



SFC Corporate publication

Impact Review: The Scottish Institute for Policing Research

Issue date: 1 March 2017

Reference: SFC/CP/01/2017

Summary: Report of an Impact Review of the Scottish Institute for Policing Research (SIPR) undertaken by the Scottish Funding Council's (SFC) Evaluation Team in 2016.

FAO: Principals and directors of Scotland's colleges and universities

Further information: **Contact:** Deanne Holden
Job title: Policy Officer
Department: Research & Innovation Directorate
Tel: 0131 313 6615
Email: dholden@sfc.ac.uk

Contents

Introduction	4
Key points	5
Conclusion	5
Brief background	6
1 Background	7
Establishing SIPR	7
Initial aims	8
2 Achievements on agreed outcomes	9
Agreed outcome 1: High quality, independent & relevant research on policing	9
Agreed outcome 2: Effective knowledge exchange between researchers and practitioners, including an improved evidence base for policing policy and practice	10
Agreed outcome 3: Enhanced research capacity in Scotland's universities and the police service	11
Agreed outcome 4: A strong network of national and international links with researcher, practitioner and policy communities	13
Unexpected outcomes	14
Benefits of trust relationships	14
Multidisciplinarity	14
Size of the current SIPR policing research PhD community	14
Developing the next generations	15
3 SIPR's impact	17
Impact: value created for current stakeholders	17
Impact: value for SFC	18
Impact: other value created	18
Potential for increasing impact	18
4 Conclusion	21
Appendix 1: SIPR: A 60 second briefing	22
Appendix 2: Impact review design	24
Appendix 3: The evolution of SIPR	26
Appendix 4: SIPR current research and Knowledge Exchange priorities	27
Appendix 5: SIPR current international research partners	28
Appendix 6: Total additional income and breakdown by source	29

Appendix 7: SIPR's engagement with other university research collaborations	30
Appendix 8: SIPR engagement with policing policy and practice in Scotland over the last three years (2013-2016)	31
Appendix 9: Recognition and awards for SIPR's achievements	32
Appendix 10: Policing relevant research in Scottish universities' submissions to the 2014 Research Excellence Framework (REF)	34
Appendix 11: Examples of SIPR academics' career profiles	36
Appendix 12: Destinations of original SIPR PhD students and lectureship holders	43
SIPR supported Post-Doctoral Research Assistants and PhD studentships	43
PDRAs	43
PhDs	43
SIPR funded Research lectureships	46
Acknowledgements	48

Introduction

This is the Report of an Impact Review for the Scottish Institute for Policing Research (SIPR) undertaken by the Scottish Funding Council's (SFC) Evaluation Team in 2016.

The Review examines whether SIPR has delivered the stakeholders' original ambition for the investment and aims to provide the SFC Board and Committees with an evidence base for understanding the value which can arise over a 10 year period from one of their strategic research and knowledge exchange investments in the Scottish research base.

Key points

SIPR can clearly demonstrate that it is successfully delivering on the outcomes agreed at the outset by the three co-funding partners. SIPR's key stakeholders believe that the Institute has delivered far more value than expected at the start.

Stakeholders attribute SIPR's success to four main factors:

- An effective governance and management infrastructure.
- Development of strong collaborative communities of research interests around research and knowledge exchange networks.
- Excellent communication and networking activities ensuring that all SIPR members are kept fully informed and engaged with opportunities e.g. new research opportunities, research seminars and other knowledge exchange events and reports on new or existing research.
- High-quality leadership of the Institute by its Director and Co-ordinator since the outset. Stakeholders were unanimous in their praise for the commitment and abilities shown by these individuals in delivering the SIPR vision.

After 10 years of SIPR establishing, developing, embedding and strengthening its brand and profile, key stakeholders, unanimously, remain very positive about its achievements, have strengthened their views about its value based on experience to date and are committed to ongoing collaborative working to enhance SIPR's future impact. Stakeholders highlighted as significant and unique the strengthened relations at the national level in Scotland between the police and academia, resulting in unparalleled levels of trust and cooperation. They are of the view that SIPR is now ready to be more ambitious in the scale of its research programmes; has the potential to deliver wider impact in the future beyond the current community of policing research interests; and has the potential to provide benefit for the wider public sector involved in delivering public safety and well-being, as well as for business and the wider general public.

Conclusion

This Review has established that SIPR has met and exceeded its original ambitions, creating significant value for its stakeholders. It has been an exemplary investment in the extent of its success to date and it has significant potential to further enhance its impact.

Brief background

SIPR was set up in 2007 as an ambitious, large, innovative, multidisciplinary research and knowledge exchange collaboration. The SIPR collaboration involved a consortium of 13 HEIs¹ with research bases relevant to policing interests and the Association of Chief Police Officers in Scotland (ACPOS) representing all eight Scottish Police Forces at that time. [Appendix 1](#) provides a short, current overview of SIPR.

SFC co-funded SIPR's initial phase for 5 years (from 2006), using the Council's Strategic Research Development Grant (SRDG), in SFC's strategic role of enhancing the quality and utilisation of the Scottish academic research base. See [Appendix 6](#) for more details on co-funding. SFC was not involved in supporting the continuation of SIPR after the initial phase.

Since 2011, SIPR has been supported by: the university consortium jointly resourcing SIPR's infrastructure and staff through a subscription arrangement; by consortium members supporting the academic resources engaged with SIPR activities at their own institutions; and by Police Scotland and the Scottish Police Authority providing funding annually for an agreed programme of research and knowledge exchange projects and events.²

¹ Abertay, Dundee, Edinburgh, Edinburgh Napier, Glasgow, Glasgow Caledonian, Heriot-Watt, Robert Gordon, St Andrews, Stirling, Strathclyde, and West of Scotland Universities, and The Open University in Scotland.

² Following the initial period of investment (2006-07 to 2010-11) during which ACPOS contributed £250k pa to the core research funding, they committed a further £200k for each of the years 2011-12 and 2012-13. After the amalgamation of the eight forces to form Police Scotland, the new service committed £50k pa for each of the following three years. The Scottish Police Authority joined the SIPR Executive in 2014-15, and also committed £50k pa for the years 2014-15 and 2015-16.

1 Background

Establishing SIPR

In 2005, the Scottish Higher Education Funding Council (SHEFC) received a review of policing research capacity within Scottish HEIs which had been commissioned from Professor Carol Hedderman of the University of Leicester. This review highlighted a range of high quality, police-focussed and police-related research, but also raised several concerns. Research was fragmented and scattered across Scottish HEIs; relations between the academic community and Scottish police forces were 'ad hoc and infrequent'; and the extent to which 'research results were being fed directly into practice by its originators was negligible'. The review concluded that there was scope for expanding policing research capacity in Scotland and that there was an unequivocal need for a Scottish Institute for Policing Research to develop effective knowledge management and knowledge transfer.

The Hedderman review was commissioned as a result of continuing discussions between SHEFC and representatives of Scottish Police Forces, starting in 2003. It was followed, in 2005, by workshops which allowed universities active in relevant areas to showcase their work to the police, and exploration of options for a proposed applied policing research facility. In early 2006, SFC provided £12,050 in support funds to assist in the coordination and completion of a full proposal on behalf of a consortium of HEIs.

A proposal, on behalf of Scottish HEIs, for a Strategic Research Development Grant (SRDG) to create the *Scottish Institute for Policing Research* which would add value to policing research in Scotland by ensuring a collaborative, network-based approach, was received by the Scottish Funding Council (SFC) during 2006.

From 2006-07, SFC provided a total of £2,180,992 from the SRDG scheme over five years, consisting of £1,000,000 from the Association of Chief Police Officers in Scotland (ACPOS) and £1,180,992 from SFC's SRDG scheme. SFC administered both components of the grant.

The Scottish Institute for Policing Research was formally established in 2007.

The extent of work undertaken between developing the proposal for SIPR and the establishment of the Institute should not be understated or undervalued. Significant time was spent developing understanding between the police and the HEIs, and in negotiating between stakeholders who had not previously collaborated. Potential risks and issues were explored. This phase of coordination and relationship-building has been a key element of success in this complex partnership. The time taken to establish these requirements at the outset has played a key role in SIPR's success and

resilience, by allowing trusted relationships between police and HEIs to develop and become embedded.

Relationships between stakeholders are carefully managed. For example, the inclusion of Vice Principals (VPs) on SIPR's Governance Board ensures authoritative representation of member HEIs at Board discussions. This inclusivity and transparency is another key factor in the success of SIPR.

Initial aims

SFC's main aim in investing in SIPR in 2006 was to facilitate a demand-led request by ACPOS for more effective engagement between Scottish Police Forces and the Scottish academic research base. In preliminary discussions with all stakeholders it became clear that Scottish policing research interests were much wider than law and criminal justice, reaching into areas of natural and social sciences, and that a large number of universities were keen to contribute their research resources in these fields to a collaboration which would facilitate access to research users for their researchers.

These specific stakeholder requirements significantly shaped the development of the SIPR model which, at that time, was innovative and unique in terms of its ambition, the scale and breadth of its programme and the level of collaboration and engagement planned for its members.³

³ Disciplines involved in the SIPR research community include: Computing, Criminology, Design, Education, English Literature, Forensics, History, Human Geography, Law, Linguistics, Management, Physical Geography, Politics, Psychiatry, Psychology, Social Work, Sociology.

2 Achievements on agreed outcomes

This Review was essentially concerned to understand the degree to which SIPR, after 10 years of operation, had delivered on the four key outcomes which the three co-funders had set at the outset. Evidence in support of SIPR's outcomes was gathered from SIPR's own statistical records (many of which have been published in the Institute's Annual Reports) and from the interviews with key stakeholders undertaken for the Review. The evidence for each outcome is reported individually below, along with a section on identified outcomes which had not been anticipated at the outset.

