

The Scottish Institute  
for **Policing Research**



# *The First SIPR Annual Conference*

*Policing: research into policy and practice*

*12<sup>th</sup> September 2007*

*Abstracts*

Podcast  
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## CONFERENCE ORGANISING COMMITTEE

Tim Heilbronn, SIPR, University of Dundee  
Nicholas Fyfe, SIPR, University of Dundee  
Peter Wilson, Fife Constabulary

*P-CR Session:* Pat Cronin, University of Abertay  
Alistair Henry, University of Edinburgh  
*E+I Session:* Jim Fraser, University of Strathclyde  
*PO Session:* Kenneth Scott, University Campus, Hamilton

Administrator: Lyn Mitchell, SIPR, University of Dundee

## ACKNOWLEDGEMENTS

The Organising Committee acknowledge the generous support of ACPOS and the Scottish Funding Council, who fund the Scottish Institute for Policing Research, as well as the support received from our major sponsor, BT.



## **Welcome from the Director of SIPR**

On behalf of the Scottish Institute for Policing Research (SIPR), I am very pleased to welcome you to SIPR's first research conference. The primary purpose of the conference is to create an environment in which researchers, practitioners and policy-makers can meet to hear about and discuss research findings of relevance to policing in Scotland. From the programme you will see there is a wide variety of papers relating to the conference theme, 'Policing: research into policy and practice', organised thematically with respect to the three research networks that form the structure of SIPR: Police-Community Relations, Evidence & Investigation and Police Organisation. We are also delighted to have an opening plenary session which brings together the President of the Association of Chief Police Officers in Scotland (Colin McKerracher), the Director of Police and Community Safety at the Scottish Executive (Bridget Campbell) and an internationally recognised research expert on community policing from the United States (Wesley Skogan).

As the first conference of a newly established research institute, we are delighted that such large numbers of people are attending and that the audience as well as those presenting comprise a mix of researchers, practitioners and members of the policy community. One of the key aims of SIPR is to encourage and facilitate greater dialogue between research 'providers' and research 'users' and we therefore intend that this conference become an annual event and a key part of the process by which research informs and strengthens the evidence-base on which policing policy and practice are developed. In addition to this conference, however, SIPR is engaged in a wide range of other activities, including investing in new, relevant research, forging international links with those involved in policing research overseas, and creating new opportunities for younger researchers and practitioners to get involved in research on policing. We very much hope you will be interested in and become involved with the work of SIPR further details of which are on our website ([www.sipr.ac.uk](http://www.sipr.ac.uk)).

Finally, we are very grateful for the financial support provided to SIPR by the Association of Chief Police Officers in Scotland and the Scottish Funding Council and to BT for their generous sponsorship of the conference.

Nicholas Fyfe,  
Director, Scottish Institute for Policing Research

## **BT – Sponsors of the First SIPR Conference**

On behalf of BT Global Services, I'd like to say how delighted we are to be major sponsors of this year's SIPR conference.

Here in Scotland we have set up a dedicated police and criminal justice team to work with forces across the country to understand the issues and concerns you are facing today. Policing in Scotland faces a number of challenges. Not just to deliver more, but to use existing resources more effectively, and to collaborate and share information within and between forces and other agencies.

I firmly believe information technology has a major role to play. Many officers are spending their valuable time on back room tasks – entering and re-entering the same information on a range of different applications. Agile working offers one solution – delivering secure, accurate and timely information to patrolling officers at the point of need. Systems integration offers another. Bringing together the multiple software applications replicated in each force in Scotland, and enabling them to communicate with each other.

BT could bring massive experience to this work. We are the UK's number one IT partner to government and are IT partners to Disclosure Scotland, the Metropolitan Police and the Department of Work and Pensions to name just a few.

We are currently working with the Scottish Police Services Authority to deliver a world-class Storage Area Network and Wide Area Network which will be in place by early next year – providing the platform for their ambitious IT integration plans. This opens up a future where officers on the beat can access and record information once and once only, freeing up valuable time for front-line tasks.

We are proud to be supporting the SIPR and look forward to contributing to the future of policing in Scotland.

*Tom Kelly, Director, BT Global Services, Scotland*



# PROGRAMME

## PLENARY OPENING SESSION (VENUE: SOUTH HALL)

Chair: Nicholas Fyfe, Director SIPR

- 10.00 Chair's welcome
- 10.05 Colin McKerracher, President, ACPOS
- 10.20 Bridget Campbell, Director, Police and Community Safety, Scottish Executive
- 10.35 **KEYNOTE PRESENTATION - Leadership from bottom to top: Chicago's model for Community Policing** Wesley Skogan, Professor of Political Science at the Institute for Policy Research, Northwestern University, Illinois

11.00 Coffee

## Parallel Network Sessions:

### POLICE-COMMUNITY RELATIONS (VENUE: KIRKLAND SUITE)

Chair: Alastair Henry, University of Edinburgh

- 11.30 **Surveillance from all angles? Some observations and comments** Alex Hirschfield, University of Huddersfield
- 11.50 **Evaluation of the impact and implementation of Community Wardens** Keith Hayton / Vincent Percy, GEN Consulting
- 12.10 **Minority group members' understandings of inter-group contact encounters** Nick Hopkins, University of Dundee
- 12.30 **Police and communities** Neil Richardson, Lothian and Borders Police
- 12.50 Discussion

### EVIDENCE & INVESTIGATION (VENUE: ABDEN HOUSE)

Chair: Jim Fraser, University of Strathclyde

- 11.30 **Introduction to the Evidence & Investigation Network** Jim Fraser
- 11.40 John Malcolm, ACPOS
- 12.00 **The development of investigative practice** Peter Stelfox, National Policing Improvement Agency
- 12.20 **Scientific aspects of Cold Case reviews** Ian Hamilton, SPSA.
- 12.40 **International Investigation Case Study: The Kriss Donald Murder** Elliot McKenzie, Strathclyde Police
- 12.50 Discussion

### POLICE ORGANIZATION (VENUE: SOUTH HALL)

Chair: Kenneth Scott, University Campus: Hamilton

- 11.30 **Learning from performance?** Steve Ritchie, Grampian Police & Bramshill Fellow at RGU
- 11.50 **The role of Audit Scotland in monitoring police performance** Miranda Alcock, Audit Scotland
- 12.10 **Serious organized crime in Scotland** Joseph McGallagly, Centre for Drug Misuse Research, University of Glasgow
- 12.30 **Municipal Policing in Scotland** Daniel Donnelly, Scottish Centre for Police Studies
- 12.50 Discussion

13.00 Lunch and Poster Session (**VENUE: KIRKLAND FOYER / SOUTH HALL**)

## **POSTERS**

**Post-incident management of occupational exposure incidents in the police and prison services in Scotland** A Taylor, B Cullen, K Roy, K Dunleavy and J Gow, University of Paisley

**The Scottish Crime and Justice Survey: Policing and Community Safety in Scotland** B Macmaster and B Stalker, Justice Analytical Services

