

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 Government. 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. He recently acted as the adviser to the Scottish Parliament's Justice Committee inquiries into the effective use of police resource and community policing.

FERGUS EWING MSP

Fergus Ewing is the Minister for Community Safety. He was first elected in 1999 as the MSP for Inverness East Nairn and Lochaber. He was re-elected in 2003 and again in the 2007 elections. Prior to being elected he ran his own law practice and developed SNP policy on small business as well as serving on the national executive of the SNP.

He is the son of Winnie, formerly the MSP for Highlands and Islands and MEP for Scotland, and brother of Annabelle, formerly MP for Perth. His constituency is the second largest in Scotland.

MAX DANIEL

Max Daniel has been a police officer since 1976; his current rank is Police Commissioner. His previous work experience includes being head of criminal investigation Schiphol Airport, project leader at frequent offenders' police of Amsterdam, district commander of the city of Arnhem, head of organised crime of the region of Gelderland-Midden, interim director of the Dutch Expertise Centre Diversity and the chairman of the Dutch expert group of narcotics.

Max Daniel has a Master's degree in Public Management and a doctoral degree in Public Administration. His post doctorate studies were focused on cultural diversity and organisational effectiveness.

Diversity as a business issue

Western Europe is becoming more and more a multicultural society. The Dutch police underline the need of recruiting police officers out minority groups. Getting them inside the service is not the problem. How to keep them inside is the issue. For too long diversity use to be a social issue. Without their "brain power" on all levels (Operational/tactical/strategic) we will have a hard time dealing with crime, terrorism and the legitimacy of the police. The first step is accepting diversity as a business issue.

OTTO ADANG

Professor Otto M.J. Adang, has held the Chair in public order management at the Police Academy of the Netherlands, since 2004 and is interested in the way in which individuals regulate conflicts and social tensions in interaction with one another, and more specifically in aggression, reconciliation, collective behaviour and processes of social control. Systematic and structured observation in the field is his preferred research method. He greatly favours comparative research and actively pursues cooperation with academics from other disciplines (specifically from social psychology, criminology and public administration) and from other countries. Since 1998 he has been in charge of the Research Programme "Managing Dangerous Situations", which he initiated. The programme focuses on interactions between police officers and citizens in a variety of (potentially) conflictual or dangerous situations.

Linked to his research interests, he has a strong interest in developing practically useful applications for his research findings and to establish criteria for 'good practices'. So far, his activities have led to a number of innovations in police education and police practice. He developed the concept of "evaluation teams" to stimulate organisational learning with regard to public order management and developed the "Doel-aanpak analyse" (goal approach analysis), which has become a standard in Dutch police training for managing dangerous situations. He has acted as a consultant for police forces in Argentina, Portugal, the Netherlands, Belgium, Germany, the United Kingdom (e.g. Northern Ireland), South Africa, Sweden and Switzerland. He is in charge of a three-year project (2007- 2009) for knowledge development in the field of special police tactics for public order policing for the Swedish National Police Board., and both in the Netherlands and abroad is considered an expert on public order management, police use-of-force and football hooliganism.

He is a Visiting professor at University of Liverpool and the Swedish National Police Academy, and was a Visiting fellow at Ruhr-Universität Bochum, 2005 – 2006.

The best police in the world: learning at all cost....

There are at least 15 police forces that are the best in the world. At least, that is what they themselves think. An Internet search led to some 15, partly self-appointed, candidates for the title "the best police in the world", including the "bobbies" of Scotland Yard, the "finest police in the world" from New York and the American FBI. In this presentation I will argue that the best police force in the world is the force that knows what it is doing, because it uses well researched and well founded good practices, the force that wants to learn and to keep on learning at all costs. These days, more and more police forces around the world claim they want to be learning organisations. On the other hand, the American police scientist William Geller talks about the police as an organisation with a learning disability. He once summarised what it would entail if police would really do what is necessary to be or to become a learning organisation. Central in his summing up is the need to analyse the situations and problems one is dealing with and to study what works and what doesn't, instead of hopping from one tactic to another project. To overcome obstacles to learning, Geller suggests that one should show convincing examples of research that was practically useful to police organisations and police officers. In this presentation, that is what I intend to do.