Agreed outcome 1: High quality, independent and relevant research on policing

Overall, stakeholders thought that SIPR had successfully delivered on this agreed outcome and that the Institute now had the proven track record and profile to increase their research ambitions further.

Policing research in 2006 was dominated by small scale, practice-focussed projects. Measured against this baseline, SIPR has delivered significant outcomes in terms of enhancing the quality, breadth and relevance of policing research in Scotland. [Appendix 4](#) provides more information on the current SIPR research programme.

An important indicator of the quality of SIPR's research is success in securing funding for policing research which is additional to the research which is core funded by stakeholders. Data are available which show that SIPR has been successful over its 10 years of operation in competitively securing additional external funding from UK Research Councils, charities and other sources, including international sources, of some £11.4 million between 2007- 2015. [Appendix 6](#) provides the details of additional funding secured over time.

Another important external indicator of the quality of SIPR's research is the recognition and awards given to SIPR members, in particular the Director, by research funders and other strategic organisations. See [Appendix 9](#) for details of awards and recognition.

Both police and academic stakeholders interviewed thought that the success of SIPR's research outcomes is in part the result of the excellent work of its senior management team, particularly the SIPR Director, who is fully engaged across research activities and provides a quality control function for quality and relevance.

Police stakeholders reported that they value the rigour and integrity of the SIPR research process and outputs, and noted that some of the most relevant research output for them has been where police officers have been directly involved in this research process, such as assisting with the shaping of research questions.

Academic stakeholders reported that SIPR has successfully attracted into its community a steady stream of high quality researchers from across the research base, both nationally and internationally, who do not think of themselves as police researchers but have been interested to apply their work to policing. As a consequence, the SIPR research community, and policing research more broadly, has become central to these researchers' research interests and career plans.

It was also commented that SIPR has forged close partnerships with other Scottish university research collaborations, particularly with the Scottish Centre for Crime and Justice Research (SCCJR) to enhance the quality of the policing research programme with joint working and successful bids for funding, collaborative events and joint studentships. See [Appendix 7](#) for more details of SIPR's partnerships with other Scottish research collaborations.

It is evident from the SIPR Annual Reports that research themes have developed over the 10 years, reflecting changing academic and police priorities, and that this has kept the SIPR research agenda relevant, refreshed and able to contribute to impact.

Academic stakeholders noted that SIPR research was used by most of the consortium members to contribute relevant impact case studies in their submissions to the Research Excellence Framework (REF) 2014. [Appendix 10](#) provides summaries of policing-relevant research used in Scottish HEIs' REF impact case studies.

Agreed outcome 2: Effective knowledge exchange between researchers and practitioners, including an improved evidence base for policing policy and practice

All respondents were unequivocally of the view that SIPR had not only achieved this outcome but had far exceeded what had been originally expected in terms of an ongoing, collaborative relationship on research between universities and the Police in Scotland.

Both police and academic stakeholders were impressed by the inclusivity, scale, quality and profile of SIPR's portfolio of knowledge exchange activities which, over the 10 years, has included local and international events focussing on both small, in-depth policing research issues as well as broader public safety themes. Comments were also made on the innovative nature of much of SIPR's knowledge exchange activity.

Police respondents praised the importance, relevance and quality of the work SIPR researchers undertake to provide them with an evidence base for developing policy and practice to meet the demands for policing in the 21st century. They highlighted the fact that police engagement in SIPR had fundamentally changed their approach to how they secured evidence.

The police-led contract commissioning model⁴ which operated at the outset with a small group of police researchers has changed radically over the 10 years of SIPR's operation to one where:

- The police have access to the whole of the research base of the SIPR consortium of 13 Scottish universities, not just to disciplines traditionally associated with crime and justice and operational policing research.
- The police jointly develop new research priorities with an interdisciplinary research community interested in developing policing research knowledge.
- The police have the potential to draw on existing evidence from a much wider range of sources as a result of SIPR's effective national and international networks (See [Appendix 5](#) for details).

Academic stakeholders drew attention to the benefits for their researchers from SIPR's very successful knowledge exchange activities. In particular it had built up researchers' skills and experience in collaborative working and knowledge exchange and resulted in improved access for their research, assistance with developing their research ideas and improving the potential for securing impact case studies.

Agreed outcome 3: Enhanced research capacity in Scotland's universities and the police service

Overall, there is evidence to show that this outcome has been met successfully with much strengthened research capacity in both academia and the police, and a large, committed cohort of early career researchers / postgraduate students.

Over its 10 years of operation SIPR has gradually built up an innovative and dedicated research community around policing research which has been based on an inclusive culture of collaboration and a strong commitment to multidisciplinary working. This approach has created a very positive environment to enhance research capacity both through attracting new academic talent from out with Scotland and through building a SIPR cohort of new Scottish researchers, both academic and police-based, through in-house training and development activities. See [Appendix 11](#) for career profiles. One indication of the strength and interests of the SIPR postgraduate community is that they have created their own network – PoPCoRN – to facilitate their research discussions across SIPR institutions and disciplines⁵.

⁴ Prior to the creation of SIPR, policing research was commissioned on an ad hoc basis, from known contacts, within specific disciplines associated with policing e.g. Criminology. This had the potential to limit the focus of research. In addition, there was no joined up, national approach to policing research. SIPR was innovative in that it allowed a national perspective on policing and policing policy even before there was a national police force (2008).

⁵ The Postgraduate Forensic Psychology and Criminology Research Network (PoPCoRN) was established in 2016 to enable students to promote their work, practice their presentation skills, and meet academics and students from other

Students reported that they felt well supported by SIPR in their studies, particularly mentioning the leadership and accessibility provided by the SIPR Director and Co-ordinator. The latter post was also considered critical by students to ensure that the whole SIPR community was kept fully informed of events and research opportunities.

This aspect of SIPR was particularly welcomed by the SIPR postgraduate students at post-92 universities with less research-intensive environments. SIPR students also welcomed the opportunities that SIPR had provided for them through engagement with the police, to improve the quality and relevance of their research projects and their knowledge exchange skills. Events such as the summer schools, which gave opportunities to present their research to SIPR members, including senior police officers, were highlighted by many students as being of particular importance to their research training. They highlighted that sometimes such events had led to opportunities to develop their research further into potential for impact through a short placement with the police. Students also reported that they found the strong multidisciplinary of the SIPR academic community stimulating for developing their research plans.

The small scale nature of much of the SIPR research programme to date was reported by academic stakeholders as having been of significant benefit to early career researchers in terms of career development. It gave them the opportunity to get the experience of being a Principal Investigator and of working in partnerships with other researchers, both in Scotland and internationally, before moving on to apply for larger-scale projects from national funding bodies such as the UK Research Councils. See [Appendix 11](#) for career profiles.

SIPR has also assisted the police in enhancing their research capabilities and capacity by increasing the number of police officers who have had involvement with the research process. This involvement included research training, collaborating on and undertaking research projects, and participating in research seminars and conferences. In addition, the police commented that the ease of access to the relevant research of Scottish universities and international researchers through SIPR's website and through SIPR's network events has facilitated a more research-informed police community.

universities, and held its first meeting on 26th April 2016 at Edinburgh Napier University. Their intention was to hold two further meetings before "passing the baton" to postgraduate students at another university.

Agreed outcome 4: A strong network of national and international links with researcher, practitioner and policy communities

Overall, respondents thought that SIPR is now a 'trusted brand' with both the police and academics in Scotland. It has become highly respected for its research and Knowledge Exchange (KE) activities by a growing number of researchers and practitioners internationally.

The SIPR model has been widely praised and has inspired other countries to replicate similar models in developing their own policing research infrastructure, such as the Crime and Security Research Institute in Cardiff and the N8 Partnership in England. The Netherlands, New Zealand and Canada have also reported an interest in embedding a similar model.

SIPR has built up an impressive international network of policing researchers and practitioners over the 10 years (see [Appendix 5](#) for details). This has created major value for the police in terms of strengthening their evidence base for future planning and developments, and the sharing of good practice across different policing jurisdictions.

For universities the international network has enhanced their international reach in terms of research profile and impact. Importantly it has also built up trusting working relationships among an international cohort of researchers which have resulted in a growing number of new international research partnerships, including SIPR members, formed to bid competitively for research funding.

Unexpected outcomes

Benefits of trust relationships

Both police and academic stakeholders reported that SIPR's strong collaborative culture has over the 10 year period developed a high level of trust between academia and the police in Scotland, which is considered unique across international partners.

This trust has resulted in unexpected outcomes resulting from SIPR for all stakeholders. The police reported that the benefits of SIPR had gone well beyond it being a valuable provider of independent, high quality evidence, to wider benefits concerned with policing priorities such as leadership training and the provision of advice to high-level governmental committees. Academics have benefited from SIPR's unique and supportive user engagement environment through enhanced access for their research, and through other researcher opportunities which can enhance the careers of postgraduate students and early career researchers. They also highlighted the potential SIPR affords to institutions to enhance their impact profile and achievements.

The strength of the trust between SIPR members, along with the flexibility of its operating model, has also allowed SIPR to cope successfully with a major step change in the organisational structure of Scottish police. SIPR is in a more sustainable situation following these significant external changes as a result of having a broader base of police stakeholders.

SIPR's collaborative culture has, over time, resulted in it being considered a 'safe environment' by its stakeholders to hold discussions and debate on policing and related issues, not just for SIPR members and their international partners, but also for the police to host wider discussions on public safety with other parts of the Scottish public sector e.g. health and community care and local authorities.

Multidisciplinarity

The broad extent of multidisciplinary working within the SIPR community has developed in response to the multifaceted and complex requirements of the demand for policing research. SIPR's research has attracted a very wide range of disciplines not just from those traditionally associated with policing, criminal justice and forensic sciences, but more widely, including management and education studies.