**How important is colour in video-based observation tasks?** A Scrimgeour, A Szymkowiak and K C Scott-Brown

**Childhood and Crime** C McDiarmid, University of Strathclyde

**Common Knowledge** M Dickson, HMIC

**Developmental trajectories of criminal behaviour in persistent offenders** H Kelly, Grampian Police

**On the Record: Evaluating the visual recording of joint investigative interviews with children** M Connelly, Justice Analytical Services

**Organisational learning and a police service organisation undergoing transformational and continuous change** J Haveron, Queen's University, Belfast

**Exploring the policing – entrepreneurship nexus** R Smith, The Robert Gordon University

14.30 **Parallel Network Sessions: WORKSHOPS**

## **POLICE-COMMUNITY RELATIONS (VENUE: KIRKLAND SUITE)**

Chair: Pat Cronin, Network 1 Associate Director

### **Police dilemmas of interpretation and action: the shoot no shoot dilemma**

Paul Robertson, Jim Bown, Brian Robinson and Pat Cronin, University of Abertay

## **EVIDENCE & INVESTIGATION (VENUE: ABDEN HOUSE)**

Chair: Jim Fraser, Network 2 Associate Director

### **Effective use of forensic science in volume crime**

Panel: Jim Fraser; Andy Feist, NPIA; Derek Scrimger, SPSA; David Gordon, Lothian and Borders Police

## **POLICE ORGANIZATION (VENUE: SOUTH HALL)**

Chairs: Peter Wilson, CC Fife Constabulary & Kenneth Scott, Network 3 Associate Director

### **Developing the agenda for police organisation research**

15.40 Tea

16.10 **Plenary Closing remarks (Venue: South Hall)** Nicholas Fyfe, Director SIPR

16.20 Close of Conference

# BIOGRAPHIES AND ABSTRACTS

These are presented in the order shown in the Programme above.

## **PLENARY SESSION**

### **NICHOLAS FYFE** Session Chair

*Nicholas Fyfe is the founding Director of the Scottish Institute for Policing Research and Professor of Human Geography in the School of Social Sciences at the University of Dundee. Over the last twenty years his research on policing has included studies of police-community consultation in London, the design of police user surveys in Scotland, the use of CCTV surveillance, and the policing of wildlife crime. Much of his most recent research has focused on witness protection and he conducted the first ever independent evaluation of a police witness protection programme, funded by the Scottish Executive. He has also undertaken an international review of measures to facilitate witness co-operation in organised crime investigations for the Home Office and acted as an adviser to the Canadian Government on witness protection arrangements in Canada.*

### **COLIN McKERRACHER**

*Colin McKerracher was raised in Glasgow and served as a Police Cadet before joining The City of Glasgow Police in 1974. He was promoted through the ranks of Strathclyde Police, rising to Deputy Chief Constable in 2001. During his career he studied for three years at Strathclyde University and in 1987 he graduated LLB.*

*Colin McKerracher was appointed Chief Constable of Grampian Police in 2004. He has been instrumental in achieving a more community based policing approach across the Force, under the banner 'Total Community', including the reintroduction of the Police Cadet Scheme. He has overall responsibility for the policing of offshore installations, Royal residences on Deeside, as well as Aberdeen International Airport.*

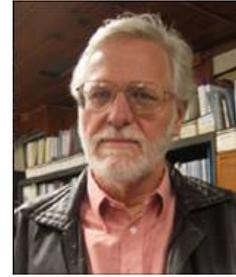
*Mr McKerracher is a member of the Scottish Police Services Authority (SPSA) Board and was appointed ACPOS President in July 2007. He was awarded the Queen's Police Medal in June 2005 in recognition of his services to Policing.*

### **BRIDGET CAMPBELL**

*Bridget Campbell is Director, Police and Community Safety in the Scottish Executive, a post she has held since January 2005. The Directorate is responsible for policy and funding on police, fire and rescue services, emergency planning and civil contingencies, community safety, antisocial behaviour, drugs misuse and for analytical services related to justice. She worked in Whitehall, mainly on the environment, local government and housing before moving home to Scotland. In the Scottish Executive she has also been Head of the Environment Protection Unit, Cabinet Secretariat and Public Service Delivery Group.*

## **WESLEY G SKOGAN**

*Professor Wesley Skogan has been a faculty member at Northwestern University since 1971, and holds joint appointments with the Political Science Department and the University's Institute for Policy Research. His research focuses on the interface between the public and the legal system, in crime prevention, victim services, and community-oriented policing.*



*Since 1993 he has directed an evaluation of Chicago's experimental citywide community policing initiative. His books on this project include: *Police and Community in Chicago* (2006), *On the Beat: Police and Community Problem Solving* (1999.), and *Community Policing, Chicago Style* (1997). In 2003 he edited *Community Policing: Can It Work?*, a collection of original essays on innovation in policing. His 1990 book, *Disorder and Decline: Crime and the Spiral of Decay in American Cities*, won an award from the American Sociological Association. He was a technical consultant for the Home Office Research Unit during the development of the British Crime Survey, and has written two Home Office Research Series reports on contacts between the police and public in England and Wales.*

### **Leadership from Bottom to Top: Chicago's Model for Community Policing**

Chicago's community policing program features widespread opportunities for public involvement and a commitment to responding effectively to the broad range of concerns they bring to the table.

Making this model work demanded significant changes within the police department, in the relationship between police and other service agencies, and in the role of the mayor as the broker of inter-agency collaboration.

This presentation examines the organizational, managerial and political strategies that were employed to craft a workable program for Chicago, and some (brief) evidence of their effectiveness.

## **POLICE-COMMUNITY RELATIONS**

### **ALISTAIR HENRY** Session Chair

*Alistair Henry is Co-Director of the MSc in Criminology and Criminal Justice in the School of Law, University of Edinburgh. He is currently researching multi-agency crime prevention and community safety in Scotland. His research interests also include: theoretical criminology, police and policing, and the sociology of criminal justice institutions and agencies. His publications include a co-edited book (with David J. Smith) entitled Transformations of Policing. He is a member of the Police-Community Relations Network of the Scottish Institute for Police Research.*

