

## Scottish International Policing Conference 2017

# Policing and Professionalisation: opportunities and challenges

14<sup>th</sup> December 2017

John McIntyre Centre, University of Edinburgh



Welcome to the Seventh Scottish International Policing Conference.

## Policing and Professionalisation: opportunities and challenges

Police Services globally are currently facing a complex set of challenges with declining resources and a changing environment. In order to deal with this shifting terrain, a strong and competent workforce is required. This has been recognised by police forces across the UK and elsewhere including Australia, Canada, the US and also developing nations. The need to 'professionalise' the police service in order to face multiple demands has never been more critical. However the drive towards professionalisation and ensuring strong leadership remain multifaceted and there are numerous debates about the best ways in which this can be fully achieved. The aim of the SIPR conference this year is to draw attention to some of these debates. Key themes will centre on engaging with evidence-based practice and how best to enhance knowledge and skills with people entering and remaining in the service in order to deal with the new operating environment in which they find themselves; values and ethics; and staff health and well-being.

We are particularly pleased to welcome Dr Victoria Herrington, who will present this year's James Smart Memorial Lecture.

**The James Smart Memorial Lecture – The success of failure: Can we really build learning organisations in policing?**

**Dr Victoria Herrington, Australian Institute of Police Management**

Dr Victoria Herrington is Director of Research and Learning at the Australian Institute of Police Management, a role she has held since 2011, prior to which she was Adjunct Professor at Western Sydney University. She is an applied criminologist, working at the intersect between the academic and public safety practitioner worlds. She is committed to supporting excellence in professional practice, and believes that academic insights from across a range of disciplines have much to offer those working in public safety. Her particular areas of interest include leadership and management, leader and leadership development, organisational justice, strategic policing partnerships, and the policing of vulnerable groups.



Academically she has experience working with both qualitative and quantitative research designs, interactive evaluation methodologies and participatory action research with law enforcement agencies in both Australia and the UK, as well as experience in working with criminal justice agencies - from both the inside and outside - to produce practically relevant academically rigorous research outputs for a range of audiences. Outside of academia, Victoria started her career as a crime analyst with the Metropolitan Police Service.

## Acknowledgements

The Organising Committee acknowledges the generous support from the Scottish Government and the Trustees of the James Smart Memorial Lecture. SIPR is a strategic collaboration between Scotland's universities\* and the Police Service of Scotland supported by investment from Police Scotland, the SPA, and the consortium universities.

\*SIPR is a consortium of Abertay Dundee, Dundee, Edinburgh, Edinburgh Napier, Glasgow, Glasgow Caledonian, Heriot-Watt, Queen Margaret University, Robert Gordon, St Andrews, Stirling, Strathclyde and the West of Scotland Universities, and the Open University in Scotland.



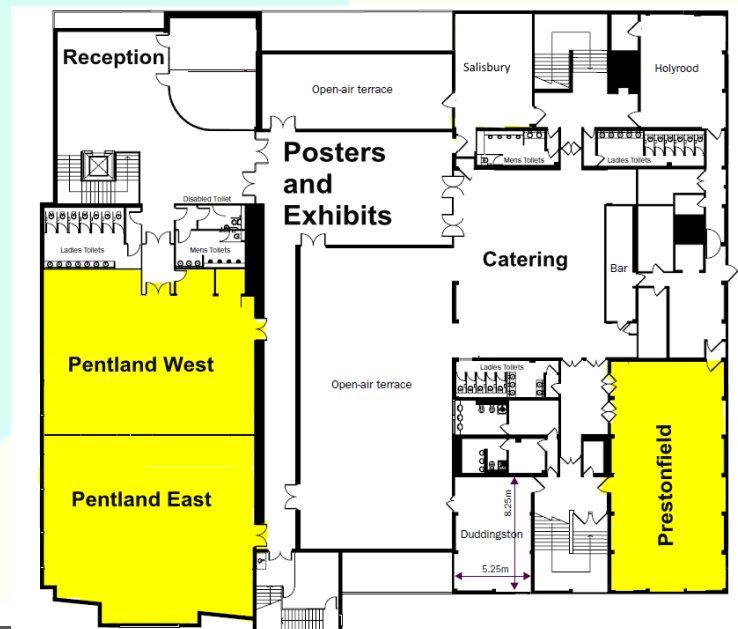
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## PROGRAMME

09.00 *Registration, Tea and Coffee*

### Plenary Session – Pentland Suite

Chair: Paddy Tomkins QPM

09.30 Chair's Welcome

09.40 **Michael Matheson MSP** Cabinet Secretary for Justice

09.50 **Susan Deacon CBE** Chair, Scottish Police Authority

10.00 **Iain Livingstone QPM** Deputy Chief Constable, Police Scotland

Introduction to the 45th James Smart Memorial Lecture and welcome to the speaker

10.10 The 45th James Smart Memorial Lecture: **Dr Victoria Herrington** The success of failure: Can we really build learning organisations in policing?