Size of the current SIPR policing research PhD community

When SIPR was first established in 2007, SFC provided funding for a small number of policing-related PhDs. Since then, the number of doctoral students has grown dramatically and by 2016 there were c. 70 PhD students who had either completed

or who are currently studying, making Scotland one of the largest centres for postgraduate policing research in the UK. Helping support and sustain this community, in partnership with the Scottish Centre for Crime & Justice Research (SCCJR⁶), is of key importance for SIPR, particularly at a time when funding for postgraduate research is increasingly competitive. All these studentships create important opportunities for PhD students and early-career researchers and make a significant contribution to building up research capacity within and between institutions.

	2007	2008	2009	2010	2011	2012	2013	2014	2015
PhD Students	10	13	28	39	55	59	63	68	69

In addition to the 9 PhD students funded by SIPR using the original investment from SFC, ACPOS and universities, the consortium universities have provided funding for an additional 17 students. Eleven students were funded by the Economic and Social Research Council (ESRC) via competition or collaborative studentship awards (with collaborating partners including Scottish Government, Police Scotland and the Association of Special Chief Constables). Twenty two were self-funded. The remaining PhD students were funded through overseas scholarships or other UK funding sources.

Developing the next generations

Starting with funding for 9 SIPR studentships in 2006, there were 69 students involved in the SIPR PhD community in 2015. Incentivised by the supportive research environment and the opportunity to engage with research users in a range of SIPR supported events, such as conferences, seminars, training events and summer schools, postgraduate students interviewed reported that they were keen to seek out research career opportunities in this area of the research base after completing their degrees.

SIPR has also responded to police demands for additional academic support around the training and development agenda. This work, largely undertaken by a sub-group of the university consortium partners, has included the development from scratch of a new curriculum for an MSc degree in policing research which was first delivered in 2011 aimed at helping police practitioners to develop their research interests and skills⁷ and, more recently, an undergraduate course in policing is currently being developed.

⁶ <http://www.sccjr.ac.uk/>

⁷ This course was put on hold pending a reassessment of the need for this training following the Police Scotland restructuring. In June 2010, the Scottish Government Justice Secretary had announced a fundamental review of the sustainability of Scottish policing against the background of significant cuts in public spending. The outcome of this review was to create a new single national police force. These were the most radical changes to policing in Scotland since the nineteenth century and they had a significant impact on recruitment to the SIPR MSc programme. Not only did funding for

A Postgraduate Programme consisting of a Postgraduate Certificate / Diploma in Policing Studies has also been developed in close cooperation with the Scottish Police College and provides an innovative, relevant, and interdisciplinary programme for those involved in policing.

In addition SIPR members with particular specialisms e.g. in leadership and management have been asked to provide input to specific police training events.

officers to undertake postgraduate education stop, but the uncertainty about officers' roles and responsibilities in the new national police force led to a suspension of the professional development framework to which the SIPR programme was linked. In addition, there were key staff changes. Against this background of funding cuts and restructuring, the initial expectations of demand for the MSc programme were not met.

3 SIPR's impact

The Review also sought to assess the longer term impact of the outcomes which SIPR has delivered.

Impact: value created for current stakeholders

All stakeholders thought that SIPR had delivered a key culture change in relationship between academics and the police in Scotland. SIPR was seen to have been very successful in breaking down barriers and fundamentally changing police and academic attitudes to each other's roles and responsibilities over its 10 years. Stakeholders reported the importance of having high levels of trust within SIPR; the ability to have 'real conversations' across the SIPR community, including international partners; and the willingness of SIPR members to collaborate and co-produce research on high profile and sensitive topics (see [Appendix 11.7](#) for details of SIPR research on 'Missing Persons' and on 'Stop and Search'). Overall, as a result of this impact, SIPR was considered to be near unique in international policing experience.

Police stakeholders reported that SIPR has created much greater value for policing in Scotland than was anticipated at the outset. They commented that SIPR supports the national police policy and practice community in Scotland with high quality, innovative and cost effective research and KE and that this has resulted in a better informed and more widely discussed debate on future policing demand and provision, contributing to the overall aim of securing a safer environment for the people of Scotland. They commented that SIPR was a vital and well-functioning interface between the police and academia in Scotland and concluded that if SIPR didn't exist then it would be imperative to create it.

Academic institution stakeholders reported that a key impact of SIPR for them was the opportunity that SIPR has provided to strategically engage with the police on a regular basis. This opportunity was critical to their impact agenda. It helped them understand how police demand for research, KE and training could be better supported. They also found it valuable to get feedback from the police on the effectiveness of academic engagement and on the significance and the impact of the research undertaken by their staff.

Academic stakeholders reported the view that SIPR has had a more pervasive and sustainable impact through its consortium of 13 Scottish universities than if a single centre within one institution had been created. They considered SIPR had promoted multidisciplinary, flexibility and resilience, as well as drawing upon and developing wider expertise at local, national and international level.

SIPR researchers highlighted the value of SIPR to them in terms of enhancing their profile, influence and reputation; students saw value in the improved access, training and career opportunities available and the potential for their work to influence policing policy to create positive societal impact.

Impact: value for SFC

SFC's Strategic Plan (2006 - 2009) supported 'pump priming' investments, such as SIPR, in order to assist SFC achieve its ambitions for the Scottish research base. These included maximising the value of the output of the research base for a wider audience than academia, strengthening the capacity for research in areas of public importance and enhancing quality of the research undertaken. This Review of SIPR's achievements at its 10 year stage, has shown that SFC's co-funding for its first five years (along with the police and a consortium of Scottish universities) has successfully contributed to SIPR achieving and maintaining its agreed key outcomes and, after a 10 year period, contributed significant and sustainable value for both the police and universities, both individually and shared.

Impact: other value created

It is evident from the data gathered by this Review that, while substantial value has been created for its original stakeholders (as reported on above), at the 10 year stage, SIPR has not yet achieved the significant wider impact which the Meagher model (2001) suggested for this stage of a strategic research investment. Public engagement was not agreed as a key priority for SIPR at the outset but, if made one in the future, SIPR has major potential to deliver value in this area, for example through enhanced understanding of policing issues by other parts of the public sector, by business and by the wider public.

Potential for increasing impact

Stakeholder's views were sought on SIPR's future and how the Institute could enhance its impact.

Overall, there was unanimous and strong support for the SIPR collaboration to continue in the future and for enhancing its research and knowledge exchange ambitions. The current SIPR model was considered to be working well and stakeholders considered it critical that SIPR's structure remained flexible in order for it to be able to evolve as priorities changed for stakeholders. Very positive comments were made about SIPR's success earlier in dealing with major changes in stakeholders' circumstances i.e. the national police restructuring in 2010. In particular, police stakeholders were concerned to ensure that SIPR had longevity as they saw the Institute being able to maintain the flow of quality knowledge and expertise needed to support policing in Scotland in the 21st century. Academic stakeholders saw an increasingly important role for SIPR in the future in supporting

Scottish universities' impact, engagement and capacity building priorities and abilities.

Stakeholders also offered suggestions for enhancing SIPR in the future. In particular, they were keen to see the Institute realise its full potential now that the collaboration had built a strong research and knowledge exchange community around policing research interests. Stakeholders saw scope to increase impact and, importantly, to assist with SIPR's longer term sustainability. While stakeholders' suggestions for future development are framed by the benefits they would like to see for their own roles and responsibilities, it was clear that major synergy and strong agreement exists on the future direction of travel for SIPR. Stakeholders' suggestions are listed below.

SIPR's future programmes of research and knowledge exchange needs to be larger scale, both in terms of activities and timeframe, and more strategic, in order to increase value for both the police and academia. While the existing research programme has, importantly, been developed collaboratively by stakeholders, it is a relatively short term, annual programme containing small-scale projects on a wide range of topics, mostly funded using police funding.

Stakeholders were strongly of the view that in the future there should be agreement on a small number of high level priority themes for the SIPR research programme, with the aims of focussing on the key operational and policy priorities for the police and of enabling academic stakeholders to develop more substantive research programmes which they could pitch to major research funders' competitions both in the UK and internationally and therefore create social benefit. Stakeholders were agreed that this would require further thought on how SIPR research was funded. However, given SIPR's success to date in building a multidisciplinary research community which included international research partners, it was thought that SIPR was well positioned to make this step change. Stakeholders thought that this approach would enhance the evidence base for police stakeholders; increase research credibility and profile for the policing research community at Scottish universities, and, importantly, would bring in additional research resources.

The SIPR Board of Governance could take a more pro-active role in steering the Institute to a more strategic programme focus. This would include the Board examining the implications of any step change in SIPR's ambitions, for example for resourcing, funding opportunities, research programme development, commissioning and maintaining and developing international networks. Stakeholders thought that the resourcing issue was particularly critical if future ambitions were to be realised and were strongly of the view that the posts of the Director and Co-ordinator should be secured for the future at a level appropriate to any new strategic focus. Stakeholders commonly expressed the view that having the "right"

people in these two posts had been critical to success to date of SIPR and that succession planning for these posts was critical to maintain success in the future.

The momentum created to date by SIPR in building a sizeable, vibrant, multidisciplinary, postgraduate / early career researcher community should be actively sustained. Having an active postgraduate community was considered an essential component of future ambitions for SIPR through its potential to strengthen the capacity of the Scottish research base to undertake larger scale, more complex research programmes with international partners. Suggestions for enhancing the strength of this community included:

- The setting up of an online, peer reviewed academic journal to give SIPR researchers, particularly early career and postgraduate students, the opportunity to have their work widely disseminated and debated.
- An online register of abstracts of all SIPR research with researcher contacts published on the SIPR website and accessible to all stakeholders. This would encourage more collaborations and partnership working.
- More postgraduate studentship / placement opportunities with both operational and policy research users to develop co-production and knowledge exchange capabilities.
- More training and development opportunities, such as the international summer schools which involved police representatives and international academics. (These were considered to be an excellent forum for developing multidisciplinary research expertise and building international and user contacts for researchers).