### **ALEX HIRSCHFIELD**

*Alex Hirschfield is Professor of Criminology at the University of Huddersfield and Director of the Applied Criminology Centre. He is also a Visiting Professor in the Centre for Investigative Psychology at the University of Liverpool and an Associate of the Jill Dando Institute of Crime Science at University College London. His research interests include environmental criminology, situational and technological approaches to crime reduction, urban regeneration, policy evaluation and Health Impact Assessment. He has secured research funding from ESRC (Crime and Social Order Programme), EPSRC (Technologies for Crime Prevention and Detection ), local regeneration partnerships and a range of UK central government departments including the Home Office, the Department of Health, Department for Transport and the Office of the Deputy Prime Minister. Between 1999 and 2002 he was commissioned by the Home Office to evaluate the Government's Reducing Burglary Initiative in the north of England. He recently led the 'Crime Theme' in the national evaluation of the Government's New Deal for Communities Programme. He has served on the Expert Panel for three high profile national evaluations: Drugs Testing Pilots (DARU, Home Office), the Street Wardens Initiative (ODPM) and On Track (Children and Young Persons Unit). Since 2002 he has served as Home Office Senior Academic Advisor to the Government Office North West. He directed an EPSRC-funded Surveillance Network aimed at bringing together criminologists, vision scientists, engineers and end users together to explore how surveillance technologies (e.g. 'intelligent CCTV') can be utilised to better detect and prevent crime. He is currently a Knowledge Transfer Champion with the Regional Development Agency, Yorkshire Forward bringing together academics and the private sector to explore the business opportunities of crime reduction technologies. His other research work is in public health and in 2006 he was elected a Fellow of the Faculty of Public Health.*

### **Surveillance from all angles? Some observations and comments**

Surveillance in crime reduction can be defined as 'the process of observing what happens in different locations and contexts and converting such observations into both intelligence and situational assessments directly linked to action and interventions'.

Surveillance activity may take the form of visual surveillance using CCTV, electronic surveillance of people (e.g. tagging of offenders) and items of property (e.g. tracking devices in vehicles) and voice surveillance (e.g. voice recognition software).

Surveillance can also be targeted at individuals (potential victims of crime, offenders), items of property worn or carried by individuals (e.g. clothing, bags), other property (e.g. buildings, vehicles, goods) and places (towns centres, residential areas).

The effective deployment of surveillance in crime prevention involves a complex set of inter-relationships between the technical capabilities of the equipment (e.g. facial recognition CCTV, prediction of behaviour from peoples' gesture and gait, automatic flagging of suspicious objects),

contextual factors (e.g. terrain, land use, social environment), management and training and crucially the response of those subjected to surveillance (offenders, victims, bystanders, local residents). Then there is the crucial area of how the recipients of surveillance data interpret what they see and hear (cognition) and how they use this knowledge to communicate with other agencies (e.g. the police and emergency services).

Consideration of civil liberties and human rights pervade all stages of the surveillance process and implicitly bring with them new and largely unexplored concepts and notions such as 'ethical targeting' and responsible surveillance.

This presentation will explore some of the assumptions that underpin surveillance from a crime prevention perspective. It will discuss the feasibility of developing a theoretical framework for the deployment, response and evaluation of surveillance activity aimed at deterring and preventing crime. Particular attention will be paid to the role theory plays in different stages of the surveillance process (problem diagnosis, choice of technology, targeting, use, response and evaluation).

## **KEITH HAYTON and VINCENT PERCY**

*Keith Hayton is the Associate Director in GEN Consulting's Glasgow office. Keith was formerly Head of the Department of Environmental Planning at Strathclyde University where he held the Chair in Urban and Regional Planning. Although a qualified town planner most of Keith's work is in economic development and regeneration, with a particular emphasis upon the development and implementation of monitoring and evaluation frameworks.*

*Key recent projects have included the national evaluation of community wardens for the Scottish Executive, the interim Evaluation of the Cities Growth Fund for the Executive and the Business Gateway Strategic Review for Scottish Enterprise.*

*Vincent Percy is a consultant in GEN Consulting's Glasgow office. Vincent was formerly a Research Analyst at SLIMS where his research focused on the labour market.*

*Key projects have included the National Evaluation of Community Wardens, production of a Topic Report on Financial Inclusion, Analysis of Supporting People Service Review Templates and study to Assess Capacity in Scotland's Colleges, all for the Scottish Executive.*

## **Evaluation of the Impact and Implementation of Community Wardens**

GEN Consulting was commissioned by the Scottish Executive in mid-2004 to undertake an evaluation of the implementation and impact of the community wardens' schemes run by Scotland's 32 local authorities. Four objectives were set for the evaluation:-

- The identification of innovation and good practices;
- Support for the analysis of the monitoring information that was to be collected by the authorities using a standard template submitted to the Executive;
- Examining and explaining the processes underpinning the schemes' implementation and development; and
- Providing an overall assessment of the schemes and their impact.

The evaluation was undertaken over a 30 month period, finishing in late 2006. It involved a variety of research methods, including the use of nine longitudinal case studies, perception surveys, surveys of wardens and managers and focus groups with residents.

In the majority of the case study areas there was reinforcing anecdotal, statistical and survey evidence to show that the wardens were having a positive impact on levels and perceptions of crime and antisocial behaviour. These impacts were not uniform across the case study areas. In part this reflects the differing characteristics of the areas and the number of other initiatives set up to tackle antisocial behaviour in recent years. These factors made ascribing cause and effect difficult and complex.

## **NICK HOPKINS**

*Nick Hopkins is a Senior Lecturer in the School of Psychology, University of Dundee. He has research interests in group-based identities and the organisation of collective action.*

### **Minority group members' understandings of inter-group contact encounters**

Intergroup contact is often seen as a vehicle to improve intergroup relations. Research suggests that contact can help improve majority group members' views of minorities. However, how minority group members experience such contact has received less attention. This paper focuses on minority group members' understandings and experiences of their interactions and encounters with majorities. In particular, it focuses on minority group members' experiences of acting as ambassadors for their group. There are pleasures associated with this role. However, there are also costs. Interview data suggest that minority group members may find contact encounters frustrating because they are positioned as group representatives on terms that are not their own but rather those of the majority. In turn, such positioning may have implications for the degree to which they feel their identities are recognised and respected.

## **NEIL RICHARDSON**

*Although originally from the North East of Scotland, Neil Richardson has lived within the Lothian and Borders area most of his life. He joined the force in 1985 and has since worked in specialist, rural and city postings. Having amassed experience in Training, Community Safety, Firearms and divisional operations he went on to work at a senior level in Executive Support, as Staff Officer to the Chief Constable and within the CID both locally and on secondment to the SDEA.*

*His academic qualifications include a Bachelor of Arts degree from the Open University, an MBA with distinction from Napier University and a Diploma in Applied Criminology from Cambridge University. He has completed police related research work in partnership with academic colleagues and is a fellow of the Chartered Management Institute.*

*Having completed the Strategic Command Course at the Police Staff College, Bramshill he took up post as Deputy Commander within A Division where he played an important role in the introduction of new performance arrangements and the development of a more community focused policing style. He has also taken operational command of a wide range of significant events, operations and incidents within the city.*

*He was promoted on a temporary basis to the rank of Assistant Chief Constable, Lothian and Borders Police in January 2006 and in November 2006 following interview, was confirmed in post on a substantive basis. He has direct responsibility for Territorial Policing within the force.*

### **Police and Communities – a new relationship**

Communities lie at the very heart of policing doctrine and significant effort is expended attempting to listen to and service their needs. Despite this fact, there is no uniform approach but rather an array of different approaches, styles and philosophies. This complex picture is further compounded by a

rapidly changing 'community' landscape. Transient lifestyles favouring mobility over settled neighbourhood living, multi-cultural diversity and an emergence of virtual 'communities' made possible by technology but without geographic or on occasion moral boundaries are examples of the challenge to conventional thinking on 'community policing'. In addition to the established requirements more commonly recognised from communities within Scotland we are seeing an ever growing profusion of demands based less on 'community' and more on individual diversity.