THOMAS FELTES

Thomas F. Feltes (1951) is University Professor in Criminology, Criminal Police and Police Science at the Law Faculty, Ruhr-University Bochum, Germany. He teaches law students (capacity of the law faculty: 3,500 students) and since 2005 has had responsibility for a blended learning advanced Masters Program in Criminology and Police Science with 70 students each year. Since 2007 he has been corporate professor at the Faculty of Social Sciences. From 1992 until 2002 he served as the Head (Rector) of the University of Applied Police Science in Villingen-Schwenningen, Germany, with 1,300 police students and a faculty of 54 full-time professors. (www.thomasfeltes.de)

Peacekeeping and Police Reform in the new Europe: Lessons from Kosovo

Police Reform in countries in transition is closely connected to peacekeeping and peacebuilding. Successes and failures, and the role of police in these activities, are discussed, using Kosovo as an example. For obvious reasons we need to know whether strategies, structures, and methods of military and police interventions are working, and the reform of administration, police and judiciary in the aftermath of an international intervention are sustainable. As peace and justice go together, the role of police reform in the context of the reform of the judiciary is discussed. There is an open clash between the mainstream international understanding of what a “just society” or a society, functioning under the “rule of law” is or should be on one side, and the local understanding of the members of a society, who survived different kinds of suppression over centuries by building up their own informal structures and their own rules of living together. Nine years of a UN international protectorate has achieved remarkably little, why Kosovo is called “UNMIKISTAN” and quotes like “We came, saw and failed” might be true. One reason for that is, that neither the military (KFOR), nor the international police force (UNMIK CIVPOL) or the UN-administration have been prepared in a proper way for their “mission”, resulting in disadvantages, failures and many “bad examples” for the locals. The organization of the administration, as the organization of the reform of public institutions in Kosovo was lacking basic social and ethnographic knowledge of the country and the Kosovo society, resulting in at least partly practising “peacekeeping as tourism” and spending more money for international experts and administration than for supporting the country. The legal system has broken down and the country is in a disastrous social and economic situation. Huge, ineffective reconstruction programs and a body of neo-colonial administrators become the focus of local resentment. In Kosovo, 47 separate national police units are practising their own brand of law and order while at the same time preaching the gospel of universal standards. Police officers or civil workers, who went to Kosovo with very best intentions very often, got frustrated by the burden of UN- or OSCE-administration. Others came to Kosovo as “mission addicts”, spending more time in “networking” and organizing their next mission than taking care of their official and well paid task. Missing cooperation within the international organizations and between these organizations and NGO’s resulted in mismanagement and structures of keeping the own organization running while paying no attention to others work. To reform public institutions demands more than flying in internationals and imposing new laws.

IAN LATIMER

Chief Constable Ian Latimer joined Northern Constabulary in September 2001, having served as a police officer since 1981 in Devon and Cornwall Constabulary and Merseyside Police after an initial career in the banking and finance industry.

Mr Latimer plays an important role in Policing in Scotland, and in the development of strategic response on both diversity and crime issues. In addition to his responsibilities within the Highlands and Islands, he has taken the lead nationally on crime issues and a continuing role in the development of the strategic response on diversity issues. He was awarded the Queen’s Police Medal in Her Majesty’s 80th Birthday Honours in June 2006 and assumed the role of President of the Association of Chief Police Officers in Scotland on the 1st July 2006 which lasted for a year.

He currently is the ACPOS lead on European issues.

Scottish Policing and Europe: A Developing Relationship

It is the intention within this short presentation to outline the vision, objectives and key elements which are being pursued between 2008 and 2011 to provide greater visibility, coherence and structure to the engagement and involvement of the Scottish Police service within Europe and beyond.

This limited, realistic but pro-active approach is predicated on the belief that the diversity and quality of policing in Scotland is worthy of articulation to the European Policing community.

Whilst recognising the strong professional links which we retain within the United Kingdom, the delivery of policing and our legal system are distinctive to Scotland with much that can be gained by both Scottish Policing and Europe both operationally and in policy development by the creation of opportunities for greater engagement, knowledge transfer and information exchange.

A brief outline will be given on what we are seeking to achieve through involvement within the existing European union co-operation structures, the developing role of the UK International assistance Policing Board on which Scotland is now represented and the importance of the Scottish Institute for Policing Research and the Scottish Police College in engaging with the European Policing and academic communities.

Both SIPR and the College are having an important role in demonstrating and evidencing to colleagues in Europe the unique and distinctive policing style within Scotland which has an increasing capacity and capability to deal with the strategic threats and vulnerabilities presented by terrorism and organised crime but which continues to be underpinned by visible, localised, partnership focussed community oriented policing.

SANDY GILCHRIST

Sandy Gilchrist, Director of Public Safety and Security for NICE, is leading complex requirements to integrate the growing mountain of multimedia such as CCTV, voice and other unstructured data sources with sophisticated analytics in an increasingly joined-up world between industry, police and security agencies. He took up the post 3 years ago, previously holding Director positions in Government (HMRC and PITO), after a career as Principle Consultant in EMEA for Northrop Grumman and IBM.

As the world has progressed from 'traditional' ICT, Sandy has pioneered the move towards interoperable intelligence-led security to leverage technologies in doing more with less, focusing on the real perpetrators, and freeing up valuable resources in a budget-strapped world. Sandy separates myth from reality with current deployed examples and sets out a roadmap based on need, ROI and continuous improvement.