SIPR should develop its public engagement activities. The Review found very limited evidence of *public* engagement in SIPR's portfolio of activities. There had been SIPR publications and some public exhibitions, and the existing SIPR website could be accessed by the wider public. Stakeholders thought that it was important to increase these activities in the future, for example to promote policing research findings to wider audience out with the profession and to enhance the public's understanding of policing developments for community safety.

4 Conclusion

This Review has established that SIPR has met and exceeded its original ambitions, creating significant value for its stakeholders. It has been an exemplary investment in the extent of its success to date and it has significant potential to further enhance its impact.

Appendix 1: SIPR: A 60 second briefing

The Scottish Institute for Policing Research: A 60 Second Briefing

The Scottish Institute for Policing Research (SIPR) is a strategic collaboration between 13 of Scotland's universities⁸ and the Scottish police service supported by investment from Police Scotland, the Scottish Police Authority, the Scottish Funding Council and the participating universities.

Our key aims are:

- To undertake high quality, independent, and relevant research.
- To support knowledge exchange between researchers and practitioners and improve the research evidence base for policing policy and practice.
- To expand and develop the research capacity in Scotland's universities and the police service.
- To promote the development of national and international links with researcher, practitioner and policy communities.

We are an interdisciplinary Institute which brings together researchers from the social sciences, natural sciences and humanities around four broad thematic areas: Police-Community Relations; Evidence & Investigation; Education & Leadership; and Public Protection.

We promote a collaborative approach to research that involves academics and practitioners working together in the creation, sharing and application of knowledge about policing.

Our activities are co-ordinated by an Executive Committee comprising academic researchers and chief police officers, and we are accountable to a Board of Governance which includes the Principals of the participating universities and Her Majesty's Inspector of Constabulary for Scotland.

We work closely with Police Scotland, the Scottish Police Authority, the Scottish Government, Her Majesty's Inspector of Constabulary and the Scottish Parliament to ensure our research informs the development of policing policy in Scotland.

⁸ Abertay, Dundee, Edinburgh, Edinburgh Napier, Glasgow, Glasgow Caledonian, Heriot-Watt, Robert Gordon, St Andrews, Stirling, Strathclyde, and West of Scotland Universities, and The Open University in Scotland.

We engage in joint projects with colleagues in the Scottish Centre for Crime and Justice Research, and are a founding member of the European Police Institutes Collaboration (EPIC) and currently chair the Policing Working Group of the European Society of Criminology.

Since we were established in 2007 our key achievements include:

- Making significant contributions to evidence-based approaches to policing policy and practice closely aligned with the requirement for universities to demonstrate the impact of their research.
- The award of c. £9.8 million in research grant income to academics in the participating universities.
- Supporting the development of a postgraduate community with over 70 students having completed or currently studying for PhDs on policing-related subjects since 2007.
- Investing in a dynamic knowledge exchange programme of over 110 events attended by more than 6,000 people.
- Establishing Scotland's first postgraduate programme in Policing Studies for police practitioners and those who work with policing organisations.

Appendix 2: Impact review design

This Impact Review was designed primarily to provide the SFC with a good understanding of what impact⁹ its strategic research and knowledge exchange investments can achieve over a longer period.

In 2016 SFC introduced a new system for Reporting on its Strategic Investments (ROSI) which will prospectively track the outcomes and impact of its investments. Over time this will create an evidence base of impact from a wide range of investments which will be useful to inform future strategic investments. To date, however, most of SFC's monitoring and evaluation focus has been concentrated on monitoring the progress of activities rather than impact. It was therefore considered a priority to undertake a Review which could examine achievements from an existing investment in order to improve the understanding of the longer term value of SFC's strategic investments.

This Review differs from more traditional projects as it aims to focus on more strategic questions such as “what difference has SIPR made”, “who has benefited” and “what outcomes and value have been achieved”? Meagher and Lyall in their Evaluation Report to SFC (2001) on Strategic Research investments identified four different stages occurring during an investment's developmental pathway:

- Stage 1: Early stage achievements (by end of year 1) where investments such as research centres, institutes etc. establish new research facilities, recruit staff to build research teams and establish dialogue with research users
- Stage 2: Initial outcomes (by end of year 3) where centres are up and running and starting to produce research outputs
- Stage 3: Consolidation Impacts (by end of year 4) where a centre's research teams and partnerships are starting to mature, their user networks have built up trusted relationships and overall, the investment is starting to have a level of recognition
- Stage 4: Realising Full Impacts (mainly in years 5-10) where research and knowledge exchange outputs move beyond the research environment and begin to have a wider impact on society.

This Review at the 10 year stage in SIPR's development has focussed on the realising full impacts stage of the Meagher and Lyall developmental pathway model.

⁹ For the purpose of this Review, “impact” is defined as an effect on, change or benefit to the economy, society, culture, public policy or services, beyond academia.

The Impact Review is based on data obtained from SIPR relating to quantifiable measures of performance, e.g. funding secured competitively from funders the UK Research Councils, to details of staffing and student numbers and career histories of SIPR members and from 11 semi-structured interviews with representatives of SIPR's current key stakeholders to obtain views on SIPR's outcomes and impacts.

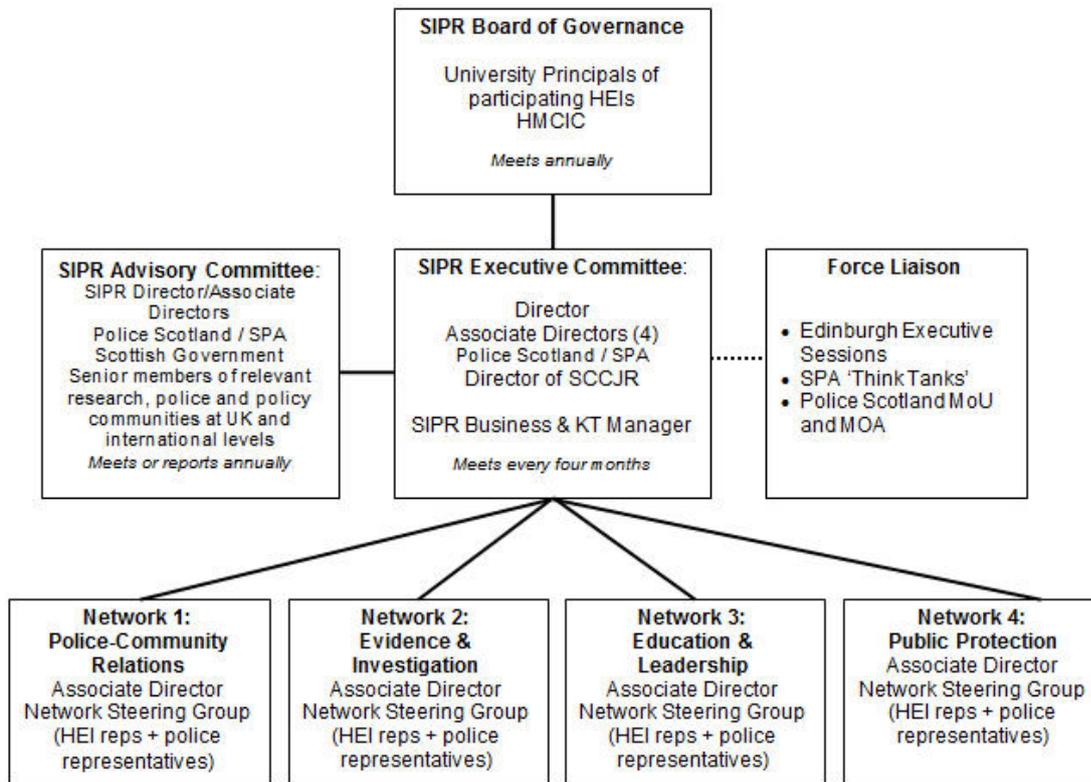
Field work for the interviews took place in July and August 2016 and involved:

- Interviews with representatives of police interests (Police Scotland, Scottish Police Authority and Her Majesty's Inspectorate of Constabulary (HMCIC).
- Two interviews with representatives of university senior management interests.
- Three interviews with SIPR members who were academic researchers.
- One interview with SIPR Senior Management Team (i.e. Director and Co-ordinator).
- Two interviews with representatives of the SIPR postgraduate student community.