Against the backdrop of public sector realism and an increasingly challenging financial environment, the enduring requirement to balance police response with community based preventative efforts will become much harder to achieve. Policing services and the way they are delivered are in need of revision to address the changing communities we operate within. There is, therefore, a clear need to stimulate discussion and debate on the development of community policing strategy.

It is well recognised that 'policing' as a service of first and last resort is not a sustainable model. From a service perspective, a more sustainable alternative could be achieved if a higher level of personal responsibility was secured in all areas of Scottish society.

## **EVIDENCE & INVESTIGATION**

### **JIM FRASER** Session Chair

*Jim Fraser is Professor of forensic science and Director of the University of Strathclyde's Centre for Forensic Science. He is Chair of the European Academy of Forensic Science, Associate Director of the Scottish Institute for Policing Research and a past President of the Forensic Science Society. He has extensive experience as an expert witness in criminal courts in the UK and has been involved in many high profile cases e.g. Robert Black, Stephen Downing, Michael Stone, Damilola Taylor.*

*Professor Fraser has significant experience in strategic and policy matters in relation to forensic science in the UK and internationally. He has advised a range of agencies on forensic, scientific and investigative matters, including the Association of Chief Police Officers, Her Majesty's Inspector of Constabulary, the Home Office and the Scottish and Westminster Parliaments.*

*His main areas of Teaching and research focus on the relationship between science and law and the contribution of science to policing and criminal justice. He is a member of the editorial board of Problems in Forensic Science, the Royal Statistical Society Working Group on Statistics and the Law and the EPSRC Peer Review College.*

### **JOHN MALCOLM**

*John Malcolm currently serves as Assistant Chief Constable with Strathclyde Police.*

### **PETER STELFOX**

*Peter Stelfox is the Head of Investigative Practice at the National Policing Improvement Agency (NPIA). He works with police practitioners, policy makers and academics to develop and publish evidence based practice for the investigation of crime. He was previously Head of Crime Operations in the Greater Manchester Police with responsibility for the investigation of organised crime and homicide. He has a Masters Degree in police management and a Doctorate in the investigation of homicide.*

### **The development of investigative practice**

Professional practice consists of the knowledge, understanding, skills and abilities that an occupational group needs to carry out its role. In many occupations this practice is contained in a literature which forms the basis of training, service delivery, research and development. Until recently, this type of practice had not developed in the police service. In its place were a combination of bureaucratic controls and a craft model of personal development under which officers learnt policing practice from more experienced colleagues. This situation has changed rapidly over the last few years and the police service now sees evidence based practice as one of the main ways in which service delivery can be improved. Key developments in this area are the introduction of the ACPO Professionalising Investigation Programme (PIP), which accredits investigators competence against national occupational standards, and the formation of the National Policing Improvement Agency Professional Practice Unit which has a national remit to develop and promote evidence based practice. This session will focus on the current state of development of professional practice for those carrying out criminal investigations and will examine the model of practice development used by NPIA. Finally, the prospects for the future development of professional practice will be examined with a focus on how research and development in this area can be improved.

## **IAN HAMILTON**

*Ian Hamilton graduated from Glasgow University in 1971 and after gaining a Masters in Forensic Science at Strathclyde University joined the Glasgow and West of Scotland Blood Transfusion Service who at that time provided a blood grouping service to various Procurators Fiscal.*

*During that time he worked closely with Dr Thorpe at the Department of Forensic Medicine at Glasgow University. In 1975 he moved through to Edinburgh to set up the new Forensic Science Laboratory within the police headquarters at Fettes.*

*In 1979 Ian Hamilton returned to Glasgow to take up a senior post with the then Strathclyde Police Forensic Science Laboratory where he has remained through its various guises and currently is the Unit Manager, Biology for the Scottish Police Services Authority (Glasgow).*

*During his time in Glasgow he set up Scotland's first DNA profiling facility as well as becoming involved in one or two murders!*

## **ELLIOT MCKENZIE**

*Detective Superintendent Elliot McKenzie currently serves with the Strathclyde Police and has a total of 31 years police service. His formative years were spent with the CID in Possilpark, Glasgow and thereafter every rank through to Superintendent within Special Branch. In 1999 he was given a uniform command as Sub Divisional Officer for the new town area of Cumbernauld. He returned to the CID in 2004 and faced his biggest challenge from 16 March 2004 with the racially motivated Abduction and Murder of Kriss Donald. He presently leads an ACPOS Review on Major Investigations (Capacity and Capability) focusing on Terrorist Investigations, Disaster Investigation and supporting high profile Murder Investigations.*

## **POLICE ORGANIZATION**

### **KENNETH SCOTT** Session Chair

*Following the merger of Bell College and the University of Paisley, Dr Kenneth Scott is now Director of the Centre for Criminal Justice and Police Studies at University Campus, Hamilton, as well as being Associate Director of Network 3 (Police Organization) at SIPR. He was co-editor and contributor to the book Policing Scotland (2005), and has researched and published in a range of topics relating to the police in Scotland, including governance, accountability and training.*

### **STEVE RITCHIE**

*Steve Ritchie has worked in the Police service for almost 28 years, serving with both Central Scotland Police and Grampian Police. He is currently head of the Strategic Planning and Performance Unit at Grampian and has worked on the development of the Scottish Policing Performance Framework with ACPOS and the Scottish Executive. He was awarded a fellowship from Bramshill in 2004 to review the nature of Organisational Learning in the Police service and his doctoral research is being supervised by Aberdeen Business School. He is about to commence the data collection phase of his research through case studies in a number of UK forces*

#### **Learning from performance?**

The collaborative and transformational approach to developing a culture of learning from performance in Scottish policing contrasts with the centralised approach to controlling the performance of Forces in England & Wales. However, performance management as an academic discipline is new and lacks mature theories on which to base such an ambitious development. It is argued that the application of organisational learning theory is relevant and provides a model in which performance management can be described, understood and evaluated. A case study method is proposed to investigate a cross section of Forces in Scotland and identify major factors that act as catalysts and inhibitors to the process of performance management. A comparison with a small sample from England and Wales is proposed. The outcomes from this research will inform the ongoing development of a performance culture in Scotland.