10.50 Questions and Discussion

Vote of thanks by **Professor Nicholas Fyfe**

11.15 Tea / Coffee and Displays

### Workshops I – Policing and Professionalisation: opportunities and challenges

11.45 – 13.15 Delegates should choose one Workshop – please see below for further details and venues

<p><b>Police and Higher Education: prospects and challenges I</b></p> <p>VENUE : Pentland West</p>	<p><b>Chair: Dr Steve Tong</b> (Director, Canterbury Policing Research Centre)</p> <ul style="list-style-type: none"> <li>• <b>Emma Williams</b> (Deputy Director, Canterbury Policing Research Centre)</li> <li>• <b>Dr Denise Martin</b> (UWS) and <b>Dr Andrew Wooff</b> (Edinburgh Napier University)</li> <li>• <b>Professor Mike Rowe</b> (Northumbria University)</li> </ul>
<p><b>Values and Ethics</b></p> <p>VENUE : Pentland East</p>	<p><b>Chair: Richard Whetton</b> (Police Scotland)</p> <ul style="list-style-type: none"> <li>• <b>Supt. Richie Adams</b> (Police Scotland)</li> <li>• <b>Supt. Andrew Freeburn</b> (Police Service of Northern Ireland)</li> <li>• <b>Professor Jonathan Jacobs</b> (Director, Institute for Criminal Justice Ethics, John Jay College)</li> </ul>
<p><b>Staff Health and Well-being</b></p> <p>VENUE : Prestonfield</p>	<p><b>Chair: Inga Heyman</b> (Edinburgh Napier University)</p> <ul style="list-style-type: none"> <li>• <b>Dr Nicola Marchant</b> (SPA Board Member) and <b>policing representatives</b></li> <li>• <b>Dr Ian Hesketh</b> (College of Policing) <i>Research into practice, Oscar Kilo and the Blue Light Wellbeing Framework</i></li> <li>• <b>Dr Karen Lumsden</b> (Loughborough University) <i>Austerity policing, emotional labour and staff wellbeing: findings from an ethnography of a police force control room</i></li> </ul>



### 13.15 Buffet lunch and Poster Exhibition

Please view the following Posters and Exhibits during the lunch and tea / coffee breaks

- **Communication between the police and the public via social media in Scotland: summary of interim findings** (Liam Ralph, Edinburgh Napier University)
- **Vulnerable witnesses and the police: how to develop evidence based practice to support witnesses on the autistic spectrum (ASD) when giving evidence** (Dionysia Lali, Open University)
- **The role of police officer`s professional identification in procedural justice and community policing** (Ritma Kursite, Daugavpils University, Latvia / UCL)
- **Community policing: training for the future** (Yvonne Hail, Edinburgh Napier University)
- **A Scottish model of the ‘resilient police officer’** (Dr Midj Falconer, RGU)
- **The Police Treatment Centres: an evaluation of the physiotherapy service** (Lyndsay Alexander, RGU)
- **Vocational rehabilitation for emergency services personnel: a scoping review** (Lyndsay Alexander, RGU)
- **Policing responses to cybercrime : an international evidence review** (Ian Ferguson, Abertay University)
- **Looked after and accommodated children who are reported missing: evaluating the implementation of a National Partnership Agreement in Dundee** (Richard Grieve, Police Scotland)
- **Transforming training through technology** (Droman Solutions / Abertay University / Police Scotland)
- **Headtorch : Creating Positive Mental Health at Work** (Angus Robinson and Amy McDonald, Headtorch)
- **Strategy, Insight and Innovation** (Judith Northin & Neil Broadbent, Police Scotland)

### Workshops II – Policing and Professionalisation: opportunities and challenges

14.00 – 15.30 Delegates should choose one Workshop – please see below for further details and venues

<p><b>Police and Higher Education: prospects and challenges II</b></p> <p>VENUE : Pentland West</p>	<p><b>Chair: Dr Denise Martin (UWS)</b></p> <p>This second Workshop on Police and Higher Education will explore different views of what role (if any) higher education should play in the education and training of officers from initial recruits through to senior levels. The panel of discussants will be:</p> <ul style="list-style-type: none"> <li>• <b>Dr Steve Tong</b> (Director, Canterbury Policing Research Centre)</li> <li>• <b>Chief Supt. Ivor Marshall</b> (President ASPS, Police Scotland)</li> <li>• <b>David Hamilton</b> (Vice Chair, Scottish Police Federation)</li> <li>• <b>Per-Ludvik Kjendlie</b> (Vice Chair, Head of Bachelor Stavem Campus, Norwegian Police University College)</li> </ul>
<p><b>Developing Police Practice through Evidence : success stories and barriers</b></p> <p>VENUE : Pentland East</p>	<p><b>Chair: Dr Liz Aston (Edinburgh Napier University)</b></p> <ul style="list-style-type: none"> <li>• Stop and Search: <b>Dr Megan O’Neill</b> (University of Dundee) &amp; <b>Supt Ian Thomson</b> (Police Scotland)</li> <li>• What Works: <b>Prof Mike Hough</b> (Institute for Criminal Policy Research, Birkbeck) &amp; <b>Suzette Davenport QPM</b> (Former CC, Gloucestershire Police)</li> <li>• Discussants: <b>Derek Penman</b> (HMICS) &amp; <b>Dr Kath Murray</b>(University of Edinburgh)</li> </ul>
<p><b>Professionalisation in a Comparative Context</b></p> <p>VENUE : Prestonfield</p>	<p><b>Chair: Professor Nick Fyfe (SIPR)</b></p> <ul style="list-style-type: none"> <li>• <b>Dr Georgina Sinclair</b> (SIPR Associate / SEI CIC) <i>Building Police Professionalism: the exchange of capacity between international and domestic policing forums</i></li> <li>• <b>Inga Heyman, Alison Smart &amp; Michelle O’Reilly</b> (Edinburgh Napier University) <i>Do we really care? Professionalisation of nursing within higher education</i></li> <li>• <b>Kate Hudson &amp; Eric Murch</b> (Scottish Prison Service) <i>The Professionalisation of Prison Officers Programme</i></li> </ul>

### Reception

15.30 Reception, hosted by the Deputy Chief Constable, Iain Livingstone

16.30 Conference closes