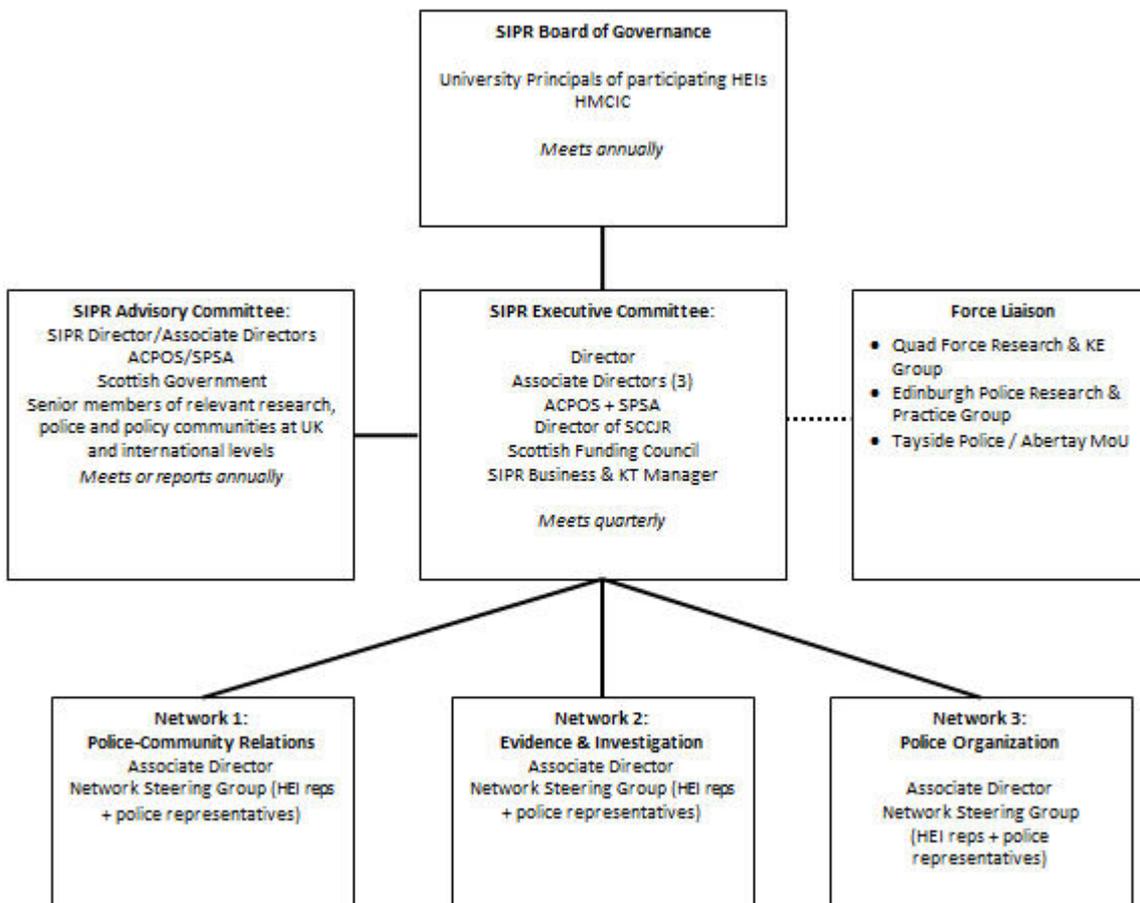
In the time available for this Review it was not possible to obtain views of the wider communities of policing interests with whom SIPR has built strong partnerships over recent years. These include, for example, international academics in Europe and North America and Police Forces in countries such as Norway, Netherlands, USA and Canada. Nor was it possible to follow up on wider community interests in Scotland to explore the wider influence and impact SIPR's activities are achieving. Such feedback is important to assessing SIPR as it goes forward and merits a separate follow up at a later stage.

Appendix 3: The evolution of SIPR

SIPR at the time of the review:



SIPR's initial structure:



Appendix 4: SIPR current research and Knowledge Exchange priorities



Appendix 5: SIPR current international research partners

Europe

Belgium

- Centre for the Study of Policing & Security, University of Ghent

Estonia

- Estonian Academy of Security Sciences

Finland

- Finnish Police University College

France

- CESDIP (Sociological Research Centre on Law and Penal Institutions)

Netherlands

- Dutch National Police
- Dutch Police Academy
- University of Nijmegen

Norway

- Norwegian Police University College
- University of Oslo

Portugal

- Institute of Police Science and Homeland Security

Sweden

- Centre for Police Studies, University of Uppsala

Australia

- Institute for Social Science Research, University of Queensland

New Zealand

- New Zealand Police

US

- Center for Evidence-Based Crime Policy, George Mason University

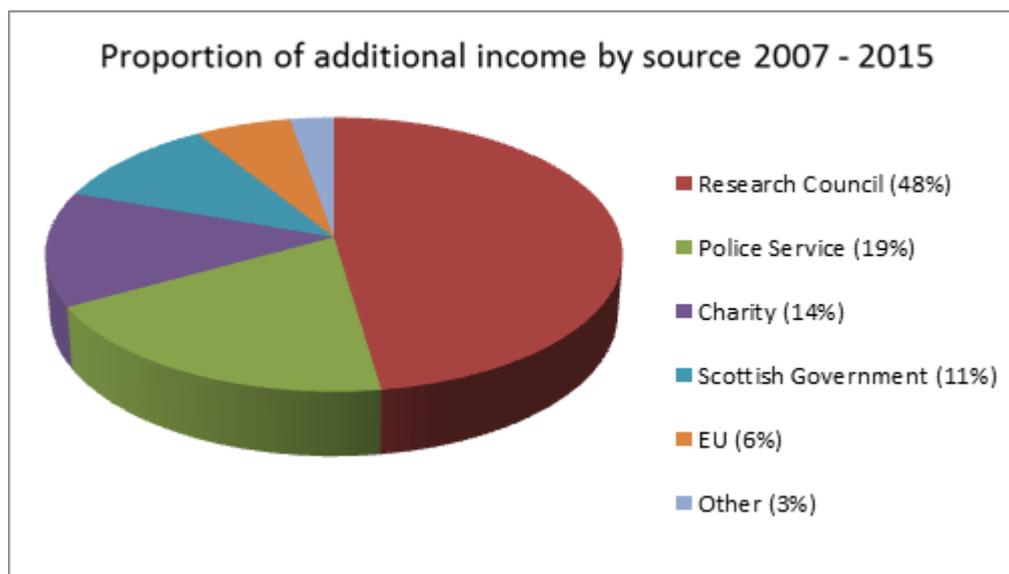
Appendix 6: Total additional income and breakdown by source

Over the period 2007 to 2015, the original £1.1 million SDRG Grant from SFC “leveraged” a total of £11,395,539 additional funding, including “core research funding” from Police Scotland / SPA totalling £1.6 million, and the award of 171 external grants totalling c. £9.8 million to researchers at the consortium universities.

A major proportion of grants were received from Research Councils (48%) and Police Scotland (19%).

External Research Grant Income, 2007 to 2015

	2007	2008	2009	2010	2011	2012	2013	2014	2015	Total
External Research Grant Income (£M)	£0.84	£1.13	£1.24	£1.55	£2.89	£0.79	£1.67	£0.47	£0.81	11.4M



Appendix 7: SIPR's engagement with other university research collaborations

With the Scottish Centre for Crime and Justice Research (SCCJR), SIPR has:

- Close working relationship reflected in reciprocal arrangements for membership of respective executive Committees.
- Worked collaboratively on several strategic research projects including the UK What Works Centre for Crime Reduction, an EU funded project on the policing of sporting mega-events focussed on the 2014 Commonwealth Games, and Scottish Government funded evaluation of the Scottish Crime Campus.
- Delivered joint postgraduate training for policing and criminal justice PhD students.

With Scottish Informatics and Computer Science Alliance (SICSA), SIPR has:

- Developed a close working relationship with members of SICSA, including holding a joint KT event at the Scottish Police College on developing a research agenda for cybercrime research.
- Submitted joint research bids to Nordforsk (on issues of privacy and surveillance - *Successful - €1 million over three years*) and EPSRC (on the human dimensions of cyber security - *Unsuccessful*)
- Worked collaboratively with SICSA and Scottish Government on the funding of a doctoral research programme on cybercrime to be based at the Scottish Crime Campus (awaiting outcome).

With AQMEN (Applied Quantitative Methods Network), SIPR has:

- Funded a training programme for police analysts delivered by AQMEN staff.

Opportunities for collaboration have emerged with the National Centre for Resilience (NCR), Dumfries, which has:

- Given police a role as first responders to natural disasters, such as flooding. SIPR is planning to build strong links with the new NCR.

Appendix 8: SIPR engagement with policing policy and practice in Scotland over the last three years (2013-2016)

1. Members of SIPR have been invited to sit on the following committees to engage with discussions on policing policy and practice:
 - Policing 2026 Working Group (co-chaired by Police Scotland and Scottish Police Authority) – focussed on developing a 10 year vision for policing in Scotland.
 - Review of Police Governance Reference Group (chaired by Scottish Police Authority).
 - Stop and Search Research and Evaluation Group (chaired by Police Scotland)
 - Stop and Search Strategy Group (chaired by Police Scotland).
 - Missing Persons Strategy Group (chaired by Scottish Government).
 - National Violence Prevention Strategy (chaired by Police Scotland).
 - Pathways to Policing Working Group (chaired by Police Scotland) – focussed on developing a degree pathway for those wanting to join Police Scotland.
 - Future Benefits and Realisation Committee at the Scottish Crime Campus (chaired by HM Revenue and Customs).

2. SIPR has been involved in the development of educational opportunities in policing:
 - The Pathways to Policing Project being undertaken by Police Scotland will radically reform the routes through which people will join the police service. In 2017, the first phase of a graduate pathway will be launched which will see three universities (UWS, GCU and Napier) offer a policing pathway within their undergraduate degree programmes and developed in collaboration with Police Scotland. The second phase of this project would widen the pool of universities offering a policing pathway and this offers opportunities to the Open University. The OU in Scotland could also be involved in offering modules to officers and staff already employed by Police Scotland who aspire to having a degree level qualification.
 - SIPR has worked with the police to develop an MSc in Policing studies, involving a collaboration of five universities (Dundee, Glasgow, RGU, St Andrews and UWS.)
 - SIPR also supports a Practitioner Fellowship programme which partners a practitioner with an academic adviser. The practitioner undertakes a project with guidance on relevant research and methods provided by the academic.

Appendix 9: Recognition and awards for SIPR's achievements

2009: Fellowship of the Scottish Police College

In December 2009, Professor Fyfe was made a Fellow of the Scottish Police College, an honour awarded to those who have 'made a significant and sustained contribution to the education and training of police officers and staff'. Professor Fyfe was the first recipient of this award from outside the police service.