### **MIRANDA ALCOCK**

*Miranda Alcock is Communities Portfolio Manager in Audit Scotland, based in the Public Reporting Group – Local Government Directorate. She has overall responsibility for performance studies in the police and fire services and in the community-based work of local authorities.*

*Recent studies include Community planning: an initial review (published June 2006) and A review of service reform in Scottish fire and rescue authorities (published March 2007). She is currently finalising a report on police call management, due to be published at the end of September.*

*She joined the Accounts Commission in 1997, and moved to Audit Scotland when it was formed in 2000. She has previously managed studies on youth justice, school property risk management, community safety and financial delegation in the police service. She also spent a couple of years on secondment within Audit Scotland as their corporate business manager.*

*Prior to joining the Accounts Commission, Miranda worked for the City of Edinburgh Council as a senior manager in quality and customer care.*

## **The role of Audit Scotland in monitoring police performance**

Audit Scotland's role is to promote high standards of governance, stewardship and management within the public sector, to support service improvements and best value and to report in the public interest. The organisation has a unique role within the overall arrangements for public sector scrutiny in Scotland. The presentation will discuss the range of audit work undertaken by Audit Scotland in fulfilling this role including financial auditing, performance review and national studies, Best Value audits and statutory performance indicators.

In particular, the presentation will cover how Audit Scotland undertakes national studies, including the overall approach to this type of work, how stakeholders are involved, the different methodologies used to gather evidence and how that evidence is used to draw conclusions about performance. This will be illustrated by examples from recent work in community planning, youth justice and police call management.

The presentation will conclude with a consideration of different approaches used to assess the impact of audit work and how recommendations from national studies are followed up. The differences between audit, inspection and research will be discussed, looking at the particular contribution that audit can make to improving performance and accountability and what the challenges are in the future.

### **JOE MCGALLAGLY**

*Joe McGallagly retired from the police in 2006 after 30 years service. At that time he was the Detective Inspector in charge of the Scottish Drug Enforcement Agency (now known as the Scottish Crime and Drug Enforcement Agency (SCDEA)), Drug Strategy Unit.*

*The overwhelming majority of his police service was carried out at Strathclyde Police where he was involved in a range of diverse police research projects including evaluations of the 'Spotlight' Initiative, The Hamilton Child Safety Initiative, Arrestee Drug Abuse Monitoring (ADAM) programme, Safer Scotland, Custody Suite Procedures, the Staffing of Community Safety, the effectiveness of police Cycling Proficiency tests and the Criminal Histories of Suspect Drug Offenders.*

*While at the SDEA he was engaged in numerous Agency projects surrounding drug misuse and worked closely with the Scottish Money Laundering Unit in establishing an international network of police financial investigators (European Suspicious Transaction Reporting) ESTR network across the EU, the secretariat of which now sits with Europol.*

*Joe McGallagly has an MSc in Psychology from the University of Stirling, and is presently a doctoral student at University of Glasgow, Centre for Drug Misuse Research where his research is focused primarily on exploring the structures and criminal activity of organised crime groups operating in Scotland.*

### **Serious organized crime in Scotland**

In Scotland, SCDEA has responsibility, *inter alia*, of preventing and detecting serious organised crime. Operational achievement is articulated in yearly SDEA (and recently) SCDEA annual reports in which the Agency refers to successful operational outcomes in the arrest, disruption and dismantling of transnational organised crime groups operating in/from Scotland. In this specific study, in an attempt to gain a greater understanding of Scotland's organised crime groups, a comprehensive measuring instrument was adapted for use in a Scottish context, from a questionnaire previously circulated by the UNCICP. This was distributed to 230 staff at the SCDEA who were identified as

being involved in the type of work which would entail an understanding of Scotland's serious organised criminal groups.

One hundred and nine completed questionnaires were recently returned and therefore the analysis is at an early stage. Questions address a broad spectrum of issue surrounding organised crime and seek responses to items such as: structure, size, activity, level of transnational operations, identity, level of violence, corruption, political influence, penetration into the legitimate economy, cooperation with other organised criminal groups, in addition to a host of other items.

A series of semi structured interviews are now planned which will elaborate on the instrument results and focus particularly upon a case study of a long term SCDEA operation 'Operation Folklore' that targeted the activities of a transnational organised crime group (TOC) operating from Scotland.

## **DANIEL DONNELLY**

*Dr Daniel Donnelly is a former police officer and part-time Senior Research Fellow in the Scottish Centre for Police Studies at Bell College, Hamilton and visiting lecturer at a number of Scottish Universities. He is co-author of the Policing Scotland book and has presented a number of papers and journal articles on a wide variety of police topics. He has recently completed research on the introduction of Community Wardens in Scotland funded by the Carnegie Trust and is presently writing a book on Municipal Policing in Scotland.*

### **Municipal policing in scotland**

Scottish history informs us that policing has always played a pivotal role in the security and regulation of the municipalities. From the citizen 'watch systems' of the 1800s to the local authority directed police who supervised cleansing, lighting, water supply, weights and measures, housing and sanitation in the late 1900s and early 20<sup>th</sup> century. However, in the new 21<sup>st</sup> century things have changed, the demand for police services is too great and resources too few to cope with the challenges of the new world. Alternatives to the sworn police officer are being sought at the local level and these surrogate methods range from local council enforcement patrols; resident employed private security; neighbourhood and community wardens; and communities and local authorities financing dedicated police officers. These few examples highlight the ongoing transformation in the delivery of security and safety to our communities. There is a growing army of non-police patrol operatives striving to satisfy growing demands and it is doubtful that additional police would be credible alternative, as they would be subsumed into specialist units urgently required to combat the multifarious challenges facing modern society. Evidence informs us that this municipal 'army' is effectively tackling those 'wicked issues' which the sworn police has been unable to do effectively viz. litter, dog fouling, noise complaints, anti-social behaviour and many more. This presentation focuses on the multi-tier model of municipal policing in Scotland and asks if we are moving towards a re-definition of the police officer's role at the local level.

## **POSTER PRESENTATIONS**

### **AVRIL TAYLOR**

*Professor Avril Taylor holds the Chair in Public Health and is the Director of the Institute of Applied Social and Health Research and Associate Dean for Research in the School of Social Sciences at the University of Paisley. She received her PhD in 1991 from the University of Glasgow. Her thesis was the first ethnographic study of female injectors and was published as a book, "Women drug users: an ethnography of a female injecting community", by Oxford University Press. Since then she has continued to research in the area of illicit drug use with a particular emphasis on risk behaviours for bloodborne virus infections and has published widely on the subject.*

### **Post-incident management of occupational exposure incidents in the police and prison services in Scotland.**

**Authors: Taylor A, Cullen B, Roy K, Dunleavy K and Gow J**

In the course of their work, police and prison service staff are at risk of occupational exposure to blood and body fluids, and thus potentially at risk of blood borne virus infection. Concerns for staff wellbeing have been raised by the Scottish Police Federation. A Scottish Executive Working Group found that little is known about the incidence of occupational exposure in the police and prison services, and how such incidents are managed, since there is currently no systematic data collection or reporting of such incidents. (<http://www.scotland.gov.uk/Publications/2007/03/08155433/0>).

