the effectiveness of the IOPC in holding the police to account as they are able to process more complaints made by the public. Both bodies are continuously developing their effectiveness by liaising with the College of Policing and engaging with police forces directly to hold them to account.

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Learner Name: MEGAN HOOPER

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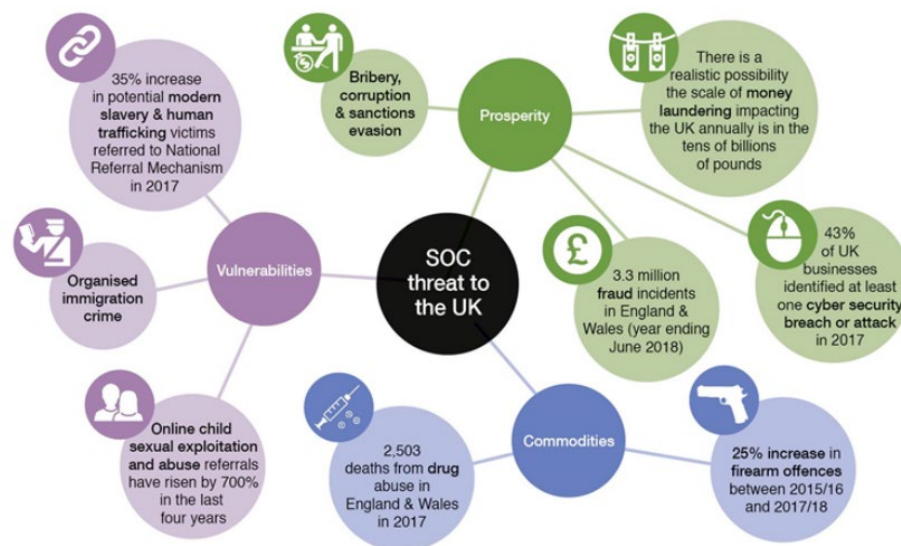
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ESSAY 2 - “Organised crime is serious crime planned, coordinated and conducted by people working together on a continuing basis. Their motivation is often, but not always, financial gain” (Home Office, 2013). Outline potential links between serious and organised crime and public protection issues.

This essay will explore potential links between organised and serious crime and public protection issues. Within this essay will be discussed the topics of county lines, child sexual exploitation and multi-agency responses to safeguard those involved.

Serious and organised crime gangs are involved in numerous criminal activities. They include child sexual exploitation, drug dealing, cyber-crime, human trafficking and the use of weapons and violence (Crime Stoppers, 2023). Due to the diversity of these crimes, a large proportion of the public are compromised as a result. The Local Government Association (2015) state that “OCGs are deceitful and unscrupulous in their pursuit of money, power or personal gratification through the harm of others”. For example, Crime Stoppers (2023) have illustrated the impact on the wider community within the UK in figure one below.

Figure 1 – Summary of how SOC affects People in the UK Today



(Crime Stoppers, 2023)

Criminals involved in organised crime target vulnerable members of society to avoid detection by police and other agencies. Gangs often target young adults and teenagers within the care system, as well as vulnerable adults. They are seen as ‘easy targets’ for the gangs to manipulate and control. When trying to establish a base within a new area, organisations will take over a “local property, normally belonging to a vulnerable person, and use it to operate their criminal activity” (National Crime Agency, 2023). This is known as ‘Cuckooing’. Organisations utilise these properties as a base outside of their home city in order to broaden their clientele. Organisations target vulnerable adults who are not in receipt of any home support from services to avoid detection. The individuals who have been ‘cuckooed’ are often subject to physical

violence and sexual and mental abuse. This puts them in fear of speaking to services due to potential repercussions from the gang that has taken over their home.

Child Sexual Exploitation occurs where “an individual or group takes advantage of an imbalance of power to coerce, manipulate or deceive a child or young person under the age of 18 into sexual activity” (College of Policing, 2023). This is done in exchange for something the victim requires and/or the financial gain of the perpetrator. Young people, already at risk due to their age, are also affected by a number of other factors such as regularly going missing, low self-esteem and poor mental health which can increase their vulnerability further. When any person with vulnerabilities goes missing, this draws in a large response from police services and partner agencies to try and locate them. Gangs will often work across county and force borders – therefore creating an even larger response. Due to exploitation, these young person’s often do not consider themselves as ‘missing’ and do not respond to concerns regarding their wellbeing from family / others they left behind.