2011: Young Academy of Scotland

Dr Jeffrey Murer (a SIPR funded lecturer at the University of St Andrews) was appointed a Member of the Royal Society of Edinburgh's Young Academy of Scotland as part of the first cohort of this group in autumn 2011. The Young Academy of Scotland provides a platform for able and innovative young entrepreneurs, professionals and academics to develop a coherent and influential voice, and to address the most challenging issues facing society in Scotland and beyond.

2014: The Distinguished Achievement Award in Evidence-Based Crime Policy

The Distinguished Achievement Award in Evidence-Based Crime Policy is the highest honour given by the Centre for Evidence-Based Crime Policy (CEBCP), George Mason University in the US in recognition of outstanding achievements and contributions by individuals in academia, practice, or the policy arena who are committed to a leadership role in advancing the use of scientific research evidence in decisions about crime and justice policies. Professor Nicholas Fyfe was the joint winner for 2014, together with Professor Jeremy Travis from John Jay College of Criminal Justice, New York City. Professor Fyfe is only the second UK citizen to have received this award.

2015: ESRC Outstanding Impact in Society

This award was given to Professor Hester Parr, University of Glasgow, for her work as PI on the Geographies of Missing project (with Professor Nick Fyfe and Dr Penny Woolnough as Co-Is) which focussed on the processes and experiences of people going missing and police responses to missing persons in the UK. This project had the following impacts:

- Police Scotland has included changes to 'good practice' handling of missing persons based on research recommendations.
- Police operational guidance for Scotland now incorporates research recommendations in its best practice guidelines for handling the families of missing persons. Draft guidance for England and Wales also includes this.
- The research materials and project reports are reaching over 30,000 police officers in England and Wales via existing training resources, based on completion figures for 2012-15, the equivalent to approximately one in four officers over a three year period.

- Professor Parr and colleague Dr Penny Woolnough sit on the Scottish Government-led Working Group on Missing Persons Strategy for Scotland 2014-2015 - a new policy initiative designed to protect vulnerable missing people.
- Professor Parr has been appointed to the Advisory Board of the newly established Aftercare Service for the Missing People Charity in Wales.

2016: ESRC Outstanding Early Career Impact Award

This award was given to Dr Kath Murray, University of Edinburgh, for her doctoral research on police-public encounters (funded by an ESRC collaborative studentship with Scottish Government), which revealed very high levels of stop and search in Scotland. Her research sparked a wide debate which has resulted in new legislation, major changes in police practice and a 93% drop in stop searches and seizures.

The project had the following impacts:

- Dr Kath Murray's findings led to the Scottish Parliament passing the Criminal Justice (Scotland) Act in December 2015. The Act abolished non-statutory stop and search, established a statutory Code of Practice, and introduced mechanisms to ensure stop and search is accountable and open to scrutiny.
- Political and media debate sparked by Dr Murray's research drove changes in policing; in December 2015 officers recorded fewer than 5,000 stop searches and seizures, compared to just under 70,000 in August 2013 – a fall of 93%. Until late 2014, around three-quarters of stop searches were carried out on a non-statutory basis; by December 2015, this had fallen to only 7%.
- The research led to improved police practice, including new recording practices, routine publishing of statistics, police providing an advice slip stating the officer's' details and reason for search, and a formal complaints procedure.

Appendix 10: Policing relevant research in Scottish universities' submissions to the 2014 Research Excellence Framework (REF)

Nine Institutions used policing-related research in their REF impact case study submissions, many drawing on projects facilitated by SIPR. The details are given below.

University	Policing-related Impact Case Studies
Abertay	<p>Self -Administered Interview tool: developed by psychologists and used by police officers in the UK and Europe, the SAI is an innovative investigative device to enhance witness statements.</p> <p>The treatment and management of sex offenders with an intellectual disability: this tool has become routinely used internationally in forensic services, and allows a means of monitoring the effectiveness of treatments.</p>
Dundee	<p>Perpetrator Identification in the investigation of child sexual abuse: research at the Centre for Anatomy and Human Identification has helped in investigation and prosecution of child sex offenders across the UK.</p> <p>Protecting Intimidated Witnesses: pioneering research led from Dundee on witness protection has helped shaping policy and practice in the UK and internationally, including changes to UK legislation and reforms to the organisation and delivery of witness protection in Scotland.</p>
Edinburgh	<p>Edinburgh Study of Youth Transitions and Crime: findings from this study have led to major changes to the youth justice system in Scotland, including the diversion of young people away from formal interventions by the police and other youth justice agencies. McVie and McAra also won the 2013 Howard League Penal Reform Research medal for this work by researchers from the Law School.</p>
Glasgow	<p>Missing Persons: In collaboration with Police Scotland, the Metropolitan Police Service and UK Missing Persons Bureau, researchers have led a major study of focussing on the experiences of missing persons and their families and the challenges of police investigations which has resulted in the development of new training materials for police officers.</p>
Heriot-Watt	<p>Access to justice for speakers of foreign languages: the Police Interpreting Research Group have been involved in research which has led to changes to police practices for working with interpreters and have influenced legal professionals and policy makers in the area of communication support in investigative processes.</p> <p>Improving police investigation procedures, informing legislation and improving support for victims of stalking: this research has changed</p>

	<p>police practice in UK police forces in investigating cases of alleged stalking, as well as raising public awareness of the nature and dangers of stalking behaviour.</p>
Robert Gordon	<p>Best practice guidance on responding to the psychosocial and mental health needs of people affected by disasters and major incidents: research findings from several projects have informed this guidance, including work with police officers authorised to use fire arms, those involved in major incidents and working as hostage negotiators.</p>
Stirling	<p>EvoFIT: Applying psychology to the identification of criminals: Originally conceived by Professor Peter Hancock and developed into an effective system used by police forces across the UK and abroad. A world-leading 25-60% of composites made with EvoFIT directly lead to an arrest, four times better than the best previous system used by police forces.</p>
Strathclyde	<p>Global drug crime involving the illicit production of synthetic drugs and the emergence of new legal highs: this project has resulted in new capabilities for law enforcement agencies by equipping them with new tools to identify the manufacturing routes of illicit drugs and linking this to criminal intelligence databases, and has also influenced the policy and protocols of the UN Office on Drugs and Crime</p>
West of Scotland	<p>Gang culture and youth offending in the West of Scotland: this research focussed on young people's involvement in gang violence and has had national and international influence on public debate about violent youth offending and the development of services by community-based agencies and the police in Scotland who work with marginalised young people and young offenders.</p>

Appendix 11: Examples of SIPR academics' career profiles

1. Pen picture of academic who joined SIPR from overseas

Dr David La Rooy studied at the University of Otago in New Zealand, where he received his BA, MSc and PhD degrees, before taking up a Post-Doctoral Research Fellowship at the National Institutes of Health in Maryland, USA. He joined SIPR as a Research Lecturer at its inception, based at Abertay University, and received the International Investigative Interviewers Research Group (iIRG) award in 2014 for Academic Excellence. In 2015 he took up a position at Royal Holloway, University of London.

I first heard about SIPR when I was at a conference in Aberdeen in 2005 and applied for one of the original SIPR lectureships when they were advertised. It was really great to be awarded the research position at Abertay University. It seemed from the outset that the lectureships were conditional on doing research related to policing - and since I was doing research in this area already it looked like an opportunity I couldn't refuse. While in Dundee most of the significant developments in my academic and practitioner career occurred. I was able to gain some vital research contacts through SIPR and used the affiliation whenever I could to help 'open-doors'. While in Dundee I published many journal articles, co-edited two books on psychology and crime, ran many training sessions for police, served on a national committee on child abuse investigation, became involved training Judges in Scotland, and served as an expert witness in more than 100 court cases of child abuse. The SIPR affiliation and support helped considerably in giving me confidence to take these challenges on. I am really delighted to have contributed and hope that the organization continues to move forward and remains a permanent part of the policing landscape in Scotland.

2. Police officer who went from probationer to Professor

Dr Robert Smith was appointed as the SIPR-funded lecturer based at RGU.

I joined Grampian police in February 1983 and served as a career police constable until August 2008. During my 25 year career I was always academically minded and read widely in relation to crime and policing. I had always had a notion to go to University but as I had not excelled at school I gained four 'Highers' in a two year period to bolster my qualifications. In 1993, I decided to take my passion for learning a step further by studying for an MA degree part time at Aberdeen University. I had tried unsuccessfully, on two occasions, to gain admittance to police sponsored degree programmes so funded myself. I had a young family at the time and over the next four years I went to university during the day and volunteered for late shifts. I gained my MA in 1997. Whilst at Aberdeen University I met my mentor Professor A R Anderson. He had commended my essay on criminals as entrepreneurs and suggested that I should consider doing a PhD. I was honoured but tired so returned to full time policing. My passion for learning and writing continued so in 2000, I

enrolled as a PhD student. Over the next five and a half years studied for a PhD at Robert Gordon University, being awarded my PhD – “The Entrepreneur as Socially Constructed”. I also became a part time Research Fellow and lecturer.

In 2008, I retired from the police on appointment to the post of SIPR lecturer in Leadership and Management which I held until February 2015. I am proud to be a member of SIPR and to contribute to their success as a policing scholar. SIPR provided seed funding for some of my policing studies. I particularly value the SIPR funding model and have been successful in securing several SIPR-funded projects. Nick Fyfe and Tim Heilbronn have always been available and supportive of policing research so much so that it is because of SIPR that I continue to be involved in policing research. As well as being a policing scholar I am also an entrepreneurship scholar. In 2010 I rose to become a Reader at RGU and in 2015 achieved my ambition of becoming a Professor when I took up my current post at UWS.