The Scottish Government has commissioned the University of Paisley and Health Protection Scotland to carry out an evaluation of the post-incident management of occupational exposure in the police and prison services in Scotland. The aim is to describe and evaluate current services for preventing psychological and physical harm, to identify any gaps and inequities.

The evaluation runs from March 2007 to February 2008. Data will be collected for six months from August 2007 on the number of police and prison staff notifying their Occupational Health department about an exposure to blood and/or body fluids, and on the care given by all those involved. Police Occupational Health staff have described current procedures, and have agreed to collect data on each incident, using a standardised anonymised Incident Report Form. In addition, each exposed individual will be invited to complete an anonymous follow-up questionnaire on their experience.

The findings will support the development of policies to ensure that future management of occupational exposure is of a consistent and high standard.

### **BARRY STALKER and BETH MACMASTER**

*Barry Stalker is a Principal Research Officer in Justice Analytical Services, Criminal Justice Directorate, where he is Project Director of the Scottish Crime and Justice Survey. Prior to joining Justice, Barry worked for 3 years as a Senior Research Officer in the Education Department, which included Project Management of the Scottish School Leavers' Survey and other social research, including evaluations of drug education and health promotion in schools, and analytical work on the international education study, PISA. Barry also worked as a Research Executive at MORI Scotland, before joining the Scottish Executive. He holds an MA in History and Politics and MPhil in Social Science Research from University of Glasgow and he is also a qualified Specialist Paralegal in Scottish Criminal Law.*

*Beth Macmaster is a Research Officer in Justice Analytical Services, Criminal Justice Directorate, where she is Project Manager of the Scottish Crime and Justice Survey. Prior to joining Justice, Beth*

*worked for 3 years as a researcher at Craigforth, a private research consultancy in Stirling. Her work at Craigforth included housing needs assessments and evaluations, Citizens' Panel surveys and evaluations of public sector complaints systems and processes. She holds an MA in Sociology from the University of Glasgow and is also a qualified Specialist Paralegal in Scottish Criminal Law.*

## **The Scottish Crime and Justice Survey: Policing and Community Safety in Scotland**

**Authors: Stalker B and Macmaster B J**

### **ABSTRACT**

The Scottish Crime and Justice Survey (SCJS) is Scotland's new crime survey. A face to face continuous household survey of 16,000 respondents per annum, the SCJS is a valuable addition to the package of information available to practitioners, policy makers and other key stakeholders on policing and community safety in Scotland.

This poster explores the important contribution previous crime surveys have made to knowledge of public perceptions of policing and crime in the local community. It also highlights important insights from the survey into the experience of victims.

The poster also details the significant developments to the new survey and the increased scope offered for the investigation and analysis of perceptions and experiences of crime and the criminal justice system amongst Scotland's people.

### **KEN SCOTT-BROWN et al.**

*Dr K.C. Scott-Brown and Dr A. Szymkowiak are both Lecturers at the University of Abertay Dundee, Division of Psychology. Anne Scrimgeour is a Teaching Fellow at the University of Abertay undertaking a PhD. All three have a shared research interest in the visual processing involved in surveillance and driving. This research is funded by a grant from the British Academy.*

### **How important is colour in video-based observation tasks?**

**Authors: Scrimgeour A, Szymkowiak A and Scott-Brown K C**

It is assumed that colour video presentation is naturally superior to black and white presentation in the context of CCTV surveillance. This presumption is not based on a solid base of empirical research however. We have recorded the eye-movements of observers engaged in a simple video surveillance task searching for suspicious or criminal behaviour. We present data from various video based observation tasks that begin to show when colour may (or may not) be beneficial in the detection of criminal behaviour.

### **CLAIRE McDIARMID**

*Dr Claire McDiarmid has been a senior lecturer in the Law School, University of Strathclyde since 2006, having taken up her appointment as a lecturer there in 1999, Before this, she was employed as a lecturer at the University of Paisley. She teaches primarily in the area of Criminal Law and her main research interest is in children who offend, particularly in the way in which the criminal law and the criminal justice system interact with children who commit serious crimes and in the child's criminal capacity. She is also interested in the role of welfare in the Scottish children's hearings system, the interaction between "welfare" and "justice" and the paradox presented by the child as social actor whilst simultaneously vulnerable and in need of protection. She was a member of the children's panel for the City of Glasgow from 1996 until 2007.*

## **Childhood and Crime**

**Author: McDiarmid C**

Children who commit serious crimes present a paradox. As children they belong to a group which is generally regarded as vulnerable and in need of protection. As criminals, on the other hand, they are to be condemned, punished and deterred. This research project looks at the issues this raises from legal, philosophical, psychological and sociological perspectives, arguing that a thorough investigation of the child-accused's criminal capacity, by the court, is necessary to provide a fair and rational basis for decision-making concerning criminal responsibility. It also examines the existing response of the Scottish legal system to such children, both in the courts, and through the children's hearings system. Ultimately it contends that it is possible to reconcile the competing and often polarised demands of justice and welfare so that the child's criminality and vulnerability are simultaneously accommodated.

## **MALCOLM DICKSON**

**'Common Knowledge' – a report on a thematic inspection of information and intelligence sharing in Scottish policing, conducted by HM Inspectorate of Constabulary. Published March 2007.**

**Authors: Dickson M R, Burnside I, McKechnie J, White J and Reed S**

Effective, user-focused partnerships are essential for public service: intelligence and information sharing is key to this. Conversely, inefficient procedures in intelligence and information sharing can have serious consequences.

This is most apparent in protection of children and vulnerable adults, where some practitioners need to retain control over information. HMIC believes great gains could be made by overcoming well-intentioned reluctance to share lower-level information at an *earlier* stage than previously envisaged. No-one can know everything and so processes and procedures between organisations need to make sharing easier and safer, not a matter of guesswork. The Inspectorate recommended practical possibilities for keeping the most sensitive information confidential, right up to the point at which the need to share becomes obvious.

Examples of good police practice were found but ACPOS should adopt an overview to reflect the strategic vision for information sharing in the public sector.

Different police ICT systems have developed throughout the country although ACPOS and Government have now embarked upon a new approach towards convergence. 'Getting It Right For Every Child' and the National Data Sharing Forum should now be incorporated into the ACPOS vision for ICT.

National opportunities to add value could achieve efficiencies: eg the Crown Office and Procurator Fiscal Service should have greater access to the Criminal History System.

Greater information and intelligence sharing between services requires a common framework and language. The National Intelligence Model has proved its adaptability and usefulness beyond policing and HMIC proposed that this model be extended to all relevant public services.