According to the Crown Prosecution Service “over half of the Organised Crime Groups operating against the UK are involved in drug-related crime” (2022). The illegal drug market in the United Kingdom is worth around £3.7 billion each year and the market is growing (Crown Prosecution Service, 2022). Within the drug trade, ‘county-lines’ operations are run by organised crime groups in order to distribute their product. Within this operation, the group will often recruit vulnerable children and adults as ‘runners’. To avoid detection from police, organised crime gangs are utilising children – often those within the social care system – to carry out their work (Robinson, 2017). Gangs provide young persons with old style ‘burner’ phones which do not have a tracking facility on them – making them harder to locate.

Modern Day Slavery is “a global trade, reaping huge profits for traffickers and organised crime networks, generating massive human rights violations, and causing serious problems for governments and law enforcement” (Kidd and Manthorpe, 2017, pg. 159 – 160). This encompasses crimes such as human trafficking, cuckooing, and county lines drug supply. This is due to the exploitation of others for the gain of the organisation. Serious and Organised Crime costs the UK economy at least £37 billion per annum, with the cost increasing each year (The National Crime Agency, 2019). This is a stark increase to £24 billion in 2013 (Mills, et al., 2013). There is a substantial cost occurred by public services such as the police when looking to deal with organised crime. This is money that could be spent trying to improve the infrastructure in children services or mental health services to support those in need.

In the Criminal Justice Act 2003, multi-agency public protection arrangements were established in the 42 criminal justice areas in England and Wales (College of Policing, 2023). These arrangements require the police forces to work in partnership with other agencies to protect the public. The arrangements are started by police services and sent to partner agencies, with the aim of forming a multi-agency risk assessment conference. This is a meeting where partner agencies meet with police, to discuss the individual concerned and how best to safeguard them. These are often a result of public protection notifications that police officers submit having

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come into contact with certain individuals who they have identified at being at risk or are known to be involved in organised crime.

To conclude, there are clear links between organised and serious crime and public protection. The increasing cost of organised crime on the public diverts funds from organisations that aim to protect vulnerable people in society. Organised crime groups often target those most vulnerable in society and exploit them for their own gain, with no consideration for how this impacts them or the community around them. Gangs will often target those with mental health or addiction struggles to stay undetected by police.

Word Count - 944

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ESSAY 3 - Is early intervention the most effective means of preventing young people from becoming involved in gangs?

This essay will be discussing if early intervention is the most effective means of preventing young people from becoming involved in gangs. Within the essay, methods of early intervention will be explored as well as certain alternatives should they fail.

In a census conducted in 2021/2022, approximately 12,720 children were assessed to being at risk due to gang involvement (Safeguarding Network, 2023). A gang is defined as a "...relatively durable, predominantly street-based group of young people who: See themselves (and are seen by others) as a discernible group and engage in a range of criminal activity and violence" (Havard, 2022). Young persons are highly impressionable and are at a key stage in their personal development. Young people are heavily influenced by their peers, the media, and adults around them and are often likely to engage in risky behaviours (Amber, 2022). This puts young persons at a higher risk of being influenced by gang members due to enticing them with false promises of a better life than they currently have. Gangs provide young persons with a sense of belonging and protection. There are numerous factors that could increase the chance of youth gang-involvement. These include but are not limited to parental criminality, academic failure, poverty and low levels of parental involvement (youth.gov, 2023).