3. Senior Research Officer in the Grampian Police Force who has become a lecturer at Abertay University

Dr Penny Woolnough was appointed as a Lecturer at Abertay in 2015. Prior to that, she was the Senior Research Officer within the former Grampian Police Force. She has over 15 years of applied policing research experience, including work with Her Majesty's Inspectorate of Constabulary (England and Wales) and the Home Office Research Development & Statistics Directorate. In 2004 she was awarded a Fulbright Commission Police Studies Fellowship to study missing person behaviour in the US. Her research on missing persons has won awards from the International Association of Chiefs of Police and Scottish Policing Awards.

Since its inception SIPR has provided a supportive and facilitating culture of policing related research in Scotland which has helped to develop and advance my own career. The provision of a very supportive and collegiate network of policing related academics across Scotland has allowed me to develop interdisciplinary academic collaborations, successfully secure substantial funding and deliver award winning research. Acting as an active voice for evidence based policing in Scotland, SIPR has significantly increased practitioner interest in and support for research, which has helped facilitate the translation of my own research findings into practitioner training and operational practice across Scotland and internationally.

4. Police officer who undertook the SIPR Practitioner Fellowship

Andrew B Brown moved to the Scottish Police College after 25 years operational policing to pursue opportunities in applied academic research.

As a Hostage / Crisis Negotiator with significant experience he undertook a SIPR Practitioner Fellowship to research the data from the negotiator incidents to inform national training and began post-graduate studies to hone my research skills. As the 2011 Fulbright Police Research Fellow, I taught advanced tactics to many law enforcement agencies including NYPD, USMS Fugitive Task Force and the FBI, where I critiqued their response to a national maritime terrorist exercise. My academic writing developed as I published on Modern Piracy & Maritime Terrorism.

An Associate Lecturer of the Police (Special Operations) Research Group at the Robert Gordon University, Aberdeen I commenced a Doctorate, where I designed training for the Scottish military, prior to their Afghanistan deployment to reduce 'Green-on-Blue' attacks, the success of which has informed military doctrine. My experience in Afghan kidnappings have led me to research, critique and advise international NGOs how to prepare, prevent and respond to the threat of kidnap. Being a practitioner and academic have also led to me acting as an expert witness to judicial inquiries on the response to hostage taking.

Career progression of early career researchers

5. SIPR lecturer from overseas, Dr Jeffrey Murer

I arrived in Scotland from overseas nine years ago as one of the first SIPR lecturers, and immediately SIPR oriented my research and academic community. SIPR represented an array of scholars and colleagues with whom I could interact and converse, and most importantly to engage to understand the new environment of Scotland in both academic and in empirical terms. SIPR encouraged me to join connections from abroad, and within a year of my arrival I became the Principal Investigator of the European Study of Youth Mobilisation, funded by the British Council. This project, which I twinned with a project entitled "Listening to Radicals", engaged young people, including more than 800 interviews in five cities in Central Europe regarding their participation in radical politics, and their perspectives on the legitimacy of violence. This project led to collaborations with researchers in Hungary, Czech Republic, Slovakia, and Poland, as well as Finland, Sweden and Denmark.

Through SIPR I was able to disseminate the results of this study through the International Law Enforcement Academy in Budapest, and the Centre for Evidence Based Crime Policy at George Mason University. Through this collaboration between SIPR and CEBCP I was able to share my research through a U.S. Congressional Briefing, and to participate in the creation of an international PhD Summer School between CEBCP, SIPR, and St Andrews as the physical hosts in May / June of 2016. I also participated in the creation of a SIPR based MSc in Policing Studies, hosted through the University of Dundee, but realized through the collaboration and cooperation of seven Scottish Universities. In addition to leading one of the optional modules for this Masters programme, in 2012 I organized an exchange between my

Scottish students on the SIPR programme with students from the Dutch National Police Academy. During the exchange, the Scottish students explored a number of different Dutch environments in which community-policing programmes were deployed, including interviews with both law enforcement agents and community participants; the Dutch students then participated in a return leg to Edinburgh, where they engaged with Police Scotland deployments at public events – an international football friendly, community engagement in the neighbourhood of Porto Bello in Edinburgh, and short internships across Glasgow and Edinburgh. The students also met the Scottish Justice Secretary Kenny McAskill.

These events and research projects contributed to my appointment to the Royal Society of Edinburgh Young Academy of Scotland, under the auspices of which I organized two community discussions on hate crime and community violence. These two events in 2013 and 2014 brought together members of the many faith communities in Scotland, academic researchers, youth activists, members of the media, representatives of the media, Scottish Government and Police Scotland to discuss the experience of violence and discrimination in Scotland. Many SIPR members participated in these events and contributed greatly to an open dialogue and conversation on topics not openly discussed across these communities in Scotland.

These engagements, especially with the Scottish Muslim Police Association, have led to my participation in a number of events, including an event regarding Remembering Sreberenica at the Glasgow Central Mosque in 2015, and my participation in an event in Sreberenica commemorating a new memorial there in 2016.

SIPR has been the base for so many connections, and research projects. The networks, the collegial engagements all trace back to SIPR. It has shaped and been the touchstone of all of my scholarly experience in Scotland. SIPR is an amazing organization of which I am very happy to be a part.

6. SIPR-funded PhD student to Academic Omair Uthmani

I appreciate the chance to feedback about the many successes of SIPR. I am more convinced than ever that we should be highlighting and personalising these successes.

I moved to Scotland from Canada specifically because of the attractive vibrancy of the academic community here, and the wider opportunities that that happy environment enables. Opportunities, I hasten to add, that do not simply benefit academia and academics, but the far wider national and international economy. And tangibly, demonstrably so.

SIPR gave me the opportunity to pursue research in a very interesting area where information needed to be shared securely between the Police and community partner organisations. Although I was primarily approaching this problem from a cybersecurity perspective, this area brought together many disciplines including policing, legal reasoning, health and social care, among others. In most cases, pursuing a doctorate in any of these disciplines is demanding. When the area of inquiry spans a number of diverse disciplines, however, the demands become somewhat more complex. At least they did for me as Bill [Buchanan] and Burkhard [Schafer] will undoubtedly confirm, given the immense amount of their time that I monopolised! I was incredibly fortunate that through SIPR, I had ready access to them as well as a large network of experts in other related areas.

Nearing completion of the research, I had the opportunity to apply for a Scottish Enterprise proof of concept award. This application process centred on presenting the non-academic, business-focussed commercial viability of the research. I have to say that this was entirely outside my comfort zone and required skills I did not possess at the time. The SIPR Small Grant and help from the commercialisation team at Napier were instrumental in allowing us the time and resources to prepare and for me to gain these skills rapidly. We were successful in securing the award and the resulting spin-out is now also a success. Again, SIPR was crucial in enabling this outcome.

I am now lecturing at Glasgow Caledonian University, where I have recently been asked to lead the Networking and Security suite of programmes. While doing this I hope to further my research on the implications of software-defined networking (SDN) and the internet-of-things (IoT) on data-sharing and privacy.

Again, I must reiterate that this is fundamentally the result of the right formula that exists here in Scotland: that of ready collaboration between academia and practice through institutions like SIPR and the business intelligence and commercial opportunities facilitated by Scottish Enterprise. That we, as a small nation, are able to provide world-leading education and research is a testament that we're getting this formula right. This is also a fundamental reason why so many students from so many countries choose to come to Scotland for their studies and make it their home. I feel the need to belabour this particular, attractive and successful aspect of our society in the face of the current moroseness being felt by many in academia, myself included, as we attempt to cope with the implications of Brexit.

A formula for success, such as Scotland has, would be the envy of any nation to create. However, I feel that we do not emphasise this enough outside academic circles. As a population, we also sometimes lose sight of the fact that this is not simply the result of chance and that the continuous efforts of institutions such as SIPR are crucial in enabling this outcome.

7. Career progression of SIPR academic, Megan O'Neill, Senior Lecturer, University of Dundee

Before coming to the University of Dundee in 2013, I was a senior lecturer in criminology at the University of Salford, Greater Manchester. While I had many fantastic colleagues, I was the only police researcher in the group. I was ready for a new challenge and so was delighted when the opportunity to work at Dundee came up. While my immediate colleagues in Dundee are Geographers, I have regular access to the networks and opportunities that SIPR affords, and this has already (after three years) made a demonstrable impact on my career.

Horizon 2020

Through the international collaborations which SIPR has developed, especially the European Police research Institutes Collaboration (EPIC), two opportunities arose to be involved in bids to Horizon funding in late 2014. Prof Fyfe worked with one and I became involved in the other, the 'Unity' consortium, with Dr Liz Aston from Edinburgh Napier University. Our bid was successful, and Dr Aston and I lead on Work Package 2. The project involves 15 partners from 10 countries in Europe and is led by The Office of the Police and Crime Commissioner of West Yorkshire. It started in May 2015 and will last for three years.

Stop and Search

Police Scotland recently came under intense scrutiny for its historical and current practices in stop and search. In partnership with SIPR, it put out a tender in June 2014 for an evaluation of a stop and search pilot in the Fife Division. Dr Liz Aston (ENU) and I were co-applicants for this funding and were successful. Our evaluation lasted from September 2014 to April 2015. The recommendations from our final report have been incorporated into Police Scotland's action plan for stop and search, which is regularly monitored and updated (the only other recommendations in there are from Her Majesty's Inspectorate of Constabulary and the Scottish Police Authority). Dr Aston and I continue to advise Police Scotland on its development of stop and search practice and training and regularly attend meetings for the various working groups involved.

Stop and Search ESRC studentship

One of the outcomes of the ongoing collaboration with Police Scotland in stop and search was a successful application to the Economic and Social Research Council for a collaborative studentship. This PhD study will consider the ongoing cultural changes in Police Scotland in relation to the revision of stop and search practices and policy, especially with the recent ending of consensual searches and the introduction of a code of practice. Police Scotland are partners in this project, contributing 10% of the

total cost of the studentship as well as being involved with the project design and access to research sites. Our student, Estelle Clayton, will begin her studies in September 2016. She is co-supervised by Dr Anna Souhami at the University of Edinburgh.