## **HAYLEY KELLY**

*Hayley Kelly joined Grampian Police as a Research Officer in January 2006. She has a BSc (Hons) in Psychology and is currently enrolled on a part time PhD course at the University of Leeds studying the existence of discrete developmental trajectories in the criminal behaviour of persistent offenders.*

### **Developmental Trajectories of criminal behaviour in persistent offenders**

**Author: Kelly H**

This presentation details the development of a five-year research programme that will largely focus on the examination of the existence of discrete developmental trajectories of criminal behaviour in persistent offenders and an investigation of associated correlates/ predictors. The first stage involves a systematic research review in the psychological, criminological and social literature to inform a general exploration of archival data (police records) that will examine the nature and pattern of offending over time. This will be expanded in subsequent stages by the adoption of additional mechanisms (e.g. a battery of psychological tests administered to imprisoned individuals; a young offenders study) to develop a predictive model of various criminal trajectory types which will inform understanding of why individuals offend and what affects their manner of offending. The benefits of an extensive multi-method approach as outlined here, lies in its potential for the development of a predictive model that could facilitate identification of 'at risk' offenders before their criminality escalates.

The specific relevance of the research to the police service lies in:

- The development of an evidence base to inform and strengthen policy development in support of operational policing's approach to current and future challenges and opportunities facing the Force.
- Supporting pro-active investigation through the development of an unique understanding of local criminal activity especially in the identification of linked crimes and repeat offenders
- Providing the facility to uncover unknown threats to community well being and personal safety
- Informing the development of crime prevention/control products and interventions
- Informing key Force processes and deployment of resources.

## **MARK CONNELLY and MONICA BOYLE**

*Mark Connelly is a senior research officer with Justice Analytical Services, with responsibilities for the portfolio areas of Community Justice Services and Victims and Witnesses. Prior to taking up this post some two and a half years ago, Mark worked as information and research officer with Lanarkshire Alcohol and Drug Action Team. Mark holds a Specialist Paralegal Qualification in Criminal Law, an MA in Cognitive Evolution and a BSc (Hons) in Psychology.*

*Monica Boyle obtained her honours degree in Psychology from Glasgow Caledonian University in July 2006. She has been a member of the Court Affairs, Prisons and Offenders team in the Scottish Government's Justice and Communities Analytical Services since August 2006 and is due to begin working in collaboration with the Scottish Centre for Criminal Justice Research and the Scottish Government next month.*

## **The importance of technical quality in visual recording of joint investigative interviews**

**Authors: Connelly M and Boyle M**

Two pilot schemes were established in late 2003 to visually record joint investigative interviews (JIIs) with children. The pilots were established by police forces in partnership with local authority social work departments in Dundee and Glasgow. They were driven by interviewers seeking to improve good practice, including their ability to accurately record the interview, and to focus on the child.

An evaluation covering the first 2 years of the pilot schemes (Morris et al, 2007) was published in January 2007. Although visual recordings are produced primarily for investigative and child protection purposes, it is their potential for use as evidence in the form of a prior statement that has proven most controversial. While the evaluation concluded that there is widespread support for visual recording as the key interview record, one of the key findings was that poor technical quality had reduced the recordings' usefulness in the justice system.

This paper will examine in some detail the issues underlying the importance of improving the technical quality of visual recordings; from the straightforward matter of audibility to more complex psychological effects of the mode of presentation of witness testimony.

### **JONATHAN HAVERON**

*Having graduated with a Joint Honours in Management and Information Systems, Jonathan Haveron is now in the final stages of completing his PhD at the Queen's University Management School. His research specialises in Organisational Learning and Change Management with a focus on Police Management. Following several conference presentations, Jonathan is progressing on his publication agenda, which includes a book chapter and working paper for the Journal of Management Learning. Jonathan's long term research interests include Neighbourhood Policing, National Intelligence Model and accountability mechanisms. Aside from Academic practice, Jonathan has also conducted evaluations with a police service organisation and conferred regularly with NPIA staff in this capacity.*

### **Organisational learning and a police service organisation undergoing transformational and continuous change**

The precise nature of organisational learning during organisational change, and the type of change that results, is questioned. Citing weaknesses of naturally-occurring learning, authors have suggested the need to balance informal learning processes with appropriate organisational intervention, if change is to be congruent to the needs of the organisation.

This research focuses on a large UK police service organisation, experiencing transformational and continuous change. Following a peace process in the province an independent report recommended that the 'force' become a 'service', strategically focused on 'Policing with the Community'. Whilst managing this reform and further change, the organisation realised the need to better share knowledge and best practices across policing districts, as the perceived knowledge gap amongst officers has resulted in repeated efforts and mistakes. A Knowledge Sharing Project was established to address these concerns.

Drawing on direct observation, interviews, and document analysis the journey and impact of the project, particularly its final workshops, were studied. Findings begin to highlight the effectiveness of balancing organisational intervention and naturally-occurring learning in facilitating change and improvements in practice amongst front line officers. Furthermore, findings also illustrate the negative impact of constant change on learning initiatives. Finally, the research presents further

insight into organisational learning in a police management context, as such studies are notably scarce.

## **ROBERT SMITH**

*Dr Robert Smith is a serving Police Constable in Grampian Police and a Research Fellow at the Centre for Entrepreneurship, The Robert Gordon University, Aberdeen. His research interests are eclectic but include, Social Constructionism in relation to entrepreneurship and criminality; Semiotics in relation to entrepreneurship and criminality; Rural entrepreneurship; Family business; and Criminal entrepreneurship. In relation to Policing his research interests are also varied but include Entrepreneurial Policing and Organized Crime. Robert is also a member of the British Society of Criminology and the British Academy of management. Robert has numerous publications in the field of entrepreneurship and family business and is seeking to develop his writing output into the Policing – Entrepreneurship nexus.*

### **Exploring the policing – entrepreneurship nexus**

Although the term 'Entrepreneurial Policing' is becoming increasing in vogue in certain Policing and Academic circles, at present it remains little more than meaningless rhetoric. This is so because traditionally the term entrepreneur itself has not been part of the pragmatic lexicon of policing. One senses that the term 'Entrepreneurial Policing' is being bandied about as a 'buzz word' by those with only a fleeting knowledge of entrepreneurship theory per se. Consequentially the power of entrepreneurship to act as an organisational change agent remains untapped. At present there is no Policing – entrepreneurship nexus. This is surprising given the fluid nature of Policing and the pragmatic nature of its resourceful and multi faceted work force.

Although the mental maps of entrepreneurship and Policing seldom converge, criminologists such as Dick Hobbs and Robin Fletcher have already begun to chart this exciting research area. Much work remains to be done before entrepreneurial policing becomes a reality. Hobbs appreciated the entrepreneurial role played by the Detective whilst Fletcher appreciates that of the 'Thief taker' and the 'Collator'. These three policing genres acted as entrepreneurs in a policing system where information was traded for results.

This working paper therefore explores the policing – entrepreneurship nexus discussing how aspects of entrepreneurship theory such as intrapreneurship, corporate entrepreneurship, social capital and networking can be applied in a practical context to transform policing practices. Possibilities include profiling entrepreneurial behaviour in criminals; encouraging entrepreneurial teams for problem solving scenarios; and using entrepreneurship as a diversion out of crime. In an age of increasing sophistication in types of criminality and policing practices and methodologies, particularly when combined with diminishing resources, entrepreneurship theory properly applied to policing problems has a role to play in combating crime for those prepared to take the risk.