The National Society for the Prevention of Cruelty to Children (NSPCC) states that early intervention is specifically targeted to individual risks and intensive services such as behaviour change programmes and mentoring schemes (NSPCC, 2023). Within the United Kingdom, there are a variety of programmes that have been tailored to different age groups to prevent them becoming involved in crime and subsequently gangs. Young people are placed on these programmes if "they have been in trouble with police, they're 'at risk' of committing crime, and/if they're involved in anti-social behaviour" (UK Government, 2023). The programmes are run within the local communities and are voluntary. A crucial part of these programmes is that the young person is willing to attend and engage otherwise the programmes will not benefit them. In Glasgow, a programme utilising peer mentors to help young persons at risk of falling into the organised crime cycle was created in 2019. Many of these mentors are past offenders and can relate to the young person more directly. Out of 49 young people, only 4 continued their behaviour after receiving support (Action for Children, 2019). One of these 49 people had "committed almost 600 offences [and] has not reoffended since being supported by the scheme" (Action for Children, 2019). These statistics show how early intervention is an effective means of reducing the risk of young children becoming involved in gang culture.

Within Wales, there is a designated programme called the Wales Police Schools Programme. This programme provides crime reduction inputs within schools in all four police force in Wales with the aim to: "promote the principles of positive citizenship through the school environment, achieve a reduction in the levels of crime and disorder amongst young people, educate children and young people about the risks to their health and wellbeing from online threats, substance misuse and other aspects of modern life – as well as dangers to their families and the wider community" (South

Wales Police, 2021). These inputs allow designated school liaison officers to also increase the trust of school children with the police services and giving them the opportunity to build relationships with them. This may also provide a child with a role model which they do not have at home and for someone to talk to should they `be struggling. The success of this programme is highlighted in the school year 2020 – 2021 where 91% of the schools in Wales were involved and approximately 12,141 crime prevention lessons were given. School liaison officers also assist the schools in dealing with incidents in house and in this same school year 7,773 incidents were dealt with, preventing thousands from having a criminal record (South Wales Police, 2021). These inputs range from primary school to comprehensive school level with the aim of interacting with different age groups.

Unfortunately, not all young people chose to engage with these intervention programmes and continue to be involved in organised crime. This increases their risk of becoming well-known to police/social services due to their activities. A case study from Suffolk Police stated that a 16-year-old male had been reported missing and considered at risk. This was due to his age and links to gang activity. He had recently been arrested and was found to have significant burns to his stomach area. The male would not disclose who had done this however it was suspected by officers that it may have been caused by those responsible for placing him to deal class A drugs (UK Government, 2020). Following arrest there are numerous disposal methods utilised by police which depends on the offence and individual concerned. For example, educational programmes have been proven to be successful in reducing crime in the UK. These programmes include teaching individuals budgeting skills and developing their relationships with friends and family, as well as the community. Community sentences are also utilised and can be tailored to an individual's circumstances and addresses the underlying causes of their crime (Insidegovernment, 2022).

To conclude, early intervention is an effective way of preventing young people from becoming involved in gangs should they chose to engage with that intervention. Young people are highly impressionable and easily influenced by those around them. Without the support of family members or partner agencies, young people may feel that they are making the best choice for them by becoming involved in a gang however it would lead their life in a very different direction. It is important to remember that not all persons will engage with intervention so alternative methods of either preventing or reducing the risk of them becoming involved in organised crime are explored.

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ESSAY 4 - "When the public looks markedly different to its police service, it creates a distance between the two and a sense the police service no longer serves their community" (Orr Munro, n.d.). Assess the effectiveness of police strategies to overcome this distance (e.g. the Code of Ethics, PACE, neighbourhood policing strategies, targeted recruitment).

Within this essay will be explored the effectiveness of policing strategies used to overcome the distance between the public and police services. In the United Kingdom, policing relies on the trust and consent of the public (RUSI, 2022). Following the Crime Survey for England and Wales, confidence levels in policing have fallen "from around 62% in 2017/18 to 55% in 2019/20" (Brown, 2021, pg. 4). Different strategies have been implemented alongside legislation to increase this confidence level. These include the Police and Criminal Evidence Act 1984, the Code of Ethics, the use of targeted recruitment and different neighbourhood policing strategies.

BambooHR (2023) defines targeted recruitment as a "predetermined plan to advertise job openings in specific places and ways that attract candidates with certain experience, skills or characteristics". Forces utilise specific recruitment events and have dedicated recruitment teams to support those they are targeting through the recruitment process. Greater Manchester Police Chief Inspector Alboga stated in 2020 that they deliver a series of recruitment support events, enabling them to best support BAME and female candidates. Based off the 2011 Census, Greater Manchester Police in 2020 recruited approximately 20% BAME staff and "346 BAME officers out of approximately 1,700 officers" (Alboga, 2020). Although this strategy increases the diversity within police forces, there are concerns regarding positive discrimination. This has been defined as "the automatic favouring, without proper consideration of merit, of under-represented individuals from minority groups over individuals in majority groups" (DavidsonMorris, 2021). Positive discrimination may occur when persons are at fear of causing offence to others and may be cautious about choosing the 'right' person for the job in fear of being perceived as discriminatory. Due to The Equality Act 2010, the Public Sector Equality Duty was established in 2011. This indicates the commitment that public service bodies have in implementing the main three aims set out in Section 149 Equality Act 2010 (South Wales Police, 2023). This includes advancing the "equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it" (South Wales Police, 2023). It appears that targeting recruitment is an effective strategy to overcome the difference in appearance between the public and the police service as communities become more diverse so does the police force that serves it.

In 2014, the College of Policing introduced the Code of Ethics. This code sets and defines the behaviours expected of those employed within the police service. Contained within the code are the Standards of Professional Behaviour and Policing Principles. Within the Standards of Professional Behaviour is Equality and Diversity. This states that officers must act with fairness and impartiality, and to not discriminate unlawfully or unfairly (College of Policing 2014) – linking with the Policing Principles of Fairness, Respect and Objectivity. This applies not only to those that officers work with but also members of the public. If officers or members of police staff are found to be in breach of the Standards of Behaviour, they become subject to a professional standards investigation and could be dismissed from the service for their behaviour. The standards of behaviour originate from the Police (Conduct) Regulations 2012 and

the Police Staff Council Joint Circular 54 (College of Policing, 2014). This is effective in closing the gap between the public and police as it provides clear guidance to the public as to what standards they are to expect from officers / staff.

In 1984, the Police and Criminal Evidence Act (PACE) was brought into effect following the Scarman Report 1981. This report was a result of the Brixton Riots 1981, finding that there was unquestionable evidence of the disproportionate and indiscriminate use of stop search powers against black persons. The Police and Criminal Evidence Act was "introduced as a response to a growing perception that the public had lost all confidence in the English criminal justice system" (Lawyers and Jurists, 2017). This includes the police service. PACE primarily focuses on police powers in relation to stop and search, arrest and treatment of suspects in custody. Working in accordance with PACE is the Codes of Practice. PACE is crucial to holding officers to account in how they treat the public and this legislation provides clear instruction into how officers conduct themselves when dealing with the public in specific scenarios that have often been heavily criticised by the public.

Neighbourhood policing is a key department within any police force. This department is devised of police officers and police community support officers who spend more amounts of time within specific communities, listening to their queries and providing support. Neighbourhood officers attend Police and Community Together (PACT) meetings which give residents "the chance to regularly meet with their local Community Beat Manager" to discuss specific issues affecting their area (West Lancashire Borough Council, 2022). In order to reach all members of society, consideration must be given to how individuals are reached. For example, South Wales Police carry out PACT meetings specifically tailored to the deaf community. This enables the deaf community the increased opportunity to identify specific areas of concern to them. A dedicated PCSO acts as their contact within the force and a sign language interpreter is funded to attend these meetings (College of Policing, 2013). Having officers visibly patrolling both in marked vehicles and on foot within the community provides further opportunities for the public to engage with the police and increase confidence in the service. The public are more aware that the role of the police is far wider than just dealing with 'crime' due to the variety of incidents officers attend (Jackson, et al. 2009).

To conclude, all the above-mentioned strategies are somewhat effective in combatting the difference between the public and police services. There are still improvements to be made and continuous work between all parties is needed to maintain progress that has been made following the implementation of these strategies.

Word Count - 974

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