Special Constables ESRC studentship

My work with SIPR has also resulted in another successful ESRC collaborative studentship, which commenced in September 2015. This project, being undertaken by Graeme Dickson, considers the role of Special Constables as police volunteers. It is examining why people become Special Constables and what position they hold as volunteers in society. This studentship was designed in collaboration with and is sponsored by the Association of Special Chief Constable Officers. Prof Fyfe and I are the supervisors, with supervision from ASCCO provided by Ian Miller of the City of London Police. Mr Miller was already acquainted with Prof Fyfe and SIPR prior to this proposal, and so was very happy to become involved.

Promotion

When I joined the University of Dundee in 2013, it was as a Lecturer in Human Geography. I sought out promotion at the first opportunity, and was successful in my first application in 2015. I am now a Senior Lecturer in Human Geography, and I am certain that the aforementioned opportunities which I have gained from SIPR were direct contributors to this.

Other aspects

Through my work with SIPR I have had the opportunity to give guest lectures to police audiences, to participate in SIPR committee work related to community policing and police education, to attend the Edinburgh Executive Lectures as well as to attend the excellent annual SIPR international conference. While the outcomes of these events are less tangible, they are by no means insignificant as my Scottish and international policing networks are nurtured by each of these.

Appendix 12: Destinations of original SIPR PhD students and lectureship holders

SIPR supported Post-Doctoral Research Assistants and PhD studentships

PDRAs

Researcher and topic	Start date	Destination
Dr Catriona Havard <i>Obtaining best evidence from young eyewitnesses</i>	October 2007 Completed	Following completion of her post-doc at Aberdeen University, Catriona took up a position as Lecturer in Psychology at the Open University. She continues to be involved in policing research, looking at the use of social media by the police.
Dr Elizabeth (Liz) Aston <i>Local policing in Scotland</i>	November 2008 Completed	Following completion of her post-doctoral position at UWS in 2011, Liz took up a position as a Lecturer in Criminology at Edinburgh Napier University. In 2015 she was promoted to Senior Lecturer there, and is the Subject Group Leader for Social Sciences. She is still very actively involved in policing research and currently holds a Horizon 2020 grant on community policing in Europe.
Dr Leda Blackwood <i>Collective radicalization and police-community encounters</i>	January 2009 Completed	Following completion of her post-doctoral position at University of St Andrews, Leda continued there on further projects, funded by a Leverhulme Early Career Fellowship, before moving in 2015 to the University of Bath where she is now Lecturer in the Department of Psychology, and continues her policing-related research.

PhDs

Researcher and Topic	Start / completion dates	Destination
Julie Gawrylowicz <i>People with a learning disability and the</i>	September 2007 PhD awarded December 2010	On completion of her PhD at Abertay University, Julie took up a position as Lecturer within the Department of Psychology at Royal Holloway, University

<i>construction of facial composites</i>		of London, continuing her research on eyewitness memory and investigative interviewing. She then moved to South Bank University, London as Lecturer and then Senior Lecturer, and in August 2016 has been appointed to a position back up in Scotland at GCU.
Neil Davidson <i>Policing the night-time economy in Scotland</i>	October 2007 PhD awarded February 2012	On completion of his PhD at University of Dundee, Neil was employed at the University of Edinburgh on a Leverhulme funded project on Police and Community in 20 th century Scotland. He is now a Research Officer in Scottish Government working in Justice Analytical Services.
Anika Ludwig <i>The integration of investigation and forensic science in volume crime</i>	May 2008 PhD awarded November 2011	On completion of her PhD at Strathclyde University, Anika joined the Northumbria University Centre for Forensic Science as a Research Associate for two years. She went on to work as part of an EU-funded project on the evaluation and strengthening of forensic DNA data exchange. More recently (September 2015) she joined the Gwilym Gibbon Centre of Public Policy, Nuffield College, Oxford and is currently a researcher on a project examining the efficiency of policing.
Fiona McGrath <i>Policing and democracy in Scotland and Northern Ireland</i>	September 2008	Fiona McGrath did not complete her PhD and moved into the exams and assessment sector.
Mwenda Kailemia <i>Good Enough Policing: A case study of police-community relations in Govanhill, Glasgow</i>	October 2008 PhD awarded December 2012	On completion of his PhD at Glasgow Caledonian University, Mwenda continued there as a Criminology Lecturer, before joining Keele University as Lecturer in Criminology.
Omair Uthmani <i>Intelligence interface between the Scottish police and community</i>	October 2008 PhD awarded October 2013	On completion of his PhD at Edinburgh Napier University, Omair was initially funded as part of a SIPR Small Grant, before being offered a position there as lecturer within the Centre for Distributed

<i>partners</i>		<p>Computing. He has now moved to Glasgow Caledonian University where he is a lecturer in the Department of Computer Communications and Interactive Systems. The initial SIPR “seed corn funding” led to Omair and his supervisor securing a Scottish Enterprise Proof of Concept Award to prove the technology and information-sharing system defined during the course of his PhD, and the team aim to use this to rebuild health and social care in Scotland and London.</p> <p>Career profile</p>
<p>Midj Falconer</p> <p><i>Resilience and well-being in a Scottish Police force</i></p>	<p>December 2008</p> <p>PhD awarded March 2015</p>	<p>On completion of her PhD, at Robert Gordon University, Midj is still involved in policing projects within the Aberdeen Centre for Trauma Research at RGU.</p>
<p>Maureen Egan</p> <p><i>Scottish-based anti-money laundering operations</i></p>	<p>February 2009</p> <p>PhD awarded October 2012</p>	<p>On completion of her PhD, Mo continued at Abertay University where she is a Lecturer in the Division of Accounting, Finance, Economics & Law, and is still involved in policing research.</p>
<p>Amy Goulding</p> <p><i>The Inverclyde Initiative evaluation – situating policing policy in a community planning context</i></p>	<p>October 2009</p> <p>(thesis in final preparation for submission autumn 2016)</p>	<p>Amy undertook her PhD research at GCU and has continued writing up her PhD part-time whilst being involved in various Scottish Government projects and working as a researcher with Youthlink Scotland. She is currently the Project Manager for the Police & Fire Reform Evaluation, based at the University of Dundee.</p>

SIPR funded Research lectureships

Researcher and Topic	HEI	Destination
<p>Jan Nicholson / Liz Frondigoun</p> <p><i>Policing, communities, and youth crime and violence in the east end of Glasgow</i></p>	GCU	<p>Following Jan’s resignation, Liz was appointed at GCU as the “SIPR lecturer”, and continued to be funded there following the initial period of investment. She is still involved with policing research and is now based as a Senior Lecturer and Programme Leader for Criminal Justice at UWS.</p>
<p>Jeffrey Murer</p> <p><i>Processes of collective identity formation and their relationship to enactments of violence</i></p>	St Andrews	<p>Jeffrey is still involved in policing research and continues at St Andrews as the Lecturer on Collective Violence in the School of International Relations.</p> <p>Career profile</p>
<p>David La Rooy</p> <p><i>Forensic interviews with children in Scotland</i></p>	Abertay	<p>David is still involved with policing research and is now based at Royal Holloway, University of London as Lecturer in Psychology within the School of Law. Career profile</p>
<p>Katy Savage</p> <p><i>Forensic toxicology and the application of pharmacogenetics to forensic science</i></p>	Strathclyde	<p>After the initial period of SIPR funding (2008-2012), Katy continued to be funded as a Lecturer for Forensics, before moving within Strathclyde in 2014 to become the Academic Development Lead within the Strathclyde Programme in Academic practice Research development and Knowledge exchange (SPARK).</p>
<p>Peter Sproat</p> <p><i>Criminal Justice and Police Studies / Money laundering and asset recovery</i></p>	UWS	<p>Peter is still involved in policing research and continues at UWS as a Lecturer in Policing, specialising in the policing of organised crime.</p>
<p>Donna Brown</p> <p><i>The relationship between Community Wardens (Scotland) and Community Support Officers (England)</i></p>	Dundee	<p>Donna was the Lecturer in Urban Geography from 2008 to 2011, when she left to take up a Senior Lecturer position at Northumbria University. She has since moved to Durham University in 2016, as Senior Lecturer in Applied Social Science,</p>

<p><i>and the local communities in which they patrol</i></p> <p>Jon Mendel</p> <p><i>Policing, crime, data and policy</i></p>		<p>where she is still involved in policing-related research.</p> <p>In her place, Jon Mendel was appointed as the SIPR-funded lecturer in Human Geography, and the funding for this position was taken up by Dundee at the end of the initial phase. Jon's interests are in policing, surveillance and human trafficking.</p>
<p>Rob Smith</p> <p><i>Entrepreneurial leadership in policing</i></p>	<p>RGU</p>	<p>Rob was initially appointed as the SIPR-funded Lecturer in Leadership and Management at the Aberdeen Business School, RGU. He was promoted to Senior Lecturer and subsequently Reader, with the funding taken up by RGU following the initial phase. In 2015 he was appointed Professor of Enterprise and Innovation at UWS, and continues to be involved in policing research.</p> <p>Career profile</p>

Acknowledgements

We'd like to thank the following for their contribution to this report:

- SIPR Senior Management Team.
- Police Scotland, Scottish Police Authority and Her Majesty's Inspectorate of Constabulary (HMCIC).
- SIPR academic research members.
- University senior management.
- SIPR postgraduate student community.

*Deanne Holden
Ann Millar*

Scottish Institute for Policing Research

Website: www.sipr.ac.uk

Contact

Director: Professor Nick Fyfe

n.r.fyfe@dundee.ac.uk

Phone: 01382 384425