# WORKSHOPS

## POLICE-COMMUNITY RELATIONS (VENUE: KIRKLAND SUITE)

### **Police dilemmas of interpretation and action: the shoot no-shoot dilemma**

Paul Robertson, Jim Bown, Brian Robinson and Pat Cronin, University of Abertay

A police firearms officer faces the shoot no-shoot dilemma when confronting a suspect who is possibly armed. Within a fraction of a second the officer has to make the decision to shoot or not. The officer has several lives in the balance: his/her own, his/her team, the suspect's and other people in the immediate area. This situation is made more difficult because of a number of factors that may contribute to the decision, including high stress, low natural light, and prior information affecting context and accountability. Given the high impact of this decision, training is extremely important and an essential part of that training is undertaken in simulators. These aim to immerse the trainee in an artificial context where shoot no-shoot decisions are required. Current simulator training is supported by a finite set of film footage and images and firearms officers follow the action sequences and make decisions based on their interpretation of the observed events. Computer games technology has the potential to offer a highly flexible, adaptive and interactive training environment where an infinite range of scenarios may be generated procedurally. Here we present the enabling technologies that will underpin the development of such interactive scenarios. We show a test-bed scenario where users can interact with agents (characters) within the game through a light gun and headset for voice commands. Agents in the game have artificially intelligent behaviour patterns that may vary over simulations.

*Paul Robertson is a research student within the School of Computing and Creative Technologies. He has a first degree in Computing and has commercial experience in software development.*

*Dr Jim Bown is a Lecturer in Complex Systems and a member of SIMBIOS, Scotland's leading Environmental Sciences research group. His expertise is in computational modelling of complex systems and he has a particular interest in how the behaviour of and interactions among individuals in a system give rise to emergent phenomena at the scale of the community.*

*Brian Robinson is a lecturer in Computer Arts with specialist interest in the field of animation. His work is primarily concerned with the development of character, performance and story telling. A founder member of The Animation Finishing School (Scotland), which brings together top international practitioners in the field of animation in workshops and to develop animation talent and IP – Intellectual Property.*

*Dr Patrick Cronin is a Lecturer in Psychology and Associate Director of the Scottish Institute for Policing Research – Network 1 – Police Community Relations. His previous research has included work on crowd - police interactions and the factors which govern public order command level decision making at the strategic, tactical and operational levels of command. On the basis of this work, he has acted as a consultant to the police on public order policies and tactics.*

## **EVIDENCE & INVESTIGATION (VENUE: ABDEN HOUSE)**

### **Effective use of forensic science in volume crime**

Forensic science has been traditionally used mainly in support of serious and major crime such as homicide and robbery. More recently, following the advent of DNA databases, it has been recognised that it can have a significant impact in the investigation of volume crime such as theft by housebreaking and theft of vehicles. Volume crime accounted for around 20% of crime in Scotland in 2004/05 <sup>1</sup> and therefore the ability to improve effectiveness of investigations is of considerable potential value in policing, economic and social terms.

The purpose of this workshop is to share experience and improve understanding from the practical policing and research perspectives with the aim of identifying potential mechanisms for improving such investigations.

Panel: Jim Fraser; Andy Feist, NPIA; Derek Scrimger, SPSA; David Gordon, Lothian and Borders Police

***Jim Fraser** is Professor of forensic science and Director of the University of Strathclyde's Centre for Forensic Science. He is Chair of the European Academy of Forensic Science, Associate Director of the Scottish Institute for Policing Research and a past President of the Forensic Science Society. He has extensive experience as an expert witness in criminal courts in the UK and has been involved in many high profile cases e.g. Robert Black, Stephen Downing, Michael Stone, Damilola Taylor.*

*Professor Fraser has significant experience in strategic and policy matters in relation to forensic science in the UK and internationally. He has advised a range of agencies on forensic, scientific and investigative matters, including the Association of Chief Police Officers, Her Majesty's Inspector of Constabulary, the Home Office and the Scottish and Westminster Parliaments.*

*His main areas of Teaching and research focus on the relationship between science and law and the contribution of science to policing and criminal justice. He is a member of the editorial board of Problems in Forensic Science, the Royal Statistical Society Working Group on Statistics and the Law and the EPSRC Peer Review College.*

***Andy Feist** joined the Home Office in 1997. He initially worked on a programme of work around serious crime investigation based at the former National Crime Faculty and has since held various research posts in the Department. In 2003 he took over responsibility for a programme of work on the use of forensics in volume crime investigations. In April 2007 he was seconded to the newly formed National Policing Improvement Agency to help set up a research programme.*

***Derek Scrimger** started his forensic science career in the Biology department at the Aldermaston laboratory of the Home Office forensic science service in 1986. After two years he joined the Lothian & Borders Police forensic science laboratory in Edinburgh as a reporting scientist and is currently the Biology Manager at SPSA Forensic Services in Edinburgh. He has worked on many high profile cases, including the murder of Jodi Jones in 2003 and the recent reinvestigation of the 1977 World's End murders.*

***David Gordon** has recently taken up a post as Detective Inspector, based at Craigmillar. His background is in criminal investigation as a member of CID, but for the past 18 months has been part of an East Lothian initiative to form a dedicated team to look at low volume crime.*

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<sup>1</sup> Statistical Bulletin CrJ/2005/10: RECORDED CRIME IN SCOTLAND, 2004/05,  
<http://www.scotland.gov.uk/Publications/2005/10/19155942/59433>

## **POLICE ORGANIZATION (VENUE: SOUTH HALL)**

### **Developing the agenda for police organisation research**

Chairs: Peter Wilson, CC Fife Constabulary & Kenneth Scott, University Campus: Hamilton

A discussion on the various pressures, policies, and organisations that condition the evolving police structures and partnerships in Scotland including the international and UK dimension, the pressures of efficiency, and the sector vis-a-vis geography tension for aligning shared services.

***Peter Wilson** has been Chief Constable of Fife Constabulary since April 2001. He previously served in the Lothian and Borders and the Grampian Police areas, and is one of the few serving officers who remembers when there were 20 police forces in Scotland, having joined Edinburgh City Police in 1973 - the Z cars era!*

*In ACPOS he is currently the Chair of the Crime Business Area, having previously devoted considerable energies to joining up police ICT in Scotland and in England. He is a member of the National Police Improvement Agency Strategy Board. He is also Honorary Secretary of ACPOS.*

*Having been involved in the establishment of SIPR, he is now the ACPOS link for Network 3.*

*Following the merger of Bell College and the University of Paisley, Dr **Kenneth Scott** is now Director of the Centre for Criminal Justice and Police Studies at University Campus, Hamilton, as well as being Associate Director of Network 3 (Police Organization) at SIPR. He was co-editor and contributor to the book *Policing Scotland* (2005), and has researched and published in a range of topics relating to the police in Scotland, including governance, accountability